

## **Upcoming I-9 Changes for Employers**

According to published government reports, employers will be required to use a new I-9 Form very soon. The date upon which this will be required is unclear and the enforcement authority has changed it at least twice. However, the most recent available information provided by the U.S. Citizenship and Immigration Services (USCIS) informs us that on April 3, 2009, the implementation of an interim final rule entitled "*Documents Acceptable for Employment Eligibility Verification*" will be complete. The rule streamlines the Employment Eligibility Verification (Form I-9) process.

Unless this is changed again, as of April 3<sup>rd</sup>, employers must complete the new I-9 Form for all newly hired employees to verify their identity and authorization to work in the United States. The interim final rule will amend regulations governing the types of acceptable documents employees may present to their employers for completion of the I-9 form. Here are some of the changes found in the proposed rule:

- The government will no longer accept expired documents for I-9 verification purposes
- Some old versions of immigration documents will no longer be acceptable for I-9 verification, including Forms I-688, I-688A, and I-668B
- Some immigration documents have been added to the list of acceptable documents for I-9 purposes, including the U.S. Passport Card and foreign passports with machine-readable immigrant visas and an I-551 permanent resident notation.