

The Accountability Through Electronic Verification Act of 2015 (S.1032)

- Permanently reauthorizes the E-Verify program that was created in 1996.
- Makes the program mandatory for all employers within one year of date of enactment, requires federal contractors and agencies to use the program immediately, and directs “critical employers,” as identified by the Secretary of Homeland Security, to use the system within 30 days of designation.
- Increases penalties for employers who illegally hire undocumented workers.
- Reduces the liability faced by employers participating in E-Verify when it involves the wrongful termination of an individual.
- Allows employers to use E-Verify before a person is hired.
- Requires employers to check the status of all current employees within three years.
- Requires employers to terminate the employment of individuals found unauthorized to work due to a check through E-Verify.
- Requires the Social Security Administration to develop algorithms to detect anomalies like multiple uses of Social Security numbers.
- Establishes a demonstration project in a rural area or area without internet capabilities to assist small businesses in complying with the participation requirement.
- Amends the criminal code to clarify that defendants who possess or otherwise use identity information not their own without lawful authority and in the commission of another felony is still punishable for aggravated identity fraud, regardless of the defendant’s “knowledge” of the victim.
- Requires employers to re-verify an employee’s immigration status if the employment authorization is due to expire.