

## Union Calendar No. 451

108TH CONGRESS  
2D SESSION

# H. R. 4306

[Report No. 108-731]

To amend section 274A of the Immigration and Nationality Act to improve the process for verifying an individual's eligibility for employment.

---

### IN THE HOUSE OF REPRESENTATIVES

MAY 6, 2004

Mr. CANNON (for himself and Mr. ANDREWS) introduced the following bill;  
which was referred to the Committee on the Judiciary

OCTOBER 5, 2004

Additional sponsors: Mr. SWEENEY, Mr. SMITH of Texas, Mr. FORD, Ms. LOFGREN, Ms. DUNN, Mr. ROGERS of Michigan, Ms. HART, Mr. FLAKE, Mr. CARTER, Mr. LIPINSKI, Mrs. BLACKBURN, Mr. BACHUS, Mr. ENGLISH, Mr. MCHUGH, Mr. BLUNT, Mr. CHABOT, Mr. BERMAN, Mr. FORBES, Mr. BOUCHER, and Mr. GORDON

OCTOBER 5, 2004

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in italic]

---

## A BILL

To amend section 274A of the Immigration and Nationality Act to improve the process for verifying an individual's eligibility for employment.

1 *Be it enacted by the Senate and House of Representa-*  
 2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. IMPROVEMENTS TO EMPLOYMENT**  
 4 **VERIFICATION SYSTEM.**

5 Section 274A(b) of the Immigration and Nationality  
 6 Act (8 U.S.C. 1324a(b)) is amended—

7 (1) in paragraph (1), by inserting before “A  
 8 person or entity has complied” the following:

9 “Such attestation may be manifested by either  
 10 a hand-written or an electronic signature.”;

11 (2) in paragraph (2), by adding at the end the  
 12 following:

13 “Such attestation may be manifested by either a  
 14 hand-written or an electronic signature.”; and

15 (3) in paragraph (3), by inserting “a paper or  
 16 electronic version of” after “must retain”.

17 **SECTION 1. IMPROVEMENTS TO EMPLOYMENT**  
 18 **VERIFICATION SYSTEM.**

19 (a) *IN GENERAL.*—Section 274A(b) of the *Immigra-*  
 20 *tion and Nationality Act (8 U.S.C. 1324a(b)) is amended—*

21 (1) in paragraph (1)(A), by inserting before “A  
 22 person or entity has complied” the following: “Such  
 23 attestation may be manifested by either a hand-writ-  
 24 ten or an electronic signature.”;

1           (2) in paragraph (2), by adding at the end the  
2 following: “Such attestation may be manifested by ei-  
3 ther a hand-written or an electronic signature.”; and

4           (3) in paragraph (3), by inserting “a paper,  
5 microfiche, microfilm, or electronic version of” after  
6 “must retain”.

7           (b) *EFFECTIVE DATE.*—The amendments made by sub-  
8 section (a) shall take effect on the earlier of—

9           (1) the date on which final regulations imple-  
10 menting such amendments take effect; or

11           (2) 90 days after the date of the enactment of  
12 this Act.

Union Calendar No. 451

108<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

**H. R. 4306**

[Report No. 108-731]

---

---

## **A BILL**

To amend section 274A of the Immigration and Nationality Act to improve the process for verifying an individual's eligibility for employment.

---

---

OCTOBER 5, 2004

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed