

## U.S. Citizenship and Immigration Service Revises I-9 Form

### The Employment Law Group

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The U.S. Citizenship and Immigration Service (USCIS) has revised the Employment Eligibility Verification Form (I-9) which employers must complete to document that all new employees (both citizens and noncitizens) are authorized to work in the United States.

The new form further limits the documentation that employers can accept to confirm the identity and work eligibility of their employees.

Five documents have been removed from the List of Acceptable Documents:

- Certificate of U.S. Citizenship (Form N-560 or N-561)
- Certificate of Naturalization (Form N-550 or N-570)
- Alien Registration Receipt Card (I-151)
- Unexpired Reentry Permit (Form I-327)
- Unexpired Refugee Travel Document (Form I-571)

One document was added to the List of Acceptable Documents:

- Unexpired Employment Authorization Document (I-766)

Still accepted are U.S. Passports and Permanent Resident Cards, among other documents.

The other major change is that employees are no longer obligated to provide employers with a Social Security Number to document their identity or work eligibility, although employers will continue to need Social Security Numbers for other purposes, such as for IRS Form W-4. The new Form I-9 is also available in Spanish, although employees anywhere but Puerto Rico are required to complete the English version.

Employers are advised to begin using the new form immediately because the Department of Homeland Security will seek penalties against an employer for using the previous Form I-9 after December 26, 2007. The new forms can be obtained through the USCIS website at [www.uscis.gov](http://www.uscis.gov).

This Employment Law Alert was written by [Margaret H. Paget](#), chair of the firm's Employment Law Group, and [Daryl DeValerio Andrews](#), associate in the firm's Employment Law and Bankruptcy Groups. For more information on this topic or other employment-related topics, please contact Margaret or your attorney at Sherin and Lodgen LLP at 617-646-2000.

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