

E-verify Information

E-Verify is required if you are receiving federal funds in the form of federal contract. It is the PI's responsibility to make sure that employees hired by URI January, 2011 and paid on federal contract funds are e-verified before starting that work.

Federal contracts are different from federal assistance agreements that come in the form of a grant or cooperative agreement. One way to distinguish federal contracts from assistance agreements is that they will refer to the Federal Acquisition Regulations (FAR) and will generally have a list of FAR clauses that must be complied with.

As of September 8, 2009 there is a requirement to E-Verify all employees paid on federal contracts. As of January, 2011 URI no longer automatically E-Verifies all employees as part of the hiring process. Principal investigators who received funding in the form of a federal contract and place an employee hired by URI after January, 2011 on those funds will need to make sure that they are E-Verified by HR. The employees affected by this should make an appointment with Nancy Gardner in Human Resources to be E-Verified (ngardner@uri.edu).

Please note that this requirement applies only to FEDERAL CONTRACTS, not to grants, or cooperative agreements. Until now, URI has never tracked federal contracts as a separate funding mechanism. Complying with this requirement is complicated by the fact that the Office of Sponsored Projects does not see all hiring paperwork making it difficult for us to flag this requirement. When this applies to an award the PI will see E-Verify under the compliance topics on the RAN.

If an employee was on the payroll before September 8, 2009, they do not need to be E-Verified. URI participated in E-Verify until January, 2011. This applies to new employees hired by URI after January, 2011 and subsequently paid on a federal contract.

The requirement to E-Verify employees on FEDERAL CONTRACTS is a condition of accepting the award and URI must comply with this requirement. If you have questions about this requirement, there is more information below and you can contact OSP at 874-2635 for more information.

E-Verify Definition:

E-Verify is an Internet-based system operated by the Department of Homeland Security (DHS), U.S. Citizenship and Immigration Services (USCIS) that allows employers to verify the employment eligibility of their employees, regardless of citizenship. Based on the information provided by the employee on his or her Form I-9, E-Verify checks this information electronically against records contained in DHS and Social Security Administration (SSA) databases.

More information can be found:

<https://www.uscis.gov/e-verify/federal-contractors>