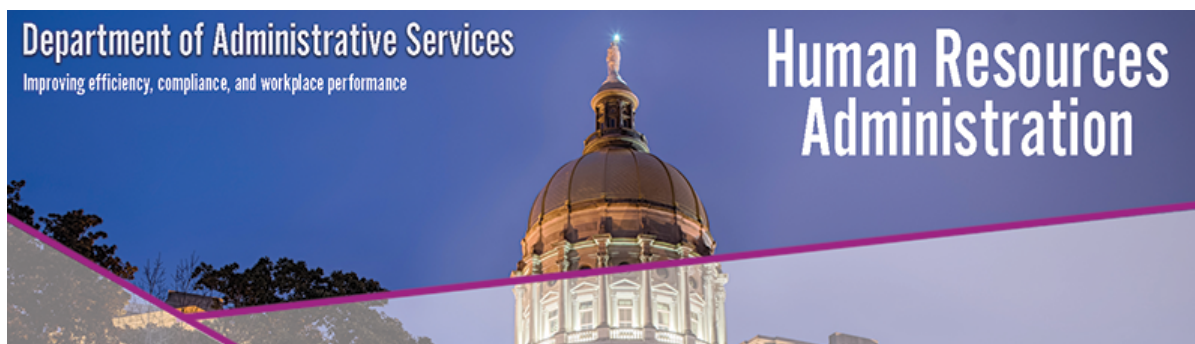


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### Updated Form I-9

The Immigration Reform and Control Act (IRCA) prohibits employers from hiring individuals, including U.S. citizens, for employment in the United States without first verifying their identity and employment authorization on Form I-9. Both employees and employers (or authorized representatives of the employer) must complete the form.

The U.S. Citizenship and Immigration Services (USCIS) recently released a new version of Form I-9, dated October 21, 2019. From now until April 30, 2020, you may use either the new Form I-9 or the version containing the notation "Rev. 07/17/2017 N." **Beginning May 1, 2020, however, you must use only the new form with the October 21, 2019 version date.**

The new version may be completed as a fillable PDF file or on paper. Remember that Forms I-9 obtained from the USCIS website are not considered electronic Forms I-9 under Department of Homeland Security regulations and, therefore, cannot be electronically signed. Regardless of the method used to enter information into each field, a hard copy of the form must be printed, then signed and dated by hand where required.

Employers do not need to complete the new Form I-9 for current employees who already have a properly completed Form I-9 on file, unless reverification applies. Unnecessary verification may violate the antidiscrimination provision of the Immigration and Nationality Act (8 U.S.C. §1324b).

In the newly updated Form I-9, USCIS added Eswatini (formerly Swaziland) and North Macedonia (formerly Macedonia) to the Country of Issuance field in

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completing the fillable Form I-9 on a computer.

USCIS also made the following revisions in the form instructions:

- clarified who can act as an authorized representative on behalf of an employer;
- updated USCIS website addresses;
- provided acceptable document clarifications;
- updated the process for requesting the paper Form I-9; and
- updated the DHS Privacy Notice.

The instructions include detailed information for completing document Lists A, B, and C in Section 2, for both online and paper versions.

Click [here](#) to download the new form, including fillable and paper versions, as well as instructions.

If you have questions concerning this notice, please contact HRA Policy at [Policy@doas.ga.gov](mailto:Policy@doas.ga.gov).



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**Our mailing address is:**

200 Piedmont Ave. S.E. Suite 1206, West Tower  
Atlanta, Georgia 30334 -9595  
Phone: 404-656-2705  
[hrapolicy@doas.ga.gov](mailto:hrapolicy@doas.ga.gov)

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