

Get ready to switch out your I-9 forms for incoming employees!

The revised I-9 form is set to take effect (again) **Friday, April 3, 2009**. Below is a summary of the changes in the new I-9 form.

Under the Immigration Reform and Control Act of 1986, all U.S. employers must certify on Form I-9 that all employees are eligible to work in the U.S. and that their identities match the information on their employment authorization documents. A revised Form I-9 has been issued by the USCIS, which takes effect **April 3, 2009**. ***As of that date, all U.S. employers are required to use the revised Form I-9.***

The most significant revision to the new Form I-9 is the requirement that all documents presented during the Form I-9 completion process be unexpired. In addition, the revised Form I-9 eliminates three documents from List A (Documents that Establish Both Identity and Employment Authorization) on the List of Acceptable Documents, including:

- Form I-688, Temporary Resident Card;
- Form I-688A, Employment Authorization Card; and
- Form I-688B, Employment Authorization Card.

The following documents have been added to List A on the List of Acceptable Documents:

- A temporary I-551 printed notation on a machine-readable immigrant visa in addition to the foreign passport with a temporary I-551 stamp; and
- A passport from the Federal States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with a valid Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI.

The revised form is NOT retroactive. Thus, employers need only complete the revised Form I-9 for new employees and employees who require reverification. Employers should not be completing Forms I-9 for existing employees.

The revised Form I-9 is attached.

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