

New Employee Verification Act - Summary

Ensuring a legal workforce will help secure our borders.

- Immigration experts agree that access to jobs draws aliens to enter and stay illegally in the U.S.
- Employers are legally responsible for ensuring a legal workforce, yet today's paper document verification system is unable to prevent document fraud and identity theft.
- America needs stepped up enforcement and an employment verification system that works.
- An improved employment verification system that enables employers to effectively identify unauthorized workers and that allows Americans to protect their identities would help prevent identity theft and illegal employment.

The "New Employee Verification Act" provides a way forward.

1. Ensures a legal work force

- Strengthens enforcement through enhanced employer penalties.
- Provides a superior, user-friendly employment verification system by replacing the current paper-based, error-prone, I-9 work status verification process with a paperless, reliable Electronic Employment Verification System (EEVS).
- Allows employers to enter EEVS data through an electronic portal they already use to enhance child support enforcement, their State's new hire reporting program.
- Requires the Social Security Administration (SSA) and the Department Homeland Security to certify the accuracy of the system in advance of full implementation, and annually thereafter. Also requires the Government Accountability Office to evaluate the accuracy, efficiency and impact of the EEVS.
- Provides for the verification of U.S. citizens only by the SSA.
- Avoids a "big brother" law enforcement agency building new databases on law abiding citizens.

2. Safeguards workers' identities

- Creates an alternate, voluntary Secure Electronic Employment Verification System (SEEVs) to verify employees' identity and work eligibility and to "lock" that identity once verified.
- Establishes a network of private sector government-certified companies to authenticate new employees' identities utilizing existing background check and document screening tools.
- Ensures each employee's identity is safeguarded through the use of a biometric identifier (such as a thumbprint). The employee would then present their identifier to their employer to confirm their identity and work authorization.
- Curtails the creation of new government bureaucracies to administer the employment verification system and does not require any new national or state identification cards to facilitate the process, thus savings billions of dollars as well as preventing another opportunity for identity fraud.

3. Protects Social Security

- Prevents wages earned through future unauthorized work from being used to determine benefits.
- Protects the SSA's primary mission and trust funds by authorizing employment verification only through advanced appropriated funds.