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A bill to be entitled
 An act relating to verification of employment
 eligibility by a private employer; amending s.
 448.095, F.S.; removing the option for a private
 employer to verify a person's employment eligibility
 using a specified federal form; removing the
 requirement that a private employer maintain such
 records for a specified length of time; removing the
 authorization for certain persons and entities to
 request, and the requirement that a private employer
 provide, documentation relating to a person's
 employment eligibility; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Paragraphs (f) and (g) of subsection (3) of
 section 448.095, Florida Statutes, are redesignated as
 paragraphs (e) and (f), respectively, and present paragraphs
 (b), (e), and (g) of that section are amended to read:

448.095 Employment eligibility.—

(3) PRIVATE EMPLOYERS.—

(b) A private employer shall verify a person's employment
 eligibility by÷

~~1. using the E-Verify system; or~~

~~2. Requiring the person to provide the same documentation~~

26 ~~that is required by the United States Citizenship and~~
 27 ~~Immigration Services on its Employment Eligibility Verification~~
 28 ~~form (Form I-9). The private employer must retain a copy of the~~
 29 ~~documentation provided under this subparagraph for at least 3~~
 30 ~~years after the person's initial date of employment.~~

31 ~~(e) For the purpose of enforcement of this section, the~~
 32 ~~following persons or entities may request, and a private~~
 33 ~~employer must provide, copies of any documentation relied upon~~
 34 ~~by the private employer for the verification of a person's~~
 35 ~~employment eligibility, including, but not limited to, any~~
 36 ~~documentation required under paragraph (b):~~

- 37 ~~1. The Department of Law Enforcement.~~
- 38 ~~2. The Attorney General.~~
- 39 ~~3. The state attorney.~~
- 40 ~~4. The statewide prosecutor.~~

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 42 ~~A person or entity that makes a request under this paragraph~~
 43 ~~must rely upon the federal government to verify a person's~~
 44 ~~employment eligibility and may not independently make a final~~
 45 ~~determination as to whether a person is an unauthorized alien.~~

46 ~~(f)-(g)~~ For any private employer found to have violated
 47 paragraph ~~(e)-(f)~~ three times within any 36 month period, the
 48 appropriate licensing agency shall permanently revoke all
 49 licenses that are held by the private employer specific to the
 50 business location where the unauthorized alien performed work.

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51 | If the private employer does not hold a license specific to the
52 | business location where the unauthorized alien performed work,
53 | but a license is necessary to operate the private employer's
54 | business in general, the appropriate licensing agency shall
55 | permanently revoke all licenses that are held by the private
56 | employer at the private employer's primary place of business.

57 | Section 2. This act shall take effect July 1, 2022.