

USCIS Form I-9 2017 - Revised

PeopleSoft Human Resource Position Statement

ORACLE RED PAPER | AUGUST 2017



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Executive Overview

The U.S. Citizenship and Immigration Services (USCIS) published a revised version of the Form I-9, Employment Eligibility Verification. The Form I-9 is used for verifying the identity and employment authorization of individuals hired for employment in the United States. All U.S. employers must ensure proper completion of Form I-9 for each individual they hire for employment in the United States.

By September 17, 2017, employers must use only the new version, dated 09/17/2017 N for all new hires, reverifications or rehires.

For more details on these changes, please click on the link to the USCIS website.

Special Note: Oracle is awaiting response from USCIS whether QR codes are required on the printed Form I-9. We are also waiting for specifications from USCIS to generate the QR codes. If USCIS does require the QR codes, an additional posting for the Form I-9 will be done (TBD).

Revisions to the Form I-9 Instructions:

- USCIS changed the name of the Office of Special Counsel for Immigration-Related Unfair Employment Practices to "Immigrant and Employee Rights Section"
- USCIS removed "the end of" from the phrase "the first day of employment"

Section 1. Employee Information and Attestation

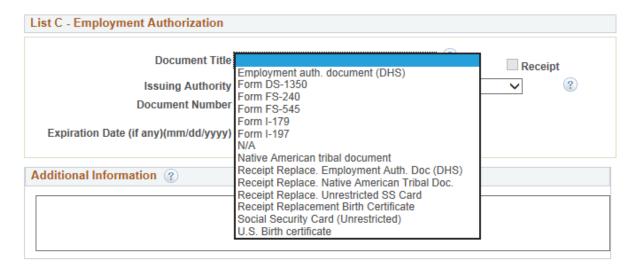
(Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

Revisions related to the List of Acceptable Documents for Form I-9:

USCIS published the approved I-9 Form changes effective July 17, 2017. The revisions related to the Form I-9 are related to the List of Acceptable Documents:

- USCIS added Consular Report of Birth Abroad (Form FS-240) to List C
- USCIS combined all the certifications of reports of birth issues by the Dept of State (Form FS-545, Form DS-1350 and Form FS-240) into selections C #2 in List C
- USCIS renumbered all List C documents except Social Security card

AND



Conclusion

The new Form I-9 is planned to assist you and leverage the PeopleSoft system to support your compliance needs.

Posting Dates

Release	Targeted Posting Date	BUG #	Included in Bundle/Image	Pre-Requisites
9.1	August 30, 2017	26520001	Bundle 25	BUG#25532643
9.2	August 30, 2017	26519986	Image 24	Image 23

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