**TABLE OF CHANGES – INSTRUCTIONS**

**Form** **I-9, Employment Eligibility Verification**

**OMB Number: 1615-0047**

**08/01/2023**

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| **Reason for Revision: ICE Flexibilities Final Rule**  **Project Phase: OMBReview**  Legend for Proposed Text:   * Black font = Current text * Red font = Changes   Expires 08/31/2026  Edition Date 08/01/2023 |

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| **Current Page Number and Section** | **Current Text** | **Proposed Text** |
| **Pages 2-3, Section 1: Employee Information and Attestation** | **[Page 2]**  **Section 1: Employee Information and Attestation**  **…**  **Step 5: Present Form I-9 documentation.**  **…**  Your employer must physically examine the documentation you present to complete Form I-9. If your documentation reasonably appears to be genuine and to relate to you, your employer must accept the documentation. If your documentation does not reasonably appear to be genuine or to relate to you, your employer must reject it and provide you with an opportunity to present other documentation. Your employer may choose to make copies of your documentation, but must return the original(s) to you. Your employer may not ask for documentation to verify the information you entered in **Section 1**. | **Section 1: Employee Information and Attestation**  **…**  **Step 5: Present Form I-9 documentation.**  **…**  Your employer must physically examine the documentation you present to complete Form I-9, or examine them consistent with an alternative procedure authorized by the Secretary of DHS. If your documentation reasonably appears to be genuine and to relate to you, your employer must accept the documentation. If your documentation does not reasonably appear to be genuine or to relate to you, your employer must reject it and provide you with an opportunity to present other documentation. Your employer may choose to make copies of your documentation, but must return the original(s) to you. Your employer may not ask for documentation to verify the information you entered in **Section 1**. |
| **Pages 4-5, Section 2: Employer Review and Verification** | **[Page 4]**  **Section 2: Employer Review and Verification**  **…**  **Step 1: Enter information from the documentation the employee presents.**  You, the employer or authorized representative, must physically examine the original, acceptable, and unexpired documentation the employee presents from the Lists of Acceptable Documents to complete the applicable document fields in **Section 2**.  **…**  [new]  **Step 3. Complete the employer certification.**  Employers or their authorized representatives, if applicable, must complete all applicable fields in this area, and sign and date where indicated. | **Section 2: Employer Review and Verification**  **…**  **Step 1: Enter information from the documentation the employee presents.**  You, the employer or authorized representative, must either physically examine, or examine consistent with an alternative procedure authorized by the Secretary of DHS*,* the original, acceptable, and unexpired documentation the employee presents from the Lists of Acceptable Documents to complete the applicable document fields in **Section 2**.  **…**  **Step 3: Select the box in the Additional Information area if you used an alternate procedure for document examination authorized by the Secretary of DHS.**  You must select this box if you used an alternative procedure authorized by DHS to examine the documents. You may refer to the M-274 for guidance on implementing alternative procedures for document examination approved by the Secretary of DHS.  **Step 4: Complete the employer certification.**  Employers or their authorized representatives, if applicable, must complete all applicable fields in this area, and sign and date where indicated. |
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