

Northwest Immigrant Rights Project - Community Advisory – 04/02/2019
Advisory Regarding Social Security Administration’s “No Match” Notices

Basics: The Social Security Administration (SSA) has [announced](#) that, starting in spring 2019, it will resume a practice discontinued in 2012 of sending “no match” notices to employers when the social security numbers they submitted as part of payroll records do not match SSA’s records. This policy has the potential to negatively impact immigrant and refugee workers as some employers may decide to fire workers after receiving such a notice, even though the notices explicitly tell them not to do so.

Which employers are going to receive these notices and when? According to the Social Security Administration, it will be sending notices to any employer who submitted a social security number for an employee that does not match their records. SSA indicated the notices would go out “beginning in spring 2019.”

If I’m a worker, what should I do if my employer tells me they received a “no match” notice from the Social Security Administration about me? If you have a valid social security number, you can show your employer your social security card and make sure that it matches the employer’s records as the mismatch may be the result of information incorrectly entered into their system, or a potential subsequent name change. If the information on your valid card matches the employer’s records, you may need to contact SSA to resolve the issue.

If you do not have a valid social security number, we recommend that you consult with an attorney or accredited representative about this issue. You should NOT disclose to your employer any information about your immigration status. If you are a member of a union, we recommend you also inform and consult your union representative.

Could an employer fire me because they received a “no match” letter about me? The “no match” [notice from SSA](#) explicitly states that employers should not take “any adverse action” against an employee simply because of the receipt of the “no match” notice. An employer should give you a reasonable amount of time to resolve any errors. It is possible that an employer may be able to fire you if you fail to correct the “no match” notice after giving you a reasonable opportunity to do so. However, you may be able to contest the firing if your workplace is unionized or if your employer engages in discriminatory behavior. We recommend you consult with an attorney, accredited representative or a union representative if you are fired or you are threatened with being fired.

Is this related to the e-Verify system? No. The e-Verify system is an online employment eligibility verification system run by the Department of Homeland Security (DHS). e-Verify is generally voluntary for employers to use unless they are federal contractors. The “no match” notices discussed here are sent by the Social Security Administration and will be sent to employers regardless of whether they participate in e-Verify or not.

How can I get help? You can find an immigration attorney through the American Immigration Lawyers’ Association referral service: www.aialawyer.com. If you cannot afford to have a consultation with a private immigration attorney, you may contact NWIRP for assistance. Please visit www.nwirp.org/get-help/.