Securing Our Border with the RIGHT Employment Verification System

Providing effective worksite enforcement – essential to securing our borders – will affect millions of workers and must be done right. Members of Congress will be asked to choose the right system for their constituents. The answers to the following questions will help them make the right choice.

	Mandated E-Verify	New Employee Verification Act (NEVA)
Protects U.S. Citizens?	**NO –** citizens' personal & new job information would be checked by the Department of Homeland Security – a federal law enforcement agency.	**YES –** citizens' personal & new job information would be checked only by the Social Security Administration, an agency that already maintains this information for all workers.
Prevents Identity Theft?	**NO –** E-Verify is unable to detect document fraud and identity theft.	**YES –** establishes a new voluntary system whereby employers may access private sector experts – certified by the government – to verify the identity of the worker and safeguard their identity with cutting-edge biometric technology.
Is Accurate?	**NO –** E-Verify relies upon a database with approximately a 4 percent error rate, causing errors that could affect over 6 million workers.	**YES –** requires advance resources, accuracy standards, and annual reporting to Congress to ensure the system is efficient and protects individual privacy.
Is Easy to Use?	**NO –** E-Verify has enrolled less than 1% (60,000) of all employers and would need to launch a costly campaign in order to enroll thousands of new employers each day.	**YES –** transmits information through the existing new hire reporting process already used by 90% of employers and replaces the current paper-based, I-9 process with a reliable electronic verification system.
Protects Employers?	**NO –** Employers are vulnerable to sanctions through no fault of their own. Small businesses are limited in the methods of transmitting employee information to the E-Verify system.	**YES –** provides a "safe-harbor" from prosecution for employers who faithfully follow the law. Businesses would be allowed to transmit employee information using either an Internet or telephone connection.
Supported by Employers?	**NO –** Human Resource experts and other business groups do not support mandatory use of the E-Verify system due to system inaccuracies and liability laid upon employers.	**YES -** the H.R. Initiative for a Legal Workforce, representing thousands of H.R. professionals, strongly supports NEVA for its innovation, and for its employer and employee protections.