



National Association of Home Builders

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Government Affairs

James W. Tobin III
Senior Vice President & Chief Lobbyist

October 3, 2017

The Honorable Bob Goodlatte
Chairman
Committee on the Judiciary
U.S. House of Representatives
Washington, DC 20515

Dear Chairman Goodlatte:

On behalf of the approximately 140,000 members of the National Association of Home Builders (NAHB), I am writing to share our support for H.R. 3711, the *Legal Workforce Act*. This legislation strikes a crucial balance between a mandatory, nationwide E-Verify program and the employer community's role in addressing illegal immigration.

As members of the employer community, NAHB recognizes the important role employers play in ensuring the nation has a legal workforce. H.R. 3711 creates a fair, efficient, and workable employment verification system that gives employers clarity with regard to their duties and obligations. It preempts the current patchwork of state laws, providing employers with a straightforward rulebook for compliance. Perhaps most importantly, H.R. 3711 honors the direct employer-employee relationship and the current "knowing" liability standard.

NAHB also appreciates that the legislation includes a robust safe harbor and provisions to make the system workable for our nation's small businesses, which are the engine of the American economy. H.R. 3711 provides small employers with important tools: toll-free telephonic access to the system; the opportunity for employers to begin the verification process as soon as possible; and a phase-in to the program based on business size, ensuring that larger employers enter the system first, followed by a gradual inclusion of smaller businesses.

NAHB supports comprehensive immigration reform that addresses both our nation's security and its workforce needs, which should include enactment of the *Legal Workforce Act*. We strongly urge members of the Committee to support H.R. 3711 and oppose any amendments that would undermine its workability for employers.

Thank you again for your leadership in advancing this important component of comprehensive immigration reform.

Sincerely,

A handwritten signature in black ink, appearing to read "James W. Tobin III", written in a cursive style.

James W. Tobin III

cc: Members of the House Committee on the Judiciary