



HR AFFILIATES

HR UPDATES

In a much-anticipated move, on Friday, July 21, 2023, the U.S. Citizenship and Immigration Services (“USCIS”) announced that effective August 1, 2023, a new Form I-9 will be available for employers to verify the identity and employment authorization of employees. The current form cannot be used after October 31, 2023.

Further, USCIS published a rule, also effective August 1, 2023, that allows employers to examine identity documents of remote employees without an in-person, physical review...*but only if the employer is an E-Verify participant.*

HR Affiliates will partner with you to ensure you have access to the most current I-9 Form for employees hired on or after August 1, 2023. We also strongly encourage all our clients who do not use E-Verify to sign up to do so in the very near future. This will enable you to verify the employment eligibility of all your new remote hires without an in-person inspection of their documents. It will also save you the cost of an attorney or notary to certify the authenticity of the eligibility documents for your remote new hires when you can’t do so yourself within the three business days allotted by federal law.

Friday’s news comes shortly before the remote employment eligibility verification process first made during the onset of COVID-19 is due to sunset on July 31. We are excited about this development, as it better reflects the realities of today’s workforce who value more flexible employment opportunities, including remote work.

Let us know how HR Affiliates can help you become an E-Verify participant and take advantage of this time and cost-saving process!