

6 A BILL FOR AN ACT ENTITLED: "AN ACT PROHIBITING THE HIRING, RECRUITING, REFERRING, OR  
7 EMPLOYING OF ALIENS NOT LAWFULLY AUTHORIZED TO ACCEPT EMPLOYMENT; PROVIDING FOR  
8 REVOCATION AND SUSPENSION OF LICENSING; PROVIDING A CAUSE OF ACTION; PROVIDING  
9 STATUTORY DAMAGES; PROVIDING DEFINITIONS; PROVIDING RULEMAKING AUTHORITY;  
10 PROVIDING AN APPROPRIATION; AND AMENDING SECTION 39-2-305, MCA."

12 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

**14 Section 1.** Section 39-2-305, MCA, is amended to read:

**"39-2-305. Employment of aliens not lawfully authorized to accept employment prohibited. (1)**

16 No employer A person may knowingly not hire, recruit, refer, or employ, either for the person's self or on behalf  
17 of another person, an alien who is not lawfully authorized to accept employment.

18 (2) A person convicted of violating this section shall be fined no more than \$300.

19 (2) (a) A court shall issue an order suspending or revoking all licenses of a person who knowingly  
20 violates subsection (1) as follows:

21 (i) for a first violation, 1 year 6 months;

22 (ii) for a second violation, ~~3 years 1 year~~; and

23 (iii) for a third or subsequent violation, ~~20~~ 5 years.

24 (b) During the period of suspension or revocation in subsections (2)(a)(i) through (2)(a)(iii), a  
25 license issued to the person by another state may not be recognized in Montana.

26 (c) FOR THE PURPOSES OF DETERMINING THE NUMBER OF VIOLATIONS UNDER THIS SUBSECTION (2), IT IS

27 A SINGLE VIOLATION OF SUBSECTION (1) WHEN A PERSON HIRES, RECRUITS, REFERS, OR EMPLOYS, EITHER FOR THE

**Amendment - 2nd Reading-yellow - Requested by: Lukas Schubert - (H) Committee of the Whole**

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Drafter: Maddie Krezowski,

HB0536.002.001

1        PERSON'S SELF OR ON BEHALF OF ANOTHER PERSON, MORE THAN ONE ALIEN SIMULTANEOUSLY WHO IS NOT AUTHORIZED  
2        TO ACCEPT EMPLOYMENT.

3            (3)        A person who solicits, commands, encourages, or facilitates a violation of subsection (1) with  
4        the intention that a violation of subsection (1) occur shall be punished as provided under subsection (2).

5            (4)        A person who attempts to violate subsection (1) by taking an action toward committing a  
6        violation of subsection (1) with the intention of violating that subsection shall be punished as provided under  
7        subsection (2).

8            (5)        The attorney general, a county attorney, or the department of labor may sue to enforce  
9        subsections (1) through (4).

10          (6)        The prosecuting county attorney, attorney general, or department of labor shall notify all  
11        licensing authorities in writing of the revocation order in subsection (2). A licensing authority shall take action on  
12        the order as required under [section 2].

13          (3)(7)        The department of labor and industry or a person harmed by a violation of this section may sue  
14        to enjoin an employer from violating this section and to gain other appropriate relief.

15          (8)            (a) A person harmed by a violation of this section may sue to enjoin a person from violating this  
16        section and to gain other appropriate relief. A successful plaintiff is entitled to actual damages or the following  
17        amounts, whichever is greater:

18            (i)        for a negligent violation of subsection (1), \$500 \$200 for each day an alien who is not  
19        authorized to accept employment performed any amount of work; or

20            (ii)        for a knowing violation of subsection (1), \$2,000 for each day an alien who is not authorized to  
21        accept employment performed any amount of work.

22            (b)        A person may be awarded damages under only one category of statutory damages provided in  
23        subsections (8)(a)(i) and (8)(a)(ii).

24            (c)        AS AN AFFIRMATIVE DEFENSE TO SUIT UNDER SUBSECTION (8)(A)(I), THE DEFENDANT MAY SHOW THAT  
25        THE DEFENDANT OBTAINED VERIFIED WORK AUTHORIZATION BY MEANS OF E-VERIFY FOR THE PERSON WHOSE  
26        AUTHORIZATION TO ACCEPT EMPLOYMENT IS IN QUESTION.

27            (9)        A peace officer of this state may investigate potential violations of this section.

1                   (10) For the purposes of [section 2] and this section, the following definitions apply:

2                   (A) "E-VERIFY" MEANS THE ELECTRONIC VERIFICATION SYSTEM KNOWN AS E-VERIFY, OPERATED BY THE

3                   UNITED STATES CITIZENSHIP AND IMMIGRATION SERVICES OR ITS SUCCESSOR PROGRAM AS AUTHORIZED BY THE

4                   ILLEGAL IMMIGRATION REFORM AND IMMIGRANT RESPONSIBILITY ACT OF 1996, PUBLIC LAW 104-208, 8 U.S.C. 1324A.

5                   (a)(B) "License" means a license, certificate, registration, permit, approval, charter, membership, or  
6                   any other authorization issued by an agency of the state granting a person a right or privilege to engage in a  
7                   business, occupation, profession, conservation activity, or any other privilege that is subject to suspension,  
8                   revocation, forfeiture, termination, or a declaration of ineligibility to purchase by the licensing authority prior to  
9                   its date of expiration.

10                   (b)(C) "Licensing authority" means a department, division, board, agency, or instrumentality of this  
11                   state that issues a license.

12                   (c)(D) "Peace officer" has the same meaning as provided in 46-1-202.

13                   (d)(E) "Person" has the same meaning as provided in 1-1-201."

15                   **NEW SECTION. Section 2. Revocation, suspension, denial, termination, and nonrenewal of**

16                   **licenses for hiring, recruiting, referring, or employing aliens not lawfully authorized to accept**

17                   **employment.** (1) On receipt of the notice of revocation or suspension of the license pursuant to 39-2-305, a

18                   licensing authority shall implement the revocation or suspension of the license by:

19                   (a) determining if the licensing authority has issued a license to the person whose name appears

20                   on the notice;

21                   (b) entering the revocation or suspension on the appropriate records;

22                   (c) reporting the revocation or suspension as appropriate; and

23                   (d) if required by law, demanding surrender of the revoked or suspended license.

24                   (2) The order revoking or suspending the license and notice of revocation or suspension pursuant

25                   to 39-2-305 must be processed by the licensing authority without an additional review or hearing involving the

26                   licensing authority concerning revocation or suspension of the license.

27                   (3) Notwithstanding the provisions of any other law setting terms of revocation, suspension, denial,