

## Employer Alert! Revised Form I-9 Effective April 3, 2009!

Unless there is a last-minute announcement by the Obama administration, employers are required to use the revised version of the Employment Eligibility Verification Form - "Form I-9" beginning April 3, 2009.

According to an interim rule published in December 2008 by the United States Citizenship & Immigration Services (USCIS), the new Form I-9 effective date was supposed to be February 2, 2009. However, President Obama issued a directive to review the regulations issued by the Bush administration that were not in effect before January 20, 2009.

The USCIS, Department of Homeland Security (DHS) posted a notice in the *Federal Register* announcing the delay of its interim final rule, "Documents Acceptable for Employment Eligibility Verification" for 60 days from February 2, 2009 to April 3, 2009.

The DHS has amended its regulations governing the types of acceptable identity and employment authorization documents employees may present to employers to verify employment eligibility.



Under this interim rule, employers **will no longer be able to accept expired documents** to verify employment authorization on the Form I-9. The rule also adds a new document to the list of acceptable documents that evidence both identity and employment authorization and make several technical corrections and updates.

The overall objective of the rule is to improve the integrity of the employment verification process so that individuals who are unauthorized to work in the United States are prevented from obtaining jobs in the United States.

### Need More Information?

If you have additional questions regarding your group employee benefits, please contact Judy Davis directly at (413) 750-7133, or by email at [jdavis@icnegroup.com](mailto:jdavis@icnegroup.com)

### Web Resources:

**Revised Form I-9:** [http://www.uscis.gov/files/form/I-9\\_IFR\\_02-02-09.pdf](http://www.uscis.gov/files/form/I-9_IFR_02-02-09.pdf)

**The US Citizen Immigration Services:** [www.uscis.gov](http://www.uscis.gov)

**The Federal Register:** <http://edocket.access.gpo.gov/2008/E829874.htm>

