

Revised Employment Eligibility Verification Form I-9

On November 7, 2007, the United States Citizenship and Immigration Services (USCIS) announced the availability of the revised Employment Eligibility Verification Form I-9 for immediate use by employers to verify employment authorization and the identity of each employee hired in the United States. In addition, the revised M-274, *Handbook for Employers, Instructions for Completing the Form I-9*, is now available. The revised documents are available as downloadable PDFs at www.uscis.gov. The mandatory use of the revised Form I-9 becomes effective upon publication of its use in the Federal Register. However, all employers should begin using the revised Form I-9 immediately.

The most significant change on the revised Form I-9 is the list of documents that employers may accept in completing Section 2. The only List A documents that employers may now accept to establish both identity and employment eligibility are:

1. United States Passport (unexpired or expired)
2. Permanent Resident Card or Alien Registration Card (Form I-551)
3. Unexpired Foreign Passport with a Temporary I-551 Stamp
4. Unexpired Employment Authorization Document with Photo (Form I-766, I-688, I-688A or I-688B)
5. Unexpired Foreign Passport with unexpired I-94 Arrival Departure Record Card bearing the same name as the passport holder and containing an endorsement of the alien's nonimmigrant status that authorizes the alien to work for the employer.

Employers cannot accept any document that was formerly under List A of the old Form I-9 that is not on the new revised Form I-9 List A Documents — even if the employer continues to use the old Form I-9 before the publication of the notice in the Federal Register. The former List A documents that have been removed in the revised Form I-9 are:

1. Certificate of Citizenship (Form N-560 or N-561)
2. Certificate of Naturalization (Form N-550 or N-571)
3. Alien Registration Receipt Card (Form I-151)
4. Unexpired Permit to Reenter (Form I-327)
5. Unexpired Refugee Travel Document (Form I-571)

All employers must use the revised Form I-9, approved on June 5, 2007, beginning on the date of publication of the notice in the Federal Register. Employers who thereafter continue to use the outdated editions of Form I-9 will be subject to fines and penalties .

The revised Form I-9 should be completed in the same way as the former version. The revised Form I-9 should only be used for new employees and for those employees whose employment eligibility must be re-verified.

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