



October 20, 2025

Chairman Kyle Koehler  
Ohio Senate Workforce Development Committee  
1 Capitol Square, Room 035  
Columbus, OH 43215

Chairman Koehler, Vice Chair Reynolds, Ranking Member Ingram, and members of the Senate Workforce Development Committee:

Please be advised that the Affiliated Construction Trades Ohio Foundation ("ACT Ohio") is a 501(c)(5) organization created to help foster economic and industrial development opportunities, and to promote industry-best practices for Ohio's public and private construction. On behalf of our organization, I am here to testify in favor of HB 246.

E-Verify is an internet-based system that is jointly administered by the United States Department of Homeland Security and Social Security Administration under 8 U.S.C. Section 1324(a) to determine a newly-hired employee's employment eligibility.

It is free.

E-Verify is extremely accurate.

The response time is typically 3 to 5 seconds.

It is proven to work.

As reported at a recent NCSL forum in Arlington, Virginia, states that have implemented mandatory E-Verify for all employers have seen the presence of undocumented migrants illegally seeking jobs without authorization to work reduced by up to 83%

E-Verify utilizes the same form employers are already required by federal law to fill out when hiring a new employee – the federal I-9 form. Here's the difference: under the *Immigration Reform and Control Act of 1986 ("IRCA")*, employers are required to fill out and maintain the I-9 form for 3 three years – it is not submitted anywhere. Under E-Verify, employers are required to fill out and submit the I-9 form for an instantaneous response from the federal government on an employee's employment eligibility status.

This is not a check on citizenship or immigration status, but merely a confirmation of the employee's eligibility to work in the United States.

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According to the U.S. Citizenship and Immigration Services Dept., “E-Verify is currently the best means available for employers to verify electronically the employment eligibility of their newly hired employees. *E-Verify protects jobs for authorized workers and helps employers maintain a legal workforce.*” (emphasis added)

The scope of HB 246 has been narrowed from last GA’s HB 327 with the focus now specifically on curbing abuses in the construction industry. HB 246 deviates only slightly from its companion bill, introduced as SB 183 by Senator Cirino and Senator Michelle Reynolds.

From our perspective its straightforward. When labor brokers smuggle workers into the United States, pay sub-standard wages, offer no benefits, and kick them to the curb if they get hurt on the jobsite, its hurts Ohio. This abusive cycle puts Ohio-based contractors in a competitive disadvantage, compromises our ability to place apprentices on jobsites, displaces Ohio construction workers (union and non-union), and undercuts Ohio’s state and local tax base. Is this what we want to continue to perpetuate?

I encourage you to send a very loud and clear message that these abuses will no longer be tolerated in the state of Ohio by passing HB 246.

Thank you very much for the opportunity to present to your committee – I’d be happy to take any questions.

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