

## Attention U.S. Employers: New Form I-9 Available, Must Be Used After April 30

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February 12, 2020

On January 31, 2020, U.S. Citizenship and Immigration Services (USCIS) published a new version of Form I-9, Employment Eligibility Verification, which has a **10/21/2019 version date** (located in the lower left corner of the form).

Employers **may** begin using the updated Form I-9 now. After April 30, 2020, employers **must** use the updated Form I-9.

USCIS made the following changes to the form and its instructions:

### **Form – no substantive changes:**

- Added one country to the drop-down function in the Country of Issuance field in Section 1, among other minor changes visible only when completing the electronic version of the form.

### **Form Instructions:**

- Clarified who can act as an authorized representative on behalf of an employer;
- Updated USCIS website addresses;
- Provided clarifications on acceptable documents for Form I-9 (the Lists of Acceptable Documents has not changed);
- Updated the process for requesting paper Forms I-9;
- Updated the DHS Privacy Notice.

Form I-9 is used by U.S. employers to verify the identity and employment authorization of individuals hired for employment in the United States, including both citizens and non-citizens. It is critical that employers prepare and retain the latest version of Form I-9 during the verification process.

***Please contact the immigration team at Miller Canfield if you have any questions about I-9 compliance.***