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## **LABOR ADVISORY EMPLOYERS MUST USE NEW I-9 FORM**

A new I-9 form became available and employers should begin using the new form immediately when they hire workers. The form is available now at [www.uscis.gov](http://www.uscis.gov), or call the U.S. Citizenship and Immigration Services (USCIS) toll-free at 1-800-870-3676. The new form will be posted to the Farm Bureau website, [www.wsfb.com](http://www.wsfb.com), in the Employer Services section, by December 5. Use of the new form will be mandatory once it is published in the federal register, probably in mid-December.

Key to the revision is the removal of five documents for proof of both identity and employment eligibility. They include: Certificate of U.S. Citizenship (Form N-560 or N-570); Certificate of Naturalization (Form N-550 or N-570); Alien Registration Receipt Card (Form I-151); the unexpired Reentry Permit (Form I-327); and the unexpired Refugee Travel Document (Form I-571). The forms were removed because they lack features to help deter counterfeiting, tampering, and fraud.

Additionally, the most recent version of the Employment Authorization Document (Form I-766) was added to List A of the List of Acceptable Documents on the revised form. The revised list now includes: a U.S. passport (unexpired or expired); a Permanent Resident Card (Form I-551); an unexpired foreign passport with a temporary I-551 stamp; an unexpired Employment Authorization Document that contains a photograph (Form I-766, I-688, I-688A, or I-688B); and an unexpired foreign passport with an unexpired Arrival-Departure Record (Form I-94) for nonimmigrant aliens authorized to work for a specific employer. Also added are some new forms of identification for minors.

Effective immediately, employers can only accept documents that are listed on the new form.

There were no substantive changes to the front side of the form. The new form should be completed in exactly the same manner as the old one.

Employers only need to complete the 2007 Form I-9 for new employees. Employers do not need to complete new forms for existing employees. However, employers must use the 2007 Form I-9 if their employees require re-verification.

Once again, effectively immediately, employers should begin using the new I-9 form to verify the identity and employment eligibility of newly hired workers.