

U.S. Delays Requirement to Use Revised I-9 Form

2/1/2009 By SHRM Online staff

Officials with the U.S. Citizenship and Immigration Services (USCIS) have delayed until April 3, 2009, a requirement that employers must use a revised version of the employment eligibility verification form—known as the I-9 form. According to an interim [rule](#) published in December 2008, employers were supposed to begin using the revised verification form on Feb. 2, 2009. However, when President Obama took office, the White House issued a directive to all federal agencies asking them to review any regulations introduced by the Bush administration but had not taken effect before Jan. 20, 2009.

USCIS officials stated that the 60-day delay should provide adequate time to complete a full review of the new form and employment verification requirements. A notice announcing the delay was set to appear in *The Federal Register*. In addition, the USCIS will reopen the public comment period on the new rule for 30 days, until March 4, 2009.

Employers must complete a Form I-9 for all newly hired employees to verify their identity and authorization to work in the United States. The interim final rule as published would have revised the types of acceptable identity and employment authorization documents employers can accept from new hires.

The interim rule, if implemented, would stipulate that employees could not use expired identification documents to verify their work eligibility. The proposed revised I-9 [form](#) is available online from the USCIS website (www.uscis.gov).