

Public Law 108–390  
108th Congress

An Act

Oct. 30, 2004  
[H.R. 4306]

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

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,*

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

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

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

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

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

8 USC 1324a  
note.

(b) EFFECTIVE DATE.—The amendments made by subsection (a) shall take effect on the earlier of—

(1) the date on which final regulations implementing such amendments take effect; or

(2) 180 days after the date of the enactment of this Act.

Approved October 30, 2004.

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**LEGISLATIVE HISTORY—H.R. 4306:**

HOUSE REPORTS: No. 108–731 (Comm. on the Judiciary).

CONGRESSIONAL RECORD, Vol. 150 (2004):

Oct. 6, considered and passed House.

Oct. 11, considered and passed Senate.

