

TEIR Synopsis

The Department of Homeland Security on Wednesday proposed “No-Match” regulations that would present employers with no choice but to inappropriately fire workers if they receive a No-Match letter from the Social Security Administration (SSA) -- even if the letter is based on inaccurate information.

Homeland Security says the regulation is needed to weed out undocumented workers, but it would force workers to be fired not because of their legal status but simply because of database and clerical errors in the Social Security system. Texas Employers for Immigration Reform opposes the regulation as ineffective, misguided and harmful to the Texas economy. We want it delayed until an effective alternative has been adequately resourced and tested.

This regulation has the potential for rendering ten percent of America’s workers unemployable because ten percent of the W-2s received by SSA have invalid name and SSN combinations, according the SSA testimony to Congress. That invalid combination triggers a No-Match letter.

There are many reasons for a no-match situation other than a lack of work authorization, including spelling errors, incomplete names, inversion of date order, and name changes from divorce or marriage.

The regulation has a huge and unpredictable potential for harming the Texas and U.S. economy. Our labor market is very tight; eliminating any sizeable number of workers from the labor pool will grind growth to a halt. The impact on Hispanic workers could be especially devastating.

Alternatives have been proposed in Congress that deserves timely consideration. The Administration should suspend the No-Match regulation until a more accurate database is tested and employers can efficiently correct errors and obtain status confirmation.

Without your help, this regulation could go into effect.