

Effective Immediately

Revised I-9 Form Reduces Number of Acceptable "List A" Documents

On November 7, 2007, more than seven months after its previous version of Form I-9 expired, the United States Citizen and Immigration Services ("USCIS") finally revised and issued a current version of the I-9, which is scheduled to expire on June 30, 2008. All employers must use a Form I-9 to verify their employees' identity and employment eligibility in the United States. This applies to both U.S. citizen and non-citizen employees. Employers must begin using the revised Form I-9 for all new employees hired on or after November 7, 2007. The biggest change in the two versions of Form I-9 is that, in compliance with the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 ("IIRIRA"), the following five documents no longer verify an employee's identity and employment eligibility on List A:

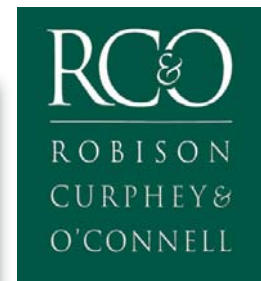
- Certificate of U.S. Citizenship (Form N-560 or N-561);
- Certificate of Naturalization (Form N-550 or N-570);
- Alien Registration Receipt Card (Form I-151);
- Unexpired Reentry Permit (Form I-327); and
- Unexpired Refugee Travel Document (Form I-571).

Linked to this email are the USCIS Fact Sheet, which addresses several frequently-asked questions about the revised Form I-9, and the revised Form itself. While the Department of Homeland Security ("DHS") will not begin to penalize employers for using the expired Form I-9 until after December 26, 2007, all employers should nevertheless begin "employing" the revised Form I-9 as soon as possible. As always, if you have any questions about the revised I-9, or about other employment issues in general, please contact the employment & benefits professionals at Robison, Curphey & O'Connell.

Should you have questions or concerns, please correspond with your RCO contact.

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