



HR AFFILIATES

HR UPDATES

I-9 compliance is more important than ever – because the consequences of noncompliance are now costlier than ever. Earlier this year, the Department of Homeland Security (DHS) announced an increase in fines for substantive and uncorrected technical errors. The penalties now range from \$252 to \$2,507 (previously \$237 to \$2,360) for the first offense for substantive violations or uncorrected technical errors. The range is now \$1,161 to \$2,322 for second and subsequent paperwork offenses. Recruiting, referral, and hiring unauthorized noncitizens penalties also increased:

- The penalty for the first offense has increased from \$590 - \$4,722 to **\$627 - \$5,016**
- The penalty for the second offense has increased from \$4,722 - \$11,803 to **\$5,016 - \$12,537**
- The penalty for the third offense has increased from \$7,082 - \$23,607 to **\$7,523 - \$25,076**
- Fines for I-9 errors are based on the percentage of an employer's I-9s containing substantive and uncorrected technical errors. DHS no longer publishes a chart showing the breakdown of penalties based on percentages (e.g., 0-10%, 11-20%, etc.), but an error rate of 50% or more will draw a proposed maximum penalty of \$2,507 per I-9 containing one or more errors.

Source: [Fisher Phillips](#)

We are here to help! Please reach out to your HR Consultant if you have additional questions.