

Resources

U.S. Employers Required to Use New Employment Eligibility Verification Form I-9 Beginning May 7, 2013

May 2, 2013

U.S. Citizenship and Immigration Services (USCIS) will require U.S. employers to use its revised Employment Eligibility Verification Form I-9 beginning on May 7, 2013.

All employers are required to complete a Form I-9 for each employee hired in the United States.

The updated form includes new information fields. In addition, the USCIS has stated it also has new formatting to reduce errors and clearer instructions for both employees and employers.

Employers may continue to use previously approved versions (Revision dates: 02/02/09 N and 08/07/09 Y) until May 7, 2013. After that date, they are required to only use the Form I-9 with a revision date of 03/08/13 N. These revision dates are printed on the lower left corner of the form. Employers are not required to complete the new Form I-9 for current employees if they have a properly completed form on file already.

A Spanish-language version of the new form is also available on the USCIS website for use in Puerto Rico only. Spanish-speaking employers and employees in the 50 states, Washington, D.C., and other U.S. territories can refer to the Spanish version, but must complete the English-language version of the form.

The new Form I-9 is available in English and Spanish online at www.uscis.gov.

For more information, please contact the author of this alert, **James Aldrich, Jr.** at 248-203-0583.

Dykema Gossett

In addition to the services we provide related to obtaining and maintaining legal immigration status for our clients and their employees, Dykema provides counseling related to employment eligibility and employer sanctions including defending audits of Form I-9 compliance by federal authorities.

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