

USCIS and DHS Announce New I-9 Form

On July 21, 2023, the United States Citizenship and Immigration Services (“USCIS”) and Department of Homeland Security (“DHS”) introduced a new [I-9 Form](#). The USCIS and DHS implemented this new form to streamline the process and alleviate both the employer and employee burden associated with the form. Employers may continue to use the prior version of the I-9 Form (Rev. 10/21/19) through October 31, 2023. Beginning November 1, 2023, employers are required to use the new [I-9 Form](#) (08/01/23). Employers do not need to complete the new [I-9 Form](#) for current employees who have already completed an I-9 Form unless reverification applies after October 31, 2023.

Additionally, on July 25, 2023, DHS confirmed that employers who are in good standing and enrolled in E-Verify may continue to conduct verifications electronically after August 1, 2023. Non-E-Verify employers must conduct I-9 document review in person; however, the new final rule issued by the DHS opens the door for new alternative document examination procedures. We will continue to monitor USCIS and DHS announcements and any alternative procedure that becomes authorized. In the meantime, we are available to assist you with any of your employment law needs.

ABOUT WICK PHILLIPS

Wick Phillips is a full-service business law firm serving clients across Texas and the United States. Founded in 2004, the firm has grown to nearly 85 attorneys, specializing in all areas of business law—complex commercial litigation and appeals, corporate transactions, labor and employment, real estate, intellectual property, bankruptcy, insurance coverage, tax, and securities—with offices in Austin, Dallas and Fort Worth.

ATTORNEYS

[Logan Adams](#)

214.420.4659

logan.adams@wickphillips.com

[Molly Jones](#)

214.740.4056

molly.jones@wickphillips.com

[Andrew Gould](#)

214.740.4022

andrew.gould@wickphillips.com