

HR 319

Legal Workforce Act

Congress: 118 (2023–2025, Ended)

Chamber: House

Policy Area: Immigration

Introduced: Jan 12, 2023

Current Status: Referred to the Subcommittee on Social Security.

Latest Action: Referred to the Subcommittee on Social Security. (Dec 17, 2024)

Official Text: <https://www.congress.gov/bill/118th-congress/house-bill/319>

Sponsor

Name: Rep. Calvert, Ken [R-CA-41]
Party: Republican • **State:** CA • **Chamber:** House

Cosponsors (13 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Duncan, Jeff [R-SC-3]	R · SC		Jan 12, 2023
Rep. Lesko, Debbie [R-AZ-8]	R · AZ		Jan 12, 2023
Rep. McClintock, Tom [R-CA-5]	R · CA		Jan 12, 2023
Rep. Nehls, Troy E. [R-TX-22]	R · TX		Jan 12, 2023
Rep. Smith, Christopher H. [R-NJ-4]	R · NJ		Jan 12, 2023
Rep. Womack, Steve [R-AR-3]	R · AR		Jan 12, 2023
Rep. Carter, John R. [R-TX-31]	R · TX		Feb 6, 2023
Rep. Case, Ed [D-HI-1]	D · HI		Feb 6, 2023
Rep. Bucshon, Larry [R-IN-8]	R · IN		Feb 28, 2023
Rep. Biggs, Andy [R-AZ-5]	R · AZ		Apr 18, 2023
Rep. Rutherford, John H. [R-FL-5]	R · FL		Apr 27, 2023
Rep. Boebert, Lauren [R-CO-3]	R · CO		Sep 24, 2024
Rep. Arrington, Jodey C. [R-TX-19]	R · TX		Dec 3, 2024

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Jan 12, 2023
Judiciary Committee	House	Referred To	Jan 12, 2023
Ways and Means Committee	House	Referred to	Dec 17, 2024

Subjects & Policy Tags

Policy Area:

Immigration

Related Bills

Bill	Relationship	Last Action
118 HR 2	Related bill	Dec 17, 2024: Referred to the Subcommittee on Social Security.
118 HR 2640	Related bill	Dec 17, 2024: Referred to the Subcommittee on Trade.
118 HR 3599	Related bill	Dec 17, 2024: Referred to the Subcommittee on Social Security.
118 S 2824	Related bill	Jan 11, 2024: Committee on Banking, Housing, and Urban Affairs. Hearings held.

Summary (as of Jan 12, 2023)

Legal Workforce Act

This bill directs the Department of Homeland Security (DHS) to create an electronic employment eligibility confirmation system modeled after and to replace the E-Verify system, which allows employers and recruiters to verify the immigration status of individuals. The bill also mandates the use of such a system, where currently only some employers, such as those with federal contracts, are required to use E-Verify.

The bill specifies documents that can establish an individual's identity and employment authorization. During the period starting when a job offer is made until three business days after hiring, the individual must attest to his or her employment authorization, and the employer or recruiter must attest that it has examined the individual's required documents.

Employers shall reverify certain types of employees who were not previously verified using E-verify.

The Social Security Administration shall notify employees if their Social Security number has been used multiple times in an unusual manner. DHS shall establish programs for blocking and suspending misused numbers.

Employers that are required to use the verification system shall not be liable for any employment-related action based on a good-faith reliance on the information from the system.

The bill establishes a phased-in participation deadline for different categories of employers, including agricultural employers.

The bill increases civil penalties related to hiring individuals without work authorization. It also preempts state laws relating to hiring and employment eligibility verification, but states may use their authority of business licensing to penalize employers for failing to comply with the bill's provisions.

Actions Timeline

- **Dec 17, 2024:** Referred to the Subcommittee on Social Security.
- **Jan 12, 2023:** Introduced in House
- **Jan 12, 2023:** Referred to the Committee on the Judiciary, and in addition to the Committees on Ways and Means, and Education and the Workforce, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.