

HR 251

Legal Workforce Act

Congress: 119 (2025–2027, Current)

Chamber: House

Policy Area: Immigration

Introduced: Jan 9, 2025

Current Status: Referred to the Committee on the Judiciary, and in addition to the Committees on Ways and Means, and

Latest Action: Referred to the Committee on the Judiciary, and in addition to the Committees on Ways and Means, and Education and 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. (Jan 9, 2025)

Official Text: <https://www.congress.gov/bill/119th-congress/house-bill/251>

Sponsor

Name: Rep. Calvert, Ken [R-CA-41]

Party: Republican • **State:** CA • **Chamber:** House

Cosponsors (37 total)

Cosponsor	Party / State	Role	Date Joined
Rep. McClintock, Tom [R-CA-5]	R · CA		Jan 9, 2025
Rep. Biggs, Andy [R-AZ-5]	R · AZ		Feb 4, 2025
Rep. Case, Ed [D-HI-1]	D · HI		Feb 4, 2025
Rep. Wagner, Ann [R-MO-2]	R · MO		Feb 4, 2025
Rep. Biggs, Sheri [R-SC-3]	R · SC		Feb 6, 2025
Rep. Gill, Brandon [R-TX-26]	R · TX		Feb 27, 2025
Rep. Smith, Christopher H. [R-NJ-4]	R · NJ		Mar 11, 2025
Rep. Boebert, Lauren [R-CO-4]	R · CO		May 7, 2025
Rep. Collins, Mike [R-GA-10]	R · GA		May 8, 2025
Rep. Smucker, Lloyd [R-PA-11]	R · PA		Jul 10, 2025
Rep. Fry, Russell [R-SC-7]	R · SC		Aug 19, 2025
Rep. Nehls, Troy E. [R-TX-22]	R · TX		Aug 19, 2025
Rep. Davidson, Warren [R-OH-8]	R · OH		Aug 26, 2025
Rep. Roy, Chip [R-TX-21]	R · TX		Aug 26, 2025
Rep. Barr, Andy [R-KY-6]	R · KY		Oct 10, 2025
Rep. Cloud, Michael [R-TX-27]	R · TX		Oct 17, 2025
Rep. Hunt, Wesley [R-TX-38]	R · TX		Oct 17, 2025
Rep. Fine, Randy [R-FL-6]	R · FL		Oct 24, 2025
Rep. Donalds, Byron [R-FL-19]	R · FL		Nov 7, 2025
Rep. Wied, Tony [R-WI-8]	R · WI		Nov 7, 2025
Rep. Brecheen, Josh [R-OK-2]	R · OK		Nov 19, 2025
Rep. DesJarlais, Scott [R-TN-4]	R · TN		Nov 19, 2025
Rep. Miller, Mary E. [R-IL-15]	R · IL		Dec 9, 2025
Rep. Self, Keith [R-TX-3]	R · TX		Dec 9, 2025
Rep. Jack, Brian [R-GA-3]	R · GA		Dec 16, 2025
Rep. Steube, W. Gregory [R-FL-17]	R · FL		Jan 12, 2026
Rep. Moore, Riley M. [R-WV-2]	R · WV		Jan 22, 2026
Rep. Cline, Ben [R-VA-6]	R · VA		Feb 2, 2026
Rep. Strong, Dale W. [R-AL-5]	R · AL		Feb 4, 2026
Rep. McDowell, Addison P. [R-NC-6]	R · NC		Feb 12, 2026
Rep. Ogles, Andrew [R-TN-5]	R · TN		Feb 23, 2026
Rep. Van Epps, Matt [R-TN-7]	R · TN		Feb 23, 2026
Rep. Patronis, Jimmy [R-FL-1]	R · FL		Mar 3, 2026
Rep. Babin, Brian [R-TX-36]	R · TX		Mar 4, 2026
Rep. Bilirakis, Gus M. [R-FL-12]	R · FL		Mar 5, 2026
Rep. Perry, Scott [R-PA-10]	R · PA		Mar 5, 2026
Rep. Letlow, Julia [R-LA-5]	R · LA		Apr 14, 2026

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Jan 9, 2025
Judiciary Committee	House	Referred To	Jan 9, 2025
Ways and Means Committee	House	Referred To	Jan 9, 2025

Subjects & Policy Tags

Policy Area:

Immigration

Related Bills

Bill	Relationship	Last Action
119 HR 4393	Related bill	Jul 15, 2025: Referred to the Committee on the Judiciary, and in addition to the Committees on Homeland Security, Ways and Means, Transportation and Infrastructure, Education and Workforce, Oversight and Government Reform, and Armed Services, 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.

Summary (as of Jan 9, 2025)

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 system.

The bill establishes a phased-in participation deadline for different sizes and 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.

