

## Immigration Reform

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### IEC Position

- In addition to securing our borders, we need an effective enforcement of immigration laws.
- IEC supports fair and practical immigration policies that strengthen the workforce and support long-term economic growth.
- IEC supports creating pathways to citizenship for individuals who come to the United States legally, promoting opportunity, fairness, and economic stability.
- IEC supports expanding foreign worker visa programs to help address critical labor shortages in construction and related industries.
- IEC recognizes the importance of maintaining a lawful workforce and ensuring accountability within the system.

### IEC's Ask

- **Ask:** IEC seeks support of legislation specific to the construction industry that can adjust to market and industry labor needs while prioritizing jobs for American workers.
- **Ask:** IEC supports a mandatory, reliable employee verification system that allows employers to confirm the work authorization of new hires while holding employers liable only when violations occur with “knowing” intent.

### Background

The construction industry is experiencing a persistent shortage of skilled workers, while existing immigration policies often fail to align with real workforce needs. At the same time, employers must navigate complex and often inconsistent requirements related to hiring and verifying work authorization, creating uncertainty and risk.

Contractors should be able to rely on a government-mandated verification system and receive appropriate protections from liability when making hiring or employment decisions based on that system.