

“New Employee Verification Act of 2009” (NEVA), H.R. 2028

Ensuring a legal workforce helps protect jobs for U.S. workers, secure our borders and prevent identity theft.

- Experts agree that easy access to jobs encourages illegal immigration.
- Today, employers are legally responsible for ensuring a legal workforce. However, the current paper-based I-9 and E-Verify systems are unable to stop document fraud leaving workers vulnerable to identity theft, law-abiding employers with uncertainty and unscrupulous employers able to exploit the system.
- America needs stepped up enforcement and a mandatory new hire employment verification system to prevent illegal employment while safeguarding the jobs, identities and privacy of U.S. citizens.

The “New Employee Verification Act” provides a way forward.

Ensures a legal workforce

- Requires *all* employers to enroll in one of two user-friendly and reliable electronic verification systems: the Electronic Employment Verification System (EEVS) that builds upon the lessons learned in the Department of Homeland Security’s (DHS’s) E-Verify program or the Secure Electronic Employment Verification System (SEEVs).
 - EEVS transitions verification from the voluntary E-Verify process where 2% of employers participate to a mandatory process for all new hires built upon the State new hire reporting program where 90% of employers already participate.
 - The Social Security Administration (SSA) and the DHS are required to certify system accuracy in advance of full implementation and annually thereafter.
 - The Government Accountability Office is required to evaluate system accuracy, efficiency and impact.
 - EEVS and SEEVs provide for the verification of U.S. citizens by the SSA only.
- Strengthens enforcement through enhanced employer penalties imposed on those who flaunt the system.

Safeguards workers’ identities

- Creates the alternate, voluntary SEEVs for employers which would also authenticate workers’ actual identity (not just the documents they present) and “lock” that identity with the workers’ biometric identifier.
 - A network of government-certified, private sector experts would be created to authenticate new employees’ identities utilizing existing background check and document screening tools.
- Avoids 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 saving billions of dollars as well as preventing another opportunity for identity fraud.

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.