



## CLIENT ALERT

### USCIS RELEASES UPDATED FORM I-9

The United States Citizenship and Immigration Services (USCIS) released a new version of the Form I-9, Employment Eligibility Verification, available [here](#). This new form and its instructions contain minor revisions. Employers are advised to begin using this updated Form I-9 immediately, even though the former version remains effective until April 30, 2020. After April 30, 2020, the former version, 07/17/2017N, will no longer be valid for use and employers who fail to use the new version may be subject to penalties.

Employers are not required to complete the new Form I-9 for current employees who already have a properly completed Form I-9 on file.

As a reminder, employers are required to use Form I-9 to verify the identity and employment authorization of individuals hired for employment. Employers must ensure every employee has completed a Form I-9 and maintain those records for the course of the employee's employment and after the employee's termination, for three years after the date of hire, or for one year after employment is terminated, whichever is later.

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If you have any questions or would like additional information, please contact EGS's Employment Law Practice Group Leader, Amanda M. Fugazy at [afugazy@egsllp.com](mailto:afugazy@egsllp.com) or the primary EGS attorney with whom you work.



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#### THE EMPLOYMENT LAW PRACTICE GROUP

**Amanda M. Fugazy, Esq.**

**Paul P. Rooney, Esq.**

**Valerie J. Bluth, Esq.**

**Mitchell F. Borger, Esq.**

**Mohammad B. Shihabi, Esq.**

**Ilan Weiser, Esq.**

**Nicole Vescova, Esq.**

**Allison Vieyra, Paralegal**

1345 Avenue of the Americas, New York, NY 10105

Telephone: (516) 801-8139/(212) 370-1300

[afugazy@egsllp.com](mailto:afugazy@egsllp.com) | [www.egsllp.com](http://www.egsllp.com)

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