



## Alerts

### USCIS Releases New Form I-9 and Permits Remote Verification for E-Verify Employers

August 9, 2023

*Insights for Employers*

Effective August 1, 2023, the United States Citizenship and Immigration Services (USCIS) introduced a new version of Form I-9, Employment Eligibility Verification. The new version contains changes to the form and instructions, reducing the length of the Form I-9 to one page and the instructions to eight pages.

#### What Form I-9 Versions May Employers Use?

Employers are allowed to begin using the new Form I-9 on August 1, 2023, and must use the new Form I-9, dated "08/01/2023" starting on November 1, 2023. The Form I-9 dated "10/29/2019" may continue to be used by employers through October 31, 2023. The version date can be found in the lower left corner of the form.

#### Who Is Eligible To Use Remote Verification?

In order to qualify for remote verification, which USCIS is calling the "alternative procedure" for I-9 verification, the following conditions must be met:

- The employer must have enrolled in E-Verify for all hiring sites that will use the alternative procedure.
- The employer must be in compliance with all E-Verify program requirements, including verifying the employment eligibility of newly hired employees.
- The employer must continue to be a participant in good standing in E-Verify at any time the employer uses the remote verification process.

New E-Verify employers and any users who manage and create cases must complete an E-Verify tutorial—free and accessible as part of the enrollment process—that includes fraud awareness and anti-discrimination training.

If a company is an existing E-Verify employer, it should have already gone through the training and will not be required to complete the training again.

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## How Has the Form I-9 Changed?

Form I-9 changes include the following:

- The Preparer/Translator Certification has been moved to a separate, standalone supplement (Supplement A) that employers can provide to employees when necessary. Employers may attach additional supplement sheets as needed.
- The Reverification and Rehire section has been moved to a separate, standalone supplement (Supplement B) that employers can print if or when rehire occurs or re-verification is required. Employers may attach additional supplement sheets as necessary.
- Ensured the form can be filled out on tablets and mobile devices.
- Removed certain features to ensure the form can be downloaded easily. This also removes the requirement to enter N/A in certain fields.
- Revised the Lists of Acceptable Documents page to include some acceptable receipts as well as guidance and links to information on automatic extensions of employment authorization documentation.
- Added a box that eligible employers must check if the employee's Form I-9 documentation was examined under a DHS-authorized alternative procedure rather than via physical examination.

[View a full summary of the changes to the Form I-9 and instructions \(PDF\)](#)