

**RESOLUTION NO. R-2011-77**

**A RESOLUTION** directing the City of Yakima's participation in the Federal E-Verify program; requiring contractors and business entities contracting with the City of Yakima to participate in the E-Verify program, and directing the verification of City of Yakima new employee eligibility through the E-Verify program.

**WHEREAS**, the City of Yakima has an interest in ensuring that those who contract with the City employ only individuals who are employment eligible; and

**WHEREAS**, the City of Yakima has an interest in ensuring its own employees are employment eligible; and

**WHEREAS**, "E-Verify", an Internet based system operated by the Department of Homeland Security in partnership with the Social Security Administration, is free and voluntary; and

**WHEREAS**, "E-Verify" is the best means available for determining employment eligibility of new hires and the validity of their Social Security Numbers; and

**WHEREAS**, it is in the best interest of the security and economic well-being of City residents for a proactive City government in upholding Federal immigration and employment laws with the companies it contracts with, and in hiring its own employees; now, therefore,

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF YAKIMA:**

That the Council hereby establishes City policy that all future contracts between the City of Yakima and contractors and vendors for general services contracts over \$2,500, and Public Works Contracts over \$5,000, shall require the contractors and vendors to enroll and participate in the E-verify program when hiring their employees, and to affirm its enrollment and participation to the City.

**BE IT FURTHER RESOLVED:**

That the City itself will enroll in, and participate in, the E-Verify system for the verification of employment eligibility of its own new employees.

**BE IT FURTHER RESOLVED:**

That this policy shall not apply to unique professional service providers such as architectural, legal, engineering, bonding, banking, investment services, or providers of commercially available off-the-shelf-items.

**BE IT FURTHER RESOLVED:**

That the City Manager, with Council approval, may waive these requirements on a case-by case basis.

**ADOPTED BY THE CITY COUNCIL** this 7<sup>th</sup> day of June, 2011.

  
\_\_\_\_\_  
Micah Cawley, Mayor

ATTEST:

  
\_\_\_\_\_  
City Clerk

**BUSINESS OF THE CITY COUNCIL**  
**YAKIMA, WASHINGTON**  
**AGENDA STATEMENT**

Item No. 9

For Meeting Of June 7, 2011

**ITEM TITLE:** Consideration of a Resolution requiring contractors and vendors for general services contracts over \$2,500, Public Works Contracts over \$5,000, and the City itself to enroll and participate in the Federal E-Verify employment eligibility system.

**SUBMITTED BY:** Jim Mitchell, Assistant City Attorney

**CONTACT PERSON/TELEPHONE:** Jim Mitchell, 576-6307

**SUMMARY EXPLANATION:**

E-Verify is a free, federal electronic employment verification program available for use by employers to validate the lawful employment status of new hires by matching I-9 form data over secure internet connection with Social Security and Department of Homeland Security data bases. E-Verify will help to ensure that contractors and vendors, and the City itself, will only hire legal employees, thus protecting lawful business competitors and employment opportunities for legal residents. The policy will apply to vendors and contractors with contracts valued at over \$2,500 for general services, and \$5,000 for Public Works. Certain unique service providers and commercially available off-the-shelf purchasing would be exempt. The City Manager may present case-by-case exemptions for Council approval.

Resolution \_\_\_\_\_ X \_\_\_\_\_ Ordinance \_\_\_\_\_ Other (Specify) \_\_\_\_\_  
Contract \_\_\_\_\_ Mail to (name and address): \_\_\_\_\_  
\_\_\_\_\_  
Phone: \_\_\_\_\_  
Funding Source \_\_\_\_\_  
APPROVED FOR SUBMITTAL: \_\_\_\_\_ City Manager

**STAFF RECOMMENDATION:** This is a Council directed policy issue

**BOARD/COMMISSION/COMMITTEE RECOMMENDATION:**

**COUNCIL ACTION:**

### Calls for Council re e-verify

May 31, 2011

1. Ruby Perkins, 457-5737 - I support e-verify and hope the Council approves it
2. Corinne Melcher – I am in favor of e-verify
3. Robbi Byrne – I think e-verify is very important to have and hope the Council approves it
4. Larry Byrne – We need e-verify in the City
5. Agnes Badgley – 457-6338 – I want very much for us to use e-verify in the city, state and nation. Get the illegal people out of here. They are costing us too much money.

June 6, 2011

1. Maria, 457-1821 – I don't think the City should use e-verify
2. Rosalinda Mendoza, 969-4570 – I think e-verify would do more harm and don't think the City should use it.

June 7, 2011

1. Robert Lockhart, 604 N. 20<sup>th</sup> Avenue, rbmalmaine@yahoo.com - Please vote for E-Verify. It is such a cheap option that to NOT take it is beyond my understanding unless you are FOR slavery of illegals from Mexico. If you voted against E-Verify last time then please vote FOR E-Verify this time around. Yakima is in dire need of cleaning up its act because so many of the illegals are so poor that many end up in Yakima jails. Yet another place where E-Verify would work.
2. Cheryl Gurney, 6602 Appleview Road, gurneyfamilyfun@gmail.com - I wanted to voice my support for the city to use e-verify. I feel that it is in the best interest of the citizens of Yakima to verify that all individuals we are paying to provide services are legally able to work. The effort expended to verify legality of potential contractors is worth the cost. Thank you Dave Ettl for readdressing this issue!

**Price, Cally**

**From:** Edler, Dave  
**Sent:** Tuesday, June 07, 2011 4:03 PM  
**To:** Price, Cally; Zais, Dick  
**Subject:** Fw: OneAmerica Testimony in Opposition to E-verify  
**Attachments:** e-verify-burdens-small-business-2011-06-02.pdf; OA Testimony in Opposition to E-verify Ordinance 6 7 11.pdf

Would you make sure all council members get this.

Dave

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**From:** Toby Guevin [mailto:Toby@weareoneamerica.org]  
**Sent:** Tuesday, June 07, 2011 02:56 PM  
**To:** Cawley, Micah; Coffey, Kathy; Ensey, Rick; Edler, Dave; Ettl, Dave; Adkison, Maureen; Lover, Bill  
**Subject:** OneAmerica Testimony in Opposition to E-verify

Dear Mayor Cawley and Distinguished Members of the Yakima City Council,

Please find attached OneAmerica's testimony in opposition to tonight's resolution on E-verify. The testimony that is attached highlights our rationale for opposing the program on the grounds that it negatively impacts both authorized workers and businesses, but particularly small businesses who lack the infrastructure to administer the program without devoting considerable resources.

The failures of E-verify have led to broad opposition to the program from business association like the U.S. Chamber of Commerce (they sued the federal government unsuccessfully to stop it), think tanks like the CATO Institute, major labor unions and advocates for immigrants.

In addition to our testimony, I wanted to share with you a few stories that have run recently in the national press that highlight the negative impact of E-verify on critical industries across the country, but also in the City of Yakima and Yakima County.

"Ag Industry Faces Labor Woes in Immigration Debate" (AP)

"'Silent raids' and E-verify immigration enforcement are destroying US Farms" (Christian Science Monitor)

"As Lawmakers look at E-verify, businesses fear expansion of the immigration program" (Washington Post)

"Forcing E-verify on small businesses will do more harm than good" (Florida Sun-Sentinel)

Aside from these stories, small businesses have spoken loud and clear about their interest in having E-verify mandated (the program is already voluntary). Although employees with less than 14 employees represent 89% of all businesses in the US, they are only 8% of the businesses who enroll in E-verify on a volunteer basis (see attached fact sheet). The fact is, as we struggle to make our way out of this economic recession, the last thing we need is local governments mandating added bureaucracy for small businesses.

We urge you to oppose the E-verify resolution and join us in urging our members of Congress to pass a comprehensive reform that supports employment and employers. Thanks for your consideration and please don't hesitate to contact me with any questions or concerns.

Kindest regards,

6/7/2011

Toby

**TOBY GUEVIN** | State Policy & Legislative Manager | OneAmerica (Formerly Hate Free Zone) [WeAreOneAmerica.org](http://WeAreOneAmerica.org)  
1225 S. Weller Street, Suite 200 | Seattle, WA 98144 | O: 206.723.2203 x 216 | D: 206.452.8416 | C: 617.755.6207

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**Comprehensive Immigration Reform: An American Solution**

ONEAMERICA IS ON THE WEB!





June 7, 2011

## MISSION

### Testimony on Behalf of OneAmerica in Opposition to E-verify Resolution Yakima City Council

OneAmerica

advances the

fundamental

principles of

democracy and

justice at the

local, state and

national levels

by building

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immigrant

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in collaboration

with key allies.

Dear Mayor Cawley and Members of the Yakima City Council,

On behalf of OneAmerica and its members, we submit the following testimony in opposition to the Council's resolution on E-verify. Numerous studies have shown that E-verify is an inefficient and ineffective verifier of employment eligibility, presents barriers to work for U.S. citizens and work eligible immigrants, and burdens small businesses with time-intensive training and administration at a time when they are struggling to free themselves from the economic downturn.

A member-based organization and the largest immigrant advocacy organization in the state, OneAmerica's mission is to advance the fundamental principles of democracy and justice through building power in immigrant communities, in collaboration with key allies. Our members are active in community base groups across Washington State, including in Mt. Vernon, White Center/Burien, Tacoma, Vancouver, Kent, Walla Walla, Tri-Cities, and Yakima, among others. We believe mandated E-verify undermines the best interests of workers and employers by creating additional barriers to work and mandating that businesses allocate scarce resources to a system that is a misguided attempt to fix our broken immigration system.

First and foremost, we believe that comprehensive immigration reform is needed at the federal level to fix our broken immigration system and that once the system is fixed, there should be accurate ways for employers to ensure that the workers they hire have proper documentation. However, we do not yet have reform of the immigration system and the current E-verify system, used to check the employment eligibility of workers, is severely flawed. We believe E-verify is ineffective and inefficient in the following ways:

- **The databases used to administer E-verify are riddled with errors that often lead to U.S. Citizens and lawful immigrant workers facing delays in or denial of employment.** While the Department of Homeland Security claims a 94% success rate of E-verify (meaning that 6% of workers verified receive temporary non-confirmation notices (TNCs) for having discrepancies between the employment information they provide and that housed in the databases), independent studies on large multinational companies have shown rates as high as 15%. Even more troubling, a study of MCL Enterprises, which operates 24 Burger King restaurants in Arizona, where e-verify is mandatory, found that 75% of legal immigrant workers received TNCs. A [December 2009 report by Westat](#) confirms that E-verify TNCs disproportionately impact legal immigrant workers. This creates delays or erroneous denials of jobs, costing both workers and employers time and money.

Advancing Immigrant,  
Civil & Human  
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WWW.WEAREONEAMERICA.ORG | INFO@WEAREONEAMERICA.ORG  
1225 S. WELLER ST. SUITE 200, SEATTLE, WA 98144 | O: 206-723-2203 F: 206-826-0423

OneAmerica is a nonprofit, 501(c)(3) organization



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- **E-verify is a crap shoot; 54% of undocumented workers are still deemed eligible for employment because the system cannot identify fraud when a worker uses the employment information of an authorized worker (Westat 2009).** E-verify requires resources from employers and workers yet is not even effective at identifying fraud. Instead of stopping those without employment authorization from working, the system pushes people into the underground economy where they do not pay taxes.
- **Implementation of mandatory E-verify will result in discrimination and undermine workers rights.** A 2009 DHS-commissioned study found that 42% of workers reported not being told by their employer of a TNC, resulting in the denial of their right to contest the finding. Moreover, one study found that 57% of employers used E-verify to pre-screen candidates, something that is forbidden under the program.

In addition to concerns about E-verify's impact on workers, we are also concerned about the impact it has on small businesses, many of which in Yakima are owned by immigrants. Our major concerns include:

- **Small businesses have clearly rejected E-verify because it imposes added burdens on businesses that do not have the time or money to operate the bureaucratic system.** Despite 89% of businesses in the US having less than 14 employees, only 8% of E-verify users are small businesses. This is a clear rejection of E-verify by small businesses, who do not have human resource departments to operate the system for them. In a survey of small businesses, 25% said they did not use the system because they did not have enough resource and another 10% because they did not have access to a fast enough internet connection (Westat 2009).
- **Many small businesses and business associations oppose mandatory E-verify because of the added layer of bureaucracy and additional resources it requires.** Most small businesses employers cite the program lack of "[ease] and efficiency" for not enrolling in the program. One small business even estimated it would cost an additional \$27,000 each year to operate the program (*Chamber of Commerce of the USA v. Chertoff*, No. 08-CV-3444-AW).
- **Imposing E-verify on businesses will not lead to a reduction in unemployment, but instead lead to higher unemployment rates.** Utilizing the error rates discussed above and because simple spelling errors or one wrong number can lead to a TNC, if all businesses in the U.S. were mandated to use E-verify the SSA estimates that 3.6 million U.S. Citizens and legal immigrants would either lose their jobs or need to respond to TNCs within the required 8 days of receipt.
- **Mandating E-verify will push employers in industries that rely on unauthorized workers (agriculture, hospitality, restaurants) to move their workforce underground and costs all levels of government important tax revenue.** The Congressional Budget Office estimates that over the next decade there will be a

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drop in Federal tax revenue of \$ 17.3 billion due to employers shifting workers off the books. The situation will not be different in Yakima, which has industries that rely heavily on unauthorized workers.

We understand that the City of Yakima is considering E-verify in response to the failure of the federal government to fix our broken immigrations system, but we believe strongly this is not the way to do it. E-verify is ineffective and inefficient and verifying worker authorization, works less than 50% of the time at identifying those who are not authorized to work; places additional burdens and mandates on small businesses; and will cost workers and businesses valuable time and money. Please reject this misguided attempt to fix our broken immigration system.

Thank you for your consideration.

Respectfully submitted,

Pramila Jayapal  
Executive Director  
OneAmerica

Toby Guevin  
State Policy & Legislative Manager  
OneAmerica

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# E-Verify Creates Burdens for Small Businesses

JUNE 2011

From urban centers to prairie fields, small businesses play a critical role in the nation's economy. They are credited with generating 64 percent of net new jobs and providing employment to over 50 percent of the U.S. workforce.<sup>1</sup> Proposals to mandate use of the E-Verify employment eligibility verification program, however, adopt a one-size-fits-all approach to unauthorized employment and ignore the effect the program will have on our nation's small businesses.

## ■ E-Verify places a disproportionate regulatory burden on small businesses.

- According to a study conducted by the Small Business Administration (SBA),<sup>2</sup> the annual cost of federal regulation in the U.S. increased to more than \$1.75 trillion in 2008. Small businesses bear the largest burden of federal regulations.<sup>3</sup> As of 2008, small businesses faced an annual regulatory cost of \$10,585 per employee, which is 36 percent higher than the regulatory cost facing large firms.<sup>4</sup> E-Verify would overwhelmingly add to this burden.
- Data compiled by Bloomberg Government show it would have cost the nation's employers \$2.7 billion if the use of E-Verify had been mandatory in fiscal year 2010. Small businesses would have borne the burden for \$2.6 billion of that amount.<sup>5</sup> One small business in Maryland estimated that it would cost approximately \$27,000 for the company to use E-Verify for one year.<sup>6</sup>
- Employers enrolled in E-Verify are not representative of all U.S. employers. Although 89 percent of businesses in the U.S. have fewer than 14 employees, only 8 percent of E-Verify users are small businesses.<sup>7</sup> Nationwide, fewer than 4 percent of the approximately 7 million employers in the U.S. participate in E-Verify.<sup>8</sup>
- Approximately 25 percent of employers who registered but never used E-Verify — or who started using it, then stopped — claimed the system was “too burdensome.”<sup>9</sup>
- According to Jack Nelson, an Alabama small business owner, “I do not know of anything that I don't have to pay for the right to do it through a license or fee. The last thing we need as business owners is another fee put on us to ensure we don't hire illegal immigrants.”<sup>10</sup>

## ■ Small businesses don't have the resources to use E-Verify.

- The challenges presented by enrolling in E-Verify are magnified for small businesses. Unlike large firms, they do not have human resources departments or large workforces to compensate for lost productivity while employees resolve errors. The start-up cost associated with technology purchases is spread out more in larger companies than in small “mom and pop” operations.
- In a survey of employers who currently do not use E-Verify, 25 percent of small employers said that they were not enrolled due to lack of resources, and 10 percent said that they lacked a computer with an Internet connection or they had a slow connection.<sup>11</sup> Nationwide, small businesses are roughly two and a half times as likely as the largest businesses to report insufficient access to high-speed Internet.<sup>12</sup> For example:

- Approximately 32 percent of Arkansas residents do not have access to high-speed Internet in their homes or workplaces.<sup>13</sup>
- Ten percent of Tennessee's 200,000 businesses don't have computers.<sup>14</sup>
- Small businesses also report that they spend, on average, over \$22 monthly per employee on broadband Internet access, which is more than twice what medium-sized businesses spend per employee and roughly three times what large businesses spend.<sup>15</sup>
- Concerns about how much it costs to train a business's staff to use E-Verify and to actually use it are understandable. Initial training includes studying an 82-page user's manual, completing a 3-hour tutorial, and being required to pass a mastery test. In the words of a participant in a survey of employers who currently do not use E-Verify, "With limited HR staff there is concern about how much additional time E-Verify may actually take including tutorials, testing, updates, etc."<sup>16</sup>

#### ■ Using E-Verify does not protect businesses from immigration raids and audits.

- While the purpose of E-Verify is to detect unauthorized workers, E-Verify does not do its job: 54 percent of unauthorized workers for whom E-Verify checks were run were erroneously confirmed as being work-authorized.<sup>17</sup>
- This means that even though businesses follow the law and use E-Verify, they could have unauthorized workers in their company or business. Why? Because E-Verify is unable to detect whether an unauthorized worker is using an authorized worker's identity, since E-Verify can determine only if a document presented by a worker is valid and not if the document actually belongs to the worker.
- For example, in February 2011, nine unauthorized immigrants were found working as part of a construction team for a new Florida Veterans Hospital. The contractor who hired the workers used E-Verify.<sup>18</sup>
- Businesses that employ unauthorized workers whose work eligibility was checked through E-Verify may still be found liable for violating the employer sanctions law if Immigration and Customs Enforcement (ICE) discovers that the workers are not work-eligible. Such businesses also inevitably lose a core part of their workforce in which they have invested training and time. For example:
  - On March 4, 2011, approximately two dozen workers were arrested when Maricopa County, Arizona, Sheriff's Office deputies raided four Pei Wei restaurants. A Pei Wei spokesperson said the company had run E-Verify checks on all of its employees. The arrests resulted in the initial closure of eight locations because of a staff shortage.<sup>19</sup>
  - In April 2011, Yakima, Washington, grocer Fiesta Foods was forced to fire workers after ICE audited the company and identified at least 24 current and former employees carrying potentially fake documentation. Fiesta Foods uses E-Verify.<sup>20</sup>

#### ■ Errors in E-Verify databases make the program cumbersome for small businesses.

- If businesses were required to use E-Verify, 3-4 million U.S. workers would be forced to either go to a government agency to correct their records or lose their jobs.<sup>21</sup>

- If an employer receives a notice from E-Verify that there is an error in a worker's records, the time involved in resolving the error can be lengthy and also costly for the employer. The worker will need to take time off to correct the error, and the business owner will likely spend time assisting the worker — and more time interfacing with E-Verify. One small business owner in Arizona told a reporter that if a business doesn't enjoy the luxury of having a human resources staff, E-Verify takes time away from the core business.<sup>22</sup>

Examples of challenges in correcting errors include:

- A U.S. citizen and former U.S. Navy captain with 34 years of service and a history of having maintained a high security clearance was flagged by E-Verify as not eligible for employment. It took him and his wife, an attorney, two months to resolve the discrepancy.<sup>23</sup>
- An owner of a construction business in California had to wait 8 weeks for one worker to clear E-Verify. The business owner said, "He's a permanent resident who has been living here for 20-something odd years. It was frustrating for me and for (him) as well, but finally it took."<sup>24</sup>

#### ■ Small businesses want Congress to fix our broken immigration system.

- In responding to recent legislative initiatives, small businesses in Florida and other states have demonstrated their opposition to making use of E-Verify mandatory. In Florida, the state senate recently voted against making use of E-Verify mandatory for all employers after hearing from affected businesses and communities. As Florida State Senator and Budget Committee Chairman J.D. Alexander said, "[T]he issues are complex enough and difficult enough that the tools we have as a state to use are in many of our views too simplistic and don't allow a more thoughtful system. It is a federal issue that federal officials need to do something about."<sup>25</sup>
- In a letter to the U.S. House of Representatives' Committee on the Judiciary, the Main Street Alliance stated the following: "Until Congress acts in a pragmatic fashion to restore order to our immigration system, forcing small businesses to enforce immigration law will directly impact our bottom line at a critical time."<sup>26</sup>

#### FOR MORE INFORMATION, CONTACT

Tyler Moran, policy director | National Immigration Law Center | [moran@nilc.org](mailto:moran@nilc.org) | 208.333.1424

Grisella Martinez, director of policy and legislative affairs | National Immigration Forum | [gmartinez@immigrationforum.org](mailto:gmartinez@immigrationforum.org) | 202.383.5993

<sup>1</sup> *How Important Are Small Businesses to the U.S. Economy?* (U.S. Small Business Association, Office of Advocacy), [www.sba.gov/advocacy/7495/8420](http://www.sba.gov/advocacy/7495/8420).

<sup>2</sup> Nicole V. Crain and Mark W. Crain, *The Impact of Regulatory Costs on Small Firms* (Lafayette College for the SBA Office of Advocacy, Sept. 2010).

<sup>3</sup> Defined as firms employing fewer than 20 employees.

<sup>4</sup> Defined as firms with 500 or more employees.

<sup>5</sup> Jason Arvello, "'Free' E-Verify May Cost Small Businesses \$2.6 Billion: Insight," *Bloomberg*, Jan. 28, 2011.

<sup>6</sup> *Chamber of Commerce of the USA v. Chertoff*, No. 08-CV-3444-AW (D.Md).

<sup>7</sup> *Id.*, p. 29.

<sup>8</sup> *The Practices and Opinions of Employers Who Do Not Participate in E-Verify* (Westat, Dec. 2010), [www.uscis.gov/USCIS/Resources/Reports/E-Verify/e-verify-non-user-dec-2010.pdf](http://www.uscis.gov/USCIS/Resources/Reports/E-Verify/e-verify-non-user-dec-2010.pdf), p. 1.

<sup>9</sup> *Id.* p. 84, emphasis added.

<sup>10</sup> "Two Sides Begin Fight Over Illegal Immigration," *Montgomery Advertiser*, Mar. 3, 2011, emphasis added.

<sup>11</sup> Westat, *supra* note 8, p. 25.

<sup>12</sup> "Small Business & Broadband: Quick Fact Sheet," SCORE, Nov. 7, 2010, [www.docstoc.com/docs/46776238/43381-SCORE\\_Broadband\\_Consortium\\_Fact\\_Sheet\\_4\\_1\\_10](http://www.docstoc.com/docs/46776238/43381-SCORE_Broadband_Consortium_Fact_Sheet_4_1_10).

<sup>13</sup> Wayne Bryan, "Not Enough Internet Access: Many Rural Areas Still Without High-Speed, Affordable Internet," *Arkansas Democrat Gazette*, Apr. 10, 2011, [www.arkansasonline.com/news/2011/apr/10/not-enough-internet-access/](http://www.arkansasonline.com/news/2011/apr/10/not-enough-internet-access/).

<sup>14</sup> Perla Trevizo, "Pressure Rises to 'E-Verify' New Hires," *Chattanooga Times*, Mar. 19, 2011, [www.timesfreepress.com/news/2011/mar/19/pressure-rises-e-verify-new-hires/](http://www.timesfreepress.com/news/2011/mar/19/pressure-rises-e-verify-new-hires/).

<sup>15</sup> SCORE, *supra* note 12.

<sup>16</sup> Westat, *supra* note 8, p. 23, emphasis added.

<sup>17</sup> *Findings of the Web-Based E-Verify Program Evaluation* (Westat, Dec. 2009), [www.uscis.gov/USCIS/E-Verify/E-Verify/Final%20E-Verify%20Report%202012-16-09\\_2.pdf](http://www.uscis.gov/USCIS/E-Verify/E-Verify/Final%20E-Verify%20Report%202012-16-09_2.pdf), p. 118.

<sup>18</sup> "Veterans Angry That Illegals Worked on VA Hospital," [www.wftv.com/news/26864419/detail.html](http://www.wftv.com/news/26864419/detail.html).

<sup>19</sup> Max Jarman, "Some Pei Weis Able to Reopen," *The Arizona Republic*, Mar. 27, 2011, [www.azcentral.com/arizonarepublic/business/articles/2011/03/27/20110327biz-insider0327jarman.html](http://www.azcentral.com/arizonarepublic/business/articles/2011/03/27/20110327biz-insider0327jarman.html).

<sup>20</sup> Mike Faulk, "Audit Flags Potential Fake Worker Documents at Fiesta Foods," *Yakima Herald-Republic*, May 4, 2011, [www.yakima-herald.com/stories/2011/05/04/audit-flags-potential-fake-worker-documents-at-fiesta-foods](http://www.yakima-herald.com/stories/2011/05/04/audit-flags-potential-fake-worker-documents-at-fiesta-foods).

<sup>21</sup> *Transcript from Hearing on Employment Eligibility Verification Systems* (Subcommittee on Social Security, Committee on Ways and Means, U.S. House of Representatives, June 7, 2007).

<sup>22</sup> Jahna Berry, "Most Arizona Employers Aren't Using E-Verify," *The Arizona Republic*, July 28, 2010, [www.azcentral.com/arizonarepublic/news/articles/2010/07/28/20100728arizona-employers-ignoring-e-verify.html](http://www.azcentral.com/arizonarepublic/news/articles/2010/07/28/20100728arizona-employers-ignoring-e-verify.html).

<sup>23</sup> Account related at a Jan. 24, 2009, town hall meeting in Ashtabula, OH, sponsored by Building Unity in the Community and billed as "Why We Need Comprehensive Immigration Reform."

<sup>24</sup> Cindy Carcamo, "Economic Stimulus Prompts Debate over Illegal Workers," *The Orange County Register*, April 2, 2009.

<sup>25</sup> Dara Kam, "Fla. Lawmakers Say Business Interests Played Major Role in Killing Immigration Control," *Palm Beach Post*, May, 10, 2011, [www.palmbeachpost.com/news/state/fla-lawmakers-say-business-interests-played-major-role-1467109.html](http://www.palmbeachpost.com/news/state/fla-lawmakers-say-business-interests-played-major-role-1467109.html), emphasis added.

<sup>26</sup> Main Street Alliance, Letter to U.S. House Committee on the Judiciary, Feb. 9, 2011, emphasis added.