



EQUAL EMPLOYMENT
OPPORTUNITY

BULLETIN

CONSTRUCTORS ASSOCIATION OF WESTERN PENNA.



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Suggested Routing

- Company Management
- Field Supervision
- EEO Officer/Coordinator

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TO: CAWP/H2AP Contractors

FROM: Jason M. Koss, CSP, Director of Industry Relations

RE: **Department of Homeland Security Publishes Final Rule Amending Form I-9**

The Department of Homeland Security's U.S. Citizenship and Immigration Services has published a final rule making changes to Form I-9, the Employment Eligibility Verification. The purpose of the new rule is to improve the security of the employment authorization verification process.

All employers are required to verify the identity and employment authorization of each person they hire by having an individual complete an I-9 Form. Beginning on **February 2, 2009**, employers will be required to use the new form to verify all new hires and to re-verify any employee with expiring employment authorization.

The current edition of Form I-9, dated 06/05/2007, will no longer be valid for use with new hires. Employers only need to complete the revised version of the I-9 Form for new employees. Employers should not complete I-9 Forms for existing employees.

In addition to requiring a newly revised I-9 Form, the final rule also requires that all documents presented during the verification process be unexpired.

A revised Form I-9 is attached and additional forms are available for download from the USCIS website at http://www.uscis.gov/files/form/I-9_IFR_02-02-09.pdf.