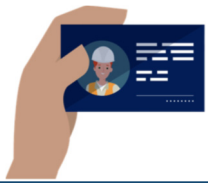




EMPLOYERS MAY ONLY HIRE PERSONS WHO ARE AUTHORIZED TO WORK IN THE UNITED STATES

Public Law 32-110 sets requirements to ensure that employers only hire workers who have authorization to work.

Key items of note for employers and business owners addressed in the law are as follows:



All non-U.S. citizens must have a valid picture ID in their possession while working at a jobsite.

Employers must comply with Federal I-9 Form requirements for all workers under their employ to help avoid penalties.



Employers found to be employing foreign workers who do not possess valid U.S. employment authorization may be subject to license sanction fees.



Offense	Sanction Fee	Penalty
1st	\$ 1,000 per worker	Possible thirty (30) days suspension of business/contractor's license
2nd	\$ 2,000 per worker	Possible sixty (60) days suspension of business/contractor's license
Offense	Penalty	
3rd	Mandatory Revocation of the employer's license to do business on Guam	

Should a worker without lawful work authorization be found working on a job site where the employer is not readily identifiable, the Contractor identified on the Building Permit, or the establishment owner, identified on the Business License, shall be held liable for the aforementioned license sanction fees.

DOL inspectors will be visiting various business establishments and work sites, in an effort to educate and enforce compliance with the current law.



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