

E-Verify

What is E-Verify?

- Free, **safe, secure and simple to use**, E-Verify provides participating employers an automated Internet-based resource to **verify the employment eligibility of newly-hired employees**. Almost one million employers are registered E-Verify users.
- Participating employers electronically enter information from an I-9 Form (the paper-based form currently used to verify the work eligibility of all new hires) in E-Verify, which checks the information against records in Social Security Administration's database and the Department of Homeland Security immigration databases.
- E-Verify utilizes special safeguards to ensure that employees are not discriminated against and their personal information remains private. It also allows individuals to “self-check” their records to uncover possible typos or errors.

Why should employers use E-Verify?

- E-Verify enables cheap, efficient, and accurate compliance with the federal ban on hiring illegal or unauthorized workers. It is currently the **best means available** for employers to electronically verify the employment eligibility of their newly hired employees.
- E-Verify improves the accuracy of wage and tax reporting and **shifts the responsibility for vetting workplace eligibility from employers to the government**.
- E-Verify provides a **safe harbor** for businesses that use the system in good faith. When an employee is confirmed as being workplace eligible, a rebuttable presumption is established that the employer has not violated federal law with respect to the hiring of an illegal alien.
- E-Verify significantly outperforms public, private, and government averages in [customer satisfaction](#) surveys.
- Most employers want to do the right thing but if they do, they can be undercut by unscrupulous companies that thrive on illegal labor. E-Verify will **level the playing field**.

What is the [E-Verify Accuracy Rate](#)?

- 98.32 percent of all queries are **automatically verified** as employment-authorized.

- For the small percentage of cases that don't match right away (just 1.68%), the system flags a **tentative non-confirmation** -- often due to simple issues like a typo, an unreported name change, or an outdated government record. If there is an inaccuracy in the SSA database, it is best to know about it and rectify it prior to applying for retirement benefits.
- Importantly, no one is automatically denied a job based on a mismatch. Workers are given time and **instructions to fix the problem** if they choose to. Most cases can be taken care of by phone.

The numbers:

- 0.17% of all cases are fixed and confirmed after follow-up.
- 1.51% are not resolved -- mostly because the worker never responds.
- Just 0.011% of all employees are found not authorized after contesting the mismatch.

In short: **E-Verify is fast, accurate, and fair -- with strong safeguards for workers.**

E-Verify Reduces Discrimination

E-Verify eliminates hiring discrimination because all new hires must be checked. The system cannot be used until after a person is hired and cannot be used selectively.

E-Verify Protects Privacy

As an E-Verify user, the employer does not have access to personal data. E-Verify simply answers whether the typed-in data is consistent with Social Security Administration records. Private records remain locked away.

Congress Should Act to Address Identity Theft

E-Verify does what it was designed to do; it is not a database that stores information, but simply verifies whether the information provided to the employer indicates work authorization. Congress has not taken action to address cases of people using stolen identities to identity theft since E-Verify was created 30 years ago.

- USCIS has enhanced E-Verify's capacity to catch identity theft over the years, providing a [photo verification tool](#) to help ensure that the document the employee provided matches records available to DHS.
- But **states do not always share information** with USCIS. 85% of employees present driver's licenses to employers. USCIS could ping state systems to validate the data. Today, the system has access to a majority of state DMV data (though 10 states have opted out).
- **Legislation could help** by requiring the government to issue "no-match" letters when the person's SSN reported is not accurate or does not match the earnings; or require the Commissioner of Social Security, the Commissioner of Internal Revenue, the Secretary of Homeland Security, and the Secretary of the Treasury to jointly establish a program to share information that may could lead to the identification of unauthorized aliens.