

**State Human Resources Commission
Report/Policy Summary
September 24, 2026**

Title of Policy/Report/Rule: Form I-9 and Employment Eligibility Verification Policy

Link to Current Policy: [Form I-9 and Employment Eligibility Verification Policy](#)

Purpose: The federal Immigration Reform and Control Act (IRCA) amended the Immigration and Nationality Act by making it unlawful to hire, recruit or refer for a fee any individual who is not authorized to accept employment in the United States. This law seeks to preserve jobs for those who are legally entitled to them, and states that the employer must hire only United States citizens or aliens who are authorized to work in the United States. Additionally, all North Carolina State agencies, departments, institutions, community colleges, and local education agencies must verify, in accordance with the E-Verify Program, each individual's legal status or authorization to work in the United States, after hiring the individual to work in the United States.

Period Covered (if applicable): The changes become effective when recommended by the State Human Resources Commission and approved by the Governor, but no sooner than October 1, 2026.

Summary of Proposed Policy/Report/Rule and Revision(s): Updates the policy to:

- Remove outdated language or update language for processes that have changed because of Workday implementation.
- Clarify the policy applies to executive branch agencies that utilize Workday. The policy does not include The University of North Carolina or the Administrative Office of the Courts.
- Explicitly state agencies must use Workday to complete the Form I-9 and E-Verify case. Agencies may not use paper Form I-9s or agency specific E-Verify accounts.
- Clarify that OSHR is the Program Administrator for the statewide E-Verify account.
- Clarify when an action is not considered a "hire" for which a new Form I-9 and E-Verify case is needed.
- Adds language requiring agencies to use their agency specific E-Verify accounts to run Status Change reports in E-Verify for employees hired before the implementation of Workday.
- State OSHR will run Status Change reports in the statewide E-Verify account and notify agencies of any actionable results for employees hired after the implementation of Workday.
- Update the Sources of Authority to correspond to the new law.
- Move the policy history to a separate document.

Commission Action Requested: Motion to amend the Form I-9 and Employment Eligibility Verification Policy as presented.

Associated Rule(s) and Statute(s) (if applicable): 126A-6-1 (S.L. 2026-40 126A-60); 126A-6-2 (S.L. 2026-40 126A-61); 25 NCAC 01H .0636

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