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USCIS Releases New I-9 Form

By: [Laurie M. Chess](#)

The U. S. Citizenship and Immigration Services (“USCIS”), formerly the Immigration and Naturalization Service (“INS”), recently announced the release of a new I-9 form for employers to use in verifying an employee’s authorization to work in the United States. The changes to the I-9 are relatively minor.

First, the government eliminated five documents from List A of the List of Acceptable Documents – the documents that establish both identity and employment eligibility. These documents are: (1) Certificate of U.S. Citizenship (Form N-560 or N-570); (2) Certificate of Naturalization (N-550 or N-570); (3) Alien Registration Receipt Card (I-151); (4) Unexpired Reentry Permit (I-327); and (5) Unexpired Refugee Travel Document (I-571).

Second, the government added the most recent version of the Employment Authorization Document (Form I-766) to List A.

Third, the instructions accompanying the new I-9 form state that an employee does not have to provide his or her Social Security number in Section 1 of the form unless the employee is being hired by an employer participating in the USCIS Electronic Employment Eligibility Verification Program (“E-Verify”).

The revised I-9 form is available now on the [USCIS web site](#). It will become effective once notice is published in the Federal Register. Once effective, employers will have to use this form for all new hires. Additionally, if required to re-verify any documents, employers will have to ensure that the presentation of documents complies with the new I-9 form.

USCIS also revised the [Handbook for Employers](#), which can be downloaded from the USCIS web site.

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Remember that these legal principles may change and vary widely in their application to specific factual circumstances. You should consult with counsel about your individual circumstances. For further information regarding these issues, contact:

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