



Current Form I-9 Valid Until January 21, 2017

The Office of Management and Budget approved a revised Form I-9 on August 25, 2016. The new form will be published by United States Citizenship and Immigration Services (USCIS) by November 22, 2016, but will not be effective until January 21, 2017. In the meantime, employers can continue using the current version (revision date of 03/08/2013 N).

Employers must complete Form I-9, Employment Eligibility Verification, for all newly hired employees to verify their identity and authorization to work in the US. The proposed changes to the form specifically aim to help employers reduce technical errors for which they may be fined, according to the Society for Human Resource Management (SHRM).

The New Form

The new form is designed to address "frequent points of confusion that arise for both employees and employers," and aim to help employers reduce technical errors for which they may be fined; such as declaring when you are not using a preparer or translator; separating instructions on how to complete the form from the form itself; and enhancements to functionality, such as adding a calendar drop-down.

Next Steps

Employers should continue to use the current version of the form. We will continue to monitor any developments on the new Form I-9. For now, continue to distribute and use the 03/08/2013 N version. When the new form is available, you will have access to it through HR Knowledge or through I-9 Advantage, our cloud-based I-9 solution, if you have selected that option with us.

If you have any questions, need further clarification on these new rules, or would like to view a demo of our cloud-based solution, please [contact us](#).

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this advisory, please contact HR Knowledge at 508.339.1300 or [email us](#).