

1 [Opposing the Social Security Administrations No-Match Letter Policy]

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Resolution opposing the Social Security Administrations "No-Match" letter policy and urging local employers to adopt a code of conduct towards no match letters.

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WHEREAS, The Social Security Administration "No-Match" letter is a letter sent by the Social Security Administration notifying an employer that he or she has submitted reports that contain names and Social Security numbers that do not match Social Security Administration records; and

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WHEREAS, The Social Security Administration's policy of sending out hundreds of thousands of "No-Match" letters has had a serious and adverse impact on the lives of hardworking families; and

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WHEREAS, These same letters have placed an undue burden on local businesses; and

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WHEREAS, The "No-Match" letters have been used by some employers to summarily fire, intimidate, harass and threaten employees; and

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WHEREAS, The National Employment Law Project, along with a number of Local unions and community based organizations have written a "Code of Conduct for Responsible Employers"; and

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WHEREAS, The Code of Conduct is as follows

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1. That the employer not assume that the workers on the no-match list are undocumented;

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2. That the employer not fire, suspend, intimidate or threaten any employee whose name appears on the no-match list;

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1 3. That the employer will not ask for immigration related documents;

2 4. That the employer will provide all employees on the "no-match" list with a copy of
3 the letter;

4 5. That the employer provide employees with information on employee rights and an
5 opportunity to correct any errors; and now, therefore be it

6 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
7 hereby opposes the Social Security Administration's No-Match letter policy and urge local
8 employers to adopt the above mentioned Code of Conduct for Responsible Employers;
9 and be it

10 FURTHER RESOLVED, That the Clerk of the Board of Supervisors shall forward copy
11 of this resolution to the Social Security Administration.

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City and County of San Francisco

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Tails Resolution

File Number: 021514

Date Passed:

Resolution opposing the Social Security Administrations "No-Match" letter policy and urging local employers to adopt a code of conduct towards no match letters.

File No. 021514

I hereby certify that the foregoing Resolution was ADOPTED on September 17, 2002 by the Board of Supervisors of the City and County of San Francisco.

Gloria L. Young
Clerk of the Board

SEP 27 2002

Date Approved

Mayor Willie L. Brown Jr.