

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2025

H.B. 1112  
Apr 29, 2026  
HOUSE PRINCIPAL CLERK

H

D

HOUSE BILL DRH30556-NJa-63

Short Title: NC Workforce Stability & Economic Protection. (Public)

Sponsors: Representative Butler.

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO PROTECT NORTH CAROLINA'S ECONOMY AND WORKFORCE BY  
3 REQUIRING AN ANNUAL ECONOMIC IMPACT STUDY OF FEDERAL  
4 IMMIGRATION ENFORCEMENT OPERATIONS, MANDATING EMPLOYER  
5 NOTIFICATION TO WORKERS REGARDING FEDERAL AUDITS, AND  
6 AUTHORIZING THE ATTORNEY GENERAL TO MONITOR AND REPORT ON THE  
7 IMPACTS OF ENFORCEMENT ACTIONS ON STATE COMMERCE.

8 The General Assembly of North Carolina enacts:

9 SECTION 1. Chapter 64 of the General Statutes is amended by adding a new Article  
10 to read:

11 "Article 4.

12 "NC Workforce Stability & Economic Protection Act.

13 "**§ 64-70. Short title; findings.**

14 (a) This act shall be known as the "NC Workforce Stability & Economic Protection Act."

15 (b) The General Assembly finds that:

16 (1) North Carolina's economy is powered by a diverse workforce that contributes  
17 over fifteen billion dollars (\$15,000,000,000) annually in investments and  
18 critical labor to sectors, including agriculture, advanced manufacturing, and  
19 life sciences.

20 (2) Uncoordinated federal immigration enforcement operations under the One  
21 Big Beautiful Bill Act of 2025 have caused significant disruptions to North  
22 Carolina businesses, leading to sudden labor shortages, broken supply chains,  
23 and decreased consumer spending in local communities.

24 (3) To maintain North Carolina's status as a top state for business, the State must  
25 have accurate data on how federal actions impact state tax revenues, business  
26 continuity, and the overall stability of the workforce.

27 "**§ 64-71. Annual study of economic impact of federal immigration enforcement.**

28 (a) The Office of State Budget and Management, in consultation with the Department of  
29 Commerce and the Department of Revenue, shall conduct an annual study to quantify the  
30 economic impact of federal immigration enforcement operations within the State.

31 (b) The study shall evaluate the impact of federal immigration enforcement operations  
32 on this State and include, but is not limited to, all of the following topics:

33 (1) Estimated losses in State and local tax revenue.

34 (2) Estimated decreases in gross State product attributable to workforce  
35 reductions.



1           (3)    The fiscal impact on State-funded services and infrastructure resulting from  
2                    business closures or contractions.

3           (c)    The Office of State Budget and Management shall report study findings to the Joint  
4    Legislative Economic Development and Global Engagement Oversight Committee no later than  
5    March 1 of each year.

6    "**§ 64-72. Employer notification of federal audits.**

7           (a)    Notice to Employees. – Except as otherwise required by federal law, any employer  
8    who receives a Notice of Inspection (NOI) by a federal immigration agency to conduct an audit  
9    of Employment Eligibility Verification forms (Form I-9) or other employee records shall provide  
10   a written notice to each current employee in the employee's primary language within 72 hours of  
11   receiving the notice.

12          (b)    Content of Notice. – The notice shall include the name of the federal agency, the date  
13   the employer received the notice, and a general description of the records sought.

14          (c)    Prohibition on Retaliation. – No employer shall discharge, discipline, or otherwise  
15   retaliate against an employee for exercising their rights under this section or for requesting  
16   information regarding an inspection.

17          (d)    Enforcement and Penalties. – A violation of this section shall result in a civil penalty  
18   of not less than five hundred dollars (\$500.00) for a first violation and up to one thousand dollars  
19   (\$1,000) for each subsequent violation, to be collected by the Commissioner of Labor.

20   "**§ 64-73. Monitoring federal enforcement impacts on civil rights and commerce.**

21          (a)    The Attorney General is authorized to monitor federal immigration enforcement  
22   operations to ensure they do not infringe upon the constitutional rights of North Carolina  
23   residents or cause unlawful interference with State commerce.

24          (b)    The Attorney General shall establish a public portal for North Carolina business  
25   owners and workers to report economic disruptions or civil rights grievances resulting from  
26   federal operations.

27          (c)    The Attorney General shall issue an annual "Workforce and Community Safety  
28   Report" summarizing these findings to the Governor and the General Assembly."

29           **SECTION 2.** If any provision of this act or its application is held invalid, the  
30   invalidity does not affect other provisions or applications of this act that can be given effect  
31   without the invalid provisions or application and, to this end, the provisions of this act are  
32   severable.

33           **SECTION 3.** There is appropriated from the General Fund to the Office of State  
34   Budget and Management the sum of one hundred thousand dollars (\$100,000) in nonrecurring  
35   funds for the 2026-2027 fiscal year to be used to assist in conducting the study required by  
36   Section 1 of this act.

37           **SECTION 4.** This act is effective when it becomes law.