

The U.S. Citizenship and Immigration Services (USCIS) announced that it will delay until **April 3, 2009**, implementation of the rule that would modify the documents acceptable for employment eligibility verification (Form I-9). This change was scheduled to go into effect today.

The USCIS also has reopened the comment period for another 30 days, until March 4, 2009, for the public to submit comments about the proposed rule and revised form.

Employers are required to complete a Form I-9 for all newly hired employees to verify their identity and authorization to work in the United States. Employers should continue to use the **current version** of the Form I-9 (dated 6/5/07). Employers should **not** use the new form before April 3, 2009 as doing so will subject you to civil monetary penalties.

The interim final rule and an informational copy of the proposed revised Form I-9 continues to be available at www.regulations.gov.

If you have any questions, please contact Melanie Webber, Jennifer Welfley or Maribeth Wuertz in Millisor & Nobil's HR Practice Group at (440) 838-8800.