

in this issue:

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USCIS removes several of the documents from and adds the most recent version of the Employment Authorization Document (EAD) to List A of Form I-9.

Littler Mendelson is the largest law firm in the United States devoted exclusively to representing management in employment and labor law matters.

Global Edition

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specifically for the Global Industry

USCIS Makes Minor Revisions to Employment Eligibility Verification Form I-9

By Bonnie K. Gibson and Rodney A. Malpert

The U.S. Citizenship and Immigration Services (“USCIS”) yesterday issued a press release announcing that a revised I-9 form is now available for use. The changes to the I-9 are minor, dealing only with the list of documents that establish both identity and employment eligibility (List A). The documents that were removed from List A lacked security features that deter counterfeiting, tampering, and fraud. USCIS states that employers are “encouraged” to start using the revised I-9 form immediately but that use will be mandatory only after notice is published in the *Federal Register*. Littler Global will let you know when that publication occurs.

Removed from List A are the following documents:

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

Added to List A is the most recent version of the Employment Authorization Document (EAD) (I-766). The revised List A now consists of the following documents:

1. U.S. Passport (unexpired or expired)
2. Permanent Resident Card (I-551)
3. Unexpired foreign passport with a temporary I-551 stamp
4. Unexpired Employment Authorization Document that contains a photograph

5. Unexpired foreign passport with an unexpired Arrival- Departure Record (I-94) for nonimmigrant aliens authorized to work for a specific employer

Another minor revision is that the instructions now indicate that providing the Social Security Number of the employee is voluntary, unless the employer participates in the E-Verify program.

The revised form I-9 and the “Handbook for Employers, Instructions for Completing the Form I-9” are both available online. For your convenience, we have also attached both documents to this ASAP.

If you have questions, please contact a Littler Global professional.

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