

REVISED FORM I-9 NOW IN EFFECT

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As of December 26, 2007, every employer in America must use a new employment verification form that immigration officials say will help reduce document fraud. The new I-9 form drops five documents from the list that employers may use to verify employee identities and work eligibility. The significant revision to the Form I-9 is the removal of several "List A" documents which previously could be used for proof of both identity and employment eligibility. The omitted documents include: Certificate of U.S. Citizenship, Certificate of Naturalization, the Alien Registration Receipt Card, the Reentry Permit, and the Refugee Travel Document.

Immigration experts predict that this is only the first step in the Federal government's plan to further reduce the number of documents used to verify employment, part of a heightened effort to root out document fraud in the workplace. The new I-9 form must be used for employees hired after November 7, 2007, but existing workers who have the old I-9 on file do not have to fill out new forms. Civil penalties remain unchanged and range from fines of \$250 to \$2,000 for a first offense of knowingly hiring an illegal immigrant, and \$100 to \$1,000 for paperwork errors. Companies do not have to submit the forms to the government, but are required to have an I-9 available for inspection for every employee hired after November 1986. Employers must also certify that supporting identity documents presented by their employee "appear to be genuine."

The new I-9 form is not expected to present significant problems, but nevertheless we encourage you to read the 48-page handbook that contains all of the instructions for the I-9, which can be found [here](#).

Should you desire more information on this or any other employment issue, please contact us.

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