

119TH CONGRESS
1ST SESSION

S. 1151

To expand the use of E-Verify to hold employers accountable, and for other purposes.

IN THE SENATE OF THE UNITED STATES

MARCH 26, 2025

Mr. GRASSLEY (for himself, Mr. TUBERVILLE, Mr. LEE, Mr. CRUZ, Mrs. BRITT, Mr. LANKFORD, Mrs. CAPITO, and Ms. ERNST) introduced the following bill; which was read twice and referred to the Committee on the Judiciary

A BILL

To expand the use of E-Verify to hold employers accountable, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the
5 “Accountability Through Electronic Verification Act”.

6 (b) TABLE OF CONTENTS.—The table of contents for
7 this Act is as follows:

- Sec. 1. Short title; table of contents.
- Sec. 2. Permanent reauthorization.
- Sec. 3. Mandatory use of E-Verify.
- Sec. 4. Consequences of failure to participate.
- Sec. 5. Preemption; liability.

- Sec. 6. Expanded use of E-Verify.
- Sec. 7. Reverification.
- Sec. 8. Holding employers accountable.
- Sec. 9. Information sharing.
- Sec. 10. Form I-9 process.
- Sec. 11. Design and operation of E-Verify.
- Sec. 12. Identity theft.
- Sec. 13. Small Business Demonstration Program.
- Sec. 14. Employer Compliance Inspection Center.

1 **SEC. 2. PERMANENT REAUTHORIZATION.**

2 Section 401(b) of the Illegal Immigration Reform and
 3 Immigrant Responsibility Act of 1996 (division C of Pub-
 4 lic Law 104–208; 8 U.S.C. 1324a note) is amended by
 5 striking “Unless the Congress otherwise provides, the Sec-
 6 retary of Homeland Security shall terminate a pilot pro-
 7 gram on September 30, 2015.”.

8 **SEC. 3. MANDATORY USE OF E-VERIFY.**

9 (a) FEDERAL GOVERNMENT.—Section 402(e)(1) of
 10 the Illegal Immigration Reform and Immigrant Responsi-
 11 bility Act of 1996 (division C of Public Law 104–208; 8
 12 U.S.C. 1324a note) is amended—

13 (1) by amending subparagraph (A) to read as
 14 follows:

15 “(A) EXECUTIVE DEPARTMENTS AND
 16 AGENCIES.—Each department and agency of
 17 the Federal Government shall participate in E-
 18 Verify by complying with the terms and condi-
 19 tions set forth in this section.”; and

20 (2) in subparagraph (B), by striking “, that
 21 conducts hiring in a State” and all that follows and

1 inserting “shall participate in E-Verify by complying
2 with the terms and conditions set forth in this sec-
3 tion.”.

4 (b) FEDERAL CONTRACTORS; CRITICAL EMPLOY-
5 ERS.—Section 402(e) of such Act, as amended by sub-
6 section (a), is further amended—

7 (1) by redesignating paragraphs (2) and (3) as
8 paragraphs (4) and (5), respectively; and

9 (2) by inserting after paragraph (1) the fol-
10 lowing:

11 “(2) UNITED STATES CONTRACTORS.—Any per-
12 son, employer, or other entity that enters into a con-
13 tract with the Federal Government shall participate
14 in E-Verify by complying with the terms and condi-
15 tions set forth in this section.

16 “(3) DESIGNATION OF CRITICAL EMPLOYERS.—
17 Not later than 7 days after the date of the enact-
18 ment of the Accountability Through Electronic
19 Verification Act, the Secretary of Homeland Security
20 shall—

21 “(A) conduct an assessment of employers
22 that are critical to the homeland security or na-
23 tional security needs of the United States;

24 “(B) designate and publish a list of em-
25 ployers and classes of employers that are

1 deemed to be critical pursuant to the assess-
2 ment conducted under subparagraph (A); and

3 “(C) require that critical employers des-
4 ignated pursuant to subparagraph (B) partici-
5 pate in E-Verify by complying with the terms
6 and conditions set forth in this section not later
7 than 30 days after the Secretary makes such
8 designation.”.

9 (c) ALL EMPLOYERS.—Section 402 of such Act, as
10 amended by this section, is further amended—

11 (1) by redesignating subsection (f) as sub-
12 section (h); and

13 (2) by inserting after subsection (e) the fol-
14 lowing:

15 “(f) MANDATORY PARTICIPATION IN E-VERIFY.—

16 “(1) IN GENERAL.—Subject to paragraphs (2)
17 and (3), all employers in the United States shall
18 participate in E-Verify, with respect to all employees
19 recruited, referred, or hired by such employer on or
20 after the date that is 1 year after the date of the
21 enactment of the Accountability Through Electronic
22 Verification Act.

23 “(2) USE OF CONTRACT LABOR.—Any employer
24 who uses a contract, subcontract, or exchange to ob-
25 tain the labor of an individual in the United States

1 shall certify in such contract, subcontract, or ex-
2 change that the employer, and all parties to such
3 contract, subcontract, or exchange, use E-Verify. If
4 such certification is not included in a contract, sub-
5 contract, or exchange, the employer shall be deemed
6 to have violated paragraph (1).

7 “(3) INTERIM MANDATORY PARTICIPATION.—

8 “(A) IN GENERAL.—Before the date set
9 forth in paragraph (1), the Secretary of Home-
10 land Security shall require any employer or
11 class of employers to participate in E-Verify,
12 with respect to all employees recruited, referred,
13 or hired by such employer if the Secretary has
14 reasonable cause to believe that such employer
15 is or has been engaged in a material violation
16 of section 274A of the Immigration and Nation-
17 ality Act (8 U.S.C. 1324a).

18 “(B) NOTIFICATION.—Not later than 14
19 days before an employer or class of employers
20 is required to begin participating in E-Verify
21 pursuant to subparagraph (A), the Secretary
22 shall provide such employer or class of employ-
23 ers with—

24 “(i) written notification of such re-
25 quirement; and

1 “(ii) appropriate training materials to
2 facilitate compliance with such require-
3 ment.”.

4 **SEC. 4. CONSEQUENCES OF FAILURE TO PARTICIPATE.**

5 (a) IN GENERAL.—Section 402(e)(5) of the Illegal
6 Immigration Reform and Immigrant Responsibility Act of
7 1996 (8 U.S.C. 1324a note), as redesignated by section
8 3(b)(1), is amended to read as follows:

9 “(5) CONSEQUENCES OF FAILURE TO PARTICI-
10 PATE.—If a person or other entity that is required
11 to participate in E-Verify fails to comply with the
12 requirements under this title with respect to an indi-
13 vidual—

14 “(A) such failure shall be treated as a vio-
15 lation of section 274A(a)(1)(B) of the Immigra-
16 tion and Nationality Act (8 U.S.C. 1324a) with
17 respect to such individual; and

18 “(B) a rebuttable presumption is created
19 that the person or entity has violated section
20 274A(a)(1)(A) of such Act.”.

21 (b) PENALTIES.—Section 274A of the Immigration
22 and Nationality Act (8 U.S.C. 1324a) is amended—

23 (1) in subsection (e)—

24 (A) in paragraph (4)—

25 (i) in subparagraph (A)—

1 (I) in the matter preceding clause
2 (i), by inserting “, subject to para-
3 graph (10),” after “in an amount”;

4 (II) in clause (i), by striking “not
5 less than \$250 and not more than
6 \$2,000” and inserting “not less than
7 \$2,500 and not more than \$5,000”;

8 (III) in clause (ii), by striking
9 “not less than \$2,000 and not more
10 than \$5,000” and inserting “not less
11 than \$5,000 and not more than
12 \$10,000”; and

13 (IV) in clause (iii), by striking
14 “not less than \$3,000 and not more
15 than \$10,000” and inserting “not less
16 than \$10,000 and not more than
17 \$25,000”; and

18 (ii) by amending subparagraph (B) to
19 read as follows:

20 “(B) may require the person or entity to
21 take such other remedial action as is appro-
22 priate.”;

23 (B) in paragraph (5)—

24 (i) by striking “of not less than \$100
25 and not more than \$1,000” and inserting

1 “, subject to paragraphs (10) through
2 (12), of not less than \$1,000 and not more
3 than \$25,000”;

4 (ii) by striking “the size of the busi-
5 ness of the employer being charged, the
6 good faith of the employer” and inserting
7 “the good faith of the employer being
8 charged”; and

9 (iii) by adding at the end the fol-
10 lowing: “Failure by a person or entity to
11 utilize the employment eligibility
12 verification system as required by law, or
13 providing information to the system that
14 the person or entity knows or reasonably
15 believes to be false, shall be treated as a
16 violation of subsection (a)(1)(A).”; and

17 (C) by adding at the end the following:

18 “(10) EXEMPTION FROM PENALTY.—In the
19 case of the imposition of a civil penalty under para-
20 graph (4)(A) with respect to a violation of para-
21 graph (1)(A) or (2) of subsection (a) for hiring, con-
22 tinuation of employment, recruitment, or referral by
23 a person or entity and, in the case of the imposition
24 of a civil penalty under paragraph (5) for a violation
25 of subsection (a)(1)(B) for hiring, recruitment, or

1 referral by a person or entity, the penalty otherwise
2 imposed may be waived or reduced if the violator es-
3 tablishes that the violator acted in good faith.

4 “(11) AUTHORITY TO DEBAR EMPLOYERS FOR
5 CERTAIN VIOLATIONS.—

6 “(A) IN GENERAL.—If a person or entity
7 is determined by the Secretary of Homeland Se-
8 curity to be a repeat violator of paragraph
9 (1)(A) or (2) of subsection (a), or is convicted
10 of a crime under this section, the Secretary of
11 Homeland Security shall debar such person or
12 entity from the receipt of Federal contracts,
13 grants, or cooperative agreements in accordance
14 with the debarment standards and pursuant to
15 the debarment procedures set forth in the Fed-
16 eral Acquisition Regulation maintained under
17 section 1303(a)(1) of title 41, United States
18 Code.

19 “(B) DOES NOT HAVE CONTRACT, GRANT,
20 AGREEMENT.—If the Secretary of Homeland
21 Security debars a person or entity in accord-
22 ance with this paragraph, and such person or
23 entity does not hold a Federal contract, grant,
24 or cooperative agreement, the Administrator of
25 General Services shall include the person or en-

1 tity on the List of Parties Excluded From Fed-
2 eral Procurement for 5 years.

3 “(C) HAS CONTRACT, GRANT, AGREE-
4 MENT.—If the Secretary of Homeland Security
5 debars a person or entity in accordance with
6 this paragraph, and such person or entity holds
7 a Federal contract, grant, or cooperative agree-
8 ment, the Secretary—

9 “(i) shall notify all agencies or depart-
10 ments holding a contract, grant, or cooper-
11 ative agreement with the debarred person
12 or entity of such debarment; and

13 “(ii) after soliciting and considering
14 the views of all such agencies and depart-
15 ments, may waive the operation of this
16 paragraph.

17 “(D) REVIEW.—Any decision to debar a
18 person or entity under in accordance with this
19 paragraph shall be reviewable pursuant to part
20 9.4 of the Federal Acquisition Regulation.”;
21 and

22 (2) in subsection (f)—

23 (A) by amending paragraph (1) to read as
24 follows:

1 “(1) CRIMINAL PENALTY.—Any person or enti-
 2 ty which engages in a pattern or practice of viola-
 3 tions of paragraph (1) or (2) of subsection (a) shall
 4 be fined not more than \$30,000 for each unauthor-
 5 ized alien with respect to which such a violation oc-
 6 curs, imprisoned for not less than 1 year and not
 7 more than 10 years, or both, notwithstanding the
 8 provisions of any other Federal law relating to fine
 9 levels.”; and

10 (B) in paragraph (2), by striking “Attor-
 11 ney General” each place such term appears and
 12 inserting “Secretary of Homeland Security”.

13 **SEC. 5. PREEMPTION; LIABILITY.**

14 Section 402 of the Illegal Immigration Reform and
 15 Immigrant Responsibility Act of 1996, as amended by sec-
 16 tions 3 and 4(a), is further amended by inserting after
 17 subsection (f) the following:

18 “(g) LIMITATION ON STATE AUTHORITY.—

19 “(1) PREEMPTION.—A State or local govern-
 20 ment may not prohibit a person or other entity from
 21 verifying the employment authorization of new hires
 22 or current employees through E-Verify.

23 “(2) LIABILITY.—A person or other entity that
 24 participates in E-Verify may not be held liable under
 25 any Federal, State, or local law for any employment-

1 related action taken with respect to the wrongful
2 termination of an individual in good faith reliance on
3 information provided through E-Verify.”

4 **SEC. 6. EXPANDED USE OF E-VERIFY.**

5 Section 403(a)(3)(A) of the Illegal Immigration Re-
6 form and Immigrant Responsibility Act of 1996 (division
7 C of Public Law 104–208; 8 U.S.C. 1324a note) is amend-
8 ed to read as follows:

9 “(A) IN GENERAL.—

10 “(i) BEFORE HIRING.—The person or
11 other entity may verify the employment eli-
12 gibility of an individual through E-Verify
13 before the individual is hired, recruited, or
14 referred if the individual consents to such
15 verification. If an employer receives a ten-
16 tative nonconfirmation for an individual,
17 the employer shall comply with procedures
18 prescribed by the Secretary of Homeland
19 Security, including—

20 “(I) providing the individual em-
21 ployees with private, written notifica-
22 tion of the finding and written refer-
23 ral instructions;

24 “(II) allowing the individual to
25 contest the finding; and

1 “(III) not taking adverse action
2 against the individual if the individual
3 chooses to contest the finding.

4 “(ii) AFTER EMPLOYMENT OFFER.—
5 The person or other entity shall verify the
6 employment eligibility of an individual
7 through E-Verify not later than 3 days
8 after the date of the hiring, recruitment, or
9 referral, as the case may be.

10 “(iii) EXISTING EMPLOYEES.—Not
11 later than 1 year after the date of the en-
12 actment of the Accountability Through
13 Electronic Verification Act, the Secretary
14 shall require all employers to use E-Verify
15 to verify the identity and employment eligi-
16 bility of any individual who has not been
17 previously verified by the employer through
18 E-Verify.”.

19 **SEC. 7. REVERIFICATION.**

20 Section 403(a) of the Illegal Immigration Reform and
21 Immigrant Responsibility Act of 1996, as amended by sec-
22 tion 6, is further amended by adding at the end the fol-
23 lowing:

24 “(5) REVERIFICATION.—Each person or other
25 entity participating in E-Verify shall use the E-

1 Verify confirmation system to reverify the work au-
 2 thorization of any individual not later than 3 days
 3 after the date on which such individual’s employ-
 4 ment authorization is scheduled to expire (as indi-
 5 cated by the Secretary or the documents provided to
 6 the employer pursuant to section 274A(b) of the Im-
 7 migration and Nationality Act (8 U.S.C. 1324a(b))),
 8 in accordance with the procedures set forth in this
 9 subsection and in section 402.”.

10 **SEC. 8. HOLDING EMPLOYERS ACCOUNTABLE.**

11 (a) CONSEQUENCES OF NONCONFIRMATION.—Sec-
 12 tion 403(a)(4)(C) of the Illegal Immigration Reform and
 13 Immigrant Responsibility Act of 1996 (division C of Pub-
 14 lic Law 104–208; 8 U.S.C. 1324a note) is amended to
 15 read as follows:

16 “(C) CONSEQUENCES OF NONCONFIRMA-
 17 TION.—

18 “(i) TERMINATION AND NOTIFICA-
 19 TION.—If the person or other entity re-
 20 ceives a final nonconfirmation regarding an
 21 individual, the employer shall imme-
 22 diately—

23 “(I) terminate the employment,
 24 recruitment, or referral of the indi-
 25 vidual; and

1 “(II) submit to the Secretary any
2 information relating to the individual
3 that the Secretary determines would
4 assist the Secretary in enforcing or
5 administering United States immigra-
6 tion laws.

7 “(ii) CONSEQUENCE OF CONTINUED
8 EMPLOYMENT.—If the person or other en-
9 tity continues to employ, recruit, or refer
10 the individual after receiving final noncon-
11 firmation, a rebuttable presumption is cre-
12 ated that the employer has violated section
13 274A of the Immigration and Nationality
14 Act (8 U.S.C. 1324a).”.

15 (b) INTERAGENCY NONCONFIRMATION REPORT.—
16 Section 405 of the Illegal Immigration Reform and Immi-
17 grant Responsibility Act of 1996 (division C of Public Law
18 104–208; 8 U.S.C. 1324a note) is amended by adding at
19 the end the following:

20 “(c) INTERAGENCY NONCONFIRMATION REPORT.—
21 “(1) IN GENERAL.—The Director of U.S. Citi-
22 zenship and Immigration Services shall submit a
23 weekly report to the Director for U.S. Immigration
24 and Customs Enforcement that includes, for each in-

1 dividual who receives final nonconfirmation through
2 E-Verify—

3 “(A) the name of such individual;

4 “(B) his or her Social Security number or
5 alien file number;

6 “(C) the name and contact information for
7 his or her current employer; and

8 “(D) any other critical information that
9 the Assistant Secretary determines to be appro-
10 priate.

11 “(2) USE OF WEEKLY REPORT.—The Secretary
12 of Homeland Security shall use information provided
13 under paragraph (1) to enforce compliance with the
14 United States immigration laws.”.

15 **SEC. 9. INFORMATION SHARING.**

16 Not later than 1 year after the date of the enactment
17 of this Act, the Commissioner of Social Security, the Com-
18 missioner of Internal Revenue, the Secretary of Homeland
19 Security, and the Secretary of the Treasury shall jointly
20 establish a program to share information among such
21 agencies that may or could lead to the identification of
22 unauthorized aliens (as defined in section 274A(h)(3) of
23 the Immigration and Nationality Act (8 U.S.C.
24 1324a(h)(3))), including no-match letters and any infor-
25 mation in the earnings suspense file.

1 **SEC. 10. FORM I-9 PROCESS.**

2 Not later than 9 months after date of the enactment
3 of this Act, the Secretary of Homeland Security shall sub-
4 mit a report to Congress that contains recommendations
5 for—

6 (1) modifying and simplifying the process by
7 which employers are required to complete and retain
8 a Form I-9 for each employee pursuant to section
9 274A of the Immigration and Nationality Act (8
10 U.S.C. 1324a); and

11 (2) eliminating the process described in para-
12 graph (1).

13 **SEC. 11. DESIGN AND OPERATION OF E-VERIFY.**

14 Section 404(d) of the Illegal Immigration Reform and
15 Immigrant Responsibility Act of 1996 (division C of Pub-
16 lic Law 104-208; 8 U.S.C. 1324a note) is amended to
17 read as follows:

18 “(d) DESIGN AND OPERATION OF SYSTEM.—E-
19 Verify shall be designed and operated—

20 “(1) to maximize its reliability and ease of use
21 by employers;

22 “(2) to insulate and protect the privacy and se-
23 curity of the underlying information;

24 “(3) to maintain appropriate administrative,
25 technical, and physical safeguards to prevent unau-
26 thorized disclosure of personal information;

1 “(4) to respond accurately to all inquiries made
2 by employers on whether individuals are authorized
3 to be employed;

4 “(5) to register any time when E-Verify is un-
5 able to receive inquiries;

6 “(6) to allow for auditing use of the system to
7 detect fraud and identify theft;

8 “(7) to preserve the security of the information
9 in all of the system by—

10 “(A) developing and using algorithms to
11 detect potential identity theft, such as multiple
12 uses of the same identifying information or doc-
13 uments;

14 “(B) developing and using algorithms to
15 detect misuse of the system by employers and
16 employees;

17 “(C) developing capabilities to detect
18 anomalies in the use of the system that may in-
19 dicate potential fraud or misuse of the system;
20 and

21 “(D) auditing documents and information
22 submitted by potential employees to employers,
23 including authority to conduct interviews with
24 employers and employees;

1 “(8) to confirm identity and work authorization
2 through verification of records maintained by the
3 Secretary, other Federal departments, States, the
4 Commonwealth of the Northern Mariana Islands, or
5 an outlying possession of the United States, as de-
6 termined necessary by the Secretary, including—

7 “(A) records maintained by the Social Se-
8 curity Administration;

9 “(B) birth and death records maintained
10 by vital statistics agencies of any State or other
11 jurisdiction in the United States;

12 “(C) passport and visa records (including
13 photographs) maintained by the Department of
14 State; and

15 “(D) State driver’s license or identity card
16 information (including photographs) maintained
17 by State department of motor vehicles;

18 “(9) to electronically confirm the issuance of
19 the employment authorization or identity document;
20 and

21 “(10) to display the digital photograph that the
22 issuer placed on the document so that the employer
23 can compare the photograph displayed to the photo-
24 graph on the document presented by the employee
25 or, in exceptional cases, if a photograph is not avail-

1 able from the issuer, to provide for a temporary al-
2 ternative procedure, specified by the Secretary, for
3 confirming the authenticity of the document.”.

4 **SEC. 12. IDENTITY THEFT.**

5 Section 1028 of title 18, United States Code, is
6 amended—

7 (1) in subsection (a)(7), by striking “of another
8 person” and inserting “that is not his or her own”;
9 and

10 (2) in subsection (b)(3)—

11 (A) in subparagraph (B), by striking “or”
12 at the end;

13 (B) in subparagraph (C), by adding “or”
14 at the end; and

15 (C) by adding at the end the following:

16 “(D) to facilitate or assist in harboring or
17 hiring unauthorized workers in violation of sec-
18 tion 274, 274A, or 274C of the Immigration
19 and Nationality Act (8 U.S.C. 1324, 1324a,
20 and 1324e).”.

21 **SEC. 13. SMALL BUSINESS DEMONSTRATION PROGRAM.**

22 Section 403 of the Illegal Immigration Reform and
23 Immigrant Responsibility Act of 1996, as amended by sec-
24 tion 6, 7, and 8, is further amended—

1 (1) by redesignating subsection (d) as sub-
2 section (e); and

3 (2) by inserting after subsection (c) the fol-
4 lowing:

5 “(d) SMALL BUSINESS DEMONSTRATION PRO-
6 GRAM.—Not later than 9 months after the date of the en-
7 actment of the Accountability Through Electronic
8 Verification Act, the Director of U.S. Citizenship and Im-
9 migration Services shall establish a demonstration pro-
10 gram that assists small businesses in rural areas or areas
11 without internet capabilities to verify the employment eli-
12 gibility of newly hired employees solely through the use
13 of publicly accessible internet terminals.”.

14 **SEC. 14. EMPLOYER COMPLIANCE INSPECTION CENTER.**

15 (a) ESTABLISHMENT.—There is established, within
16 Homeland Security Investigations of U.S. Immigration
17 and Customs Enforcement, the Employer Compliance In-
18 spection Center (referred to in this section as the “Cen-
19 ter”).

20 (b) PURPOSES.—The purposes of the Center shall
21 be—

22 (1) to create a culture of compliance for all
23 United States businesses by imposing more effective,
24 efficient, and standardized consequences, including
25 civil and criminal penalties, on employers who fail to

1 comply with the employment eligibility verification
2 requirements; and

3 (2) to consolidate worksite enforcement audits
4 at a centralized location to ensure a standardized
5 process and uniform application of the fine matrix.

6 (c) DUTIES.—The Center shall—

7 (1) carry out duties related to the processing of
8 the Employment Eligibility Verification Form I-9,
9 including audits, and related worksite enforcement
10 investigations;

11 (2) ensure that all United States businesses ad-
12 here to existing laws and regulations regarding em-
13 ployment eligibility; and

14 (3) carry out such additional duties as may be
15 assigned or delegated by the Director of U.S. Immi-
16 gration and Customs Enforcement.

17 (d) RESPONSE TIME.—The Center shall respond as
18 quickly as practicable to employer inquiries based on the
19 facts and circumstances of the employer making the in-
20 quiry.

21 (e) TASK FORCE.—The Center shall establish a task
22 force, utilizing existing information sharing agreements
23 with other Federal agencies, including the Social Security
24 Administration, U.S. Citizenship and Immigration Serv-
25 ices, the Department of Labor, and the Internal Revenue

- 1 Service, to serve as a force multiplier to proactively inves-
- 2 tigate crimes, including Social Security fraud, tax fraud,
- 3 and wage and hour violations.

○