

TABLE OF CHANGES – INSTRUCTIONS
Form I-9, Employment Eligibility Verification
OMB Number: 1615-0047
08/01/2023

Reason for Revision: ICE Flexibilities Final Rule

Project Phase: OMBReview

Legend for Proposed Text:

- Black font = Current text
- **Red font** = Changes

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Current Page Number and Section	Current Text	Proposed Text
Pages 2-3, Section 1: Employee Information and Attestation	<p>[Page 2]</p> <p>Section 1: Employee Information and Attestation</p> <p>...</p> <p>Step 5: Present Form I-9 documentation.</p> <p>...</p> <p>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.</p>	<p>Section 1: Employee Information and Attestation</p> <p>...</p> <p>Step 5: Present Form I-9 documentation.</p> <p>...</p> <p>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.</p>
Pages 4-5, Section 2: Employer Review and Verification	<p>[Page 4]</p> <p>Section 2: Employer Review and Verification</p>	<p>Section 2: Employer Review and Verification</p>

	<p>...</p> <p>Step 1: Enter information from the documentation the employee presents.</p> <p>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.</p> <p>...</p> <p>[new]</p> <p>Step 3. Complete the employer certification.</p> <p>Employers or their authorized representatives, if applicable, must complete all applicable fields in this area, and sign and date where indicated.</p>	<p>...</p> <p>Step 1: Enter information from the documentation the employee presents.</p> <p>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.</p> <p>...</p> <p>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.</p> <p>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.</p> <p>Step 4: Complete the employer certification.</p> <p>Employers or their authorized representatives, if applicable, must complete all applicable fields in this area, and sign and date where indicated.</p>