

Webinar on

What Are the Changes to the New I-9 Form for 2020? Learn What the Changes are and how Employers can prepare for Future Audits by Following this I-9 Internal Audit, Correction and Storage Program Accepted by the Department of Homeland Security!

Learning Objectives

- What are the changes made to the new I-9 Form*
- How long can the expired form be used?*
- What date is the new I-9 Form required to be used?*
- How do the changes impact Employers?*
- Why did DHS reach out to the public for comments on changes needed for the New I-9 Form?*
- Why was Privacy provisions added?*
- How long does it take from when the public comments are received to the date when the new I-9 Form is launched?*



- *What is the impact on remote employees?*
- *How is DHS going to explain the changes to the Public?*
- *Is there an option when you use N/A for blank spaces?*
- *Is the Social Security Number still optional for employees to complete?*
- *What about electronic and fillable forms?*
- *Although the I-9 document appears like a simple document, more than 72% of Employers have I-9 Documents with errors*
- *I-9 documents can be audited by the Department of Homeland Security (DHS) and many DHS investigators know this is a weakness for most Employers*



- *Fines and penalties have increased and almost doubled in 2016 and will increase every 3 years according to inflation*
- *Inappropriate storage of I-9 documents in employee's personnel files can lead to discrimination claims*
- *Disgruntled employees can turn in Employers for I-9 document violations which will bring DHS to your doorstep*
- *How is the right way to correct I9 documents and save your company from unnecessary violations?*
- *What is the minimal risk Employers have when establishing an I9 document Correction & Storage Process?*



The New I-9 Form is here! The good news is that the USCIS has changed some of the Form I-9 instructions to help clarify a few points of confusion

PRESENTED BY:

Margie Faulk is a senior-level human resources professional with over 14 years of HR management and compliance experience. A current Compliance Advisor for HR Compliance Solutions, LLC, Margie, has worked as an HR Compliance advisor for major corporations and small businesses in the small, large, private, public and non-profit sectors. Margie has provided small to large businesses with risk management strategies that protect companies and reduces potential workplace fines and penalties from violation of employment regulations. Margie is bilingual (Spanish) fluent and Bi-cultural.



On-Demand Webinar

Duration : 90 Minutes

Price: \$200

Webinar Description

The New I-9 Form is here! The good news is that the USCIS has changed some of the Form I-9 instructions to help clarify a few points of confusion (more on that below). The bad news is that there are still many traps for the “I-9 unwary” – a problem that is often magnified by the sheer number of I-9s completed every year.

The Form I-9 itself looks identical to the July 17, 2017 version (that everyone has been using for the past three years), with the exception of minor non-substantive edits to the Form I-9 version (lower left-hand corner) and new expiration date (top right-hand corner) just to name a few.



Certain clarifications were made to the form instructions based on public comments received.

DHS is updating the privacy notice on all of its forms as each goes through a Paperwork Reduction Act action

Since the Forms Center has discontinued its form request telephone line, DHS will provide the alternative means for the public to order paper forms

DHS was made aware of a country changing its name, and so it will add this new country name, as well as keep the original name, to the dropdown lists available when users complete the form on a computer

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
- Updated the DHS Privacy Notice
- Remote Clarification
- N/A use
- Employee section review and corrections
- List of Acceptable Document changes



As immigration remains at the center of national attention, Immigration and Customs Enforcement (ICE) is not just stepping up its enforcement efforts at the border they are increasing their efforts.

Attend this webinar to understand how to fill out the new I-9 form, how to correct it and audit it. what are the new developments in rule and how are agencies thinking to penalize employers, what are the best practices to follow to save your company from unnecessary violations?



Who Should Attend ?

*All Employers
Business Owners
Company Leadership
Small business owners
Compliance professionals
Payroll Administrators
HR Professionals
Compliance Professionals
Managers/Supervisors
Employers in all industries
Small Business Owners*



Why Should Attend ?

During the fiscal year 2018, ICE conducted over 5200 I-9 audits. This was nearly a 400 percent increase over the number of I-9 audits in the fiscal year 2017, and the largest number of I-9 audits ever. ICE has said it plans to conduct as many as 15,000 I-9 audits per year if it receives sufficient funding, and that one of its goals is to create a “reasonable expectation” among employers that they will be audited.

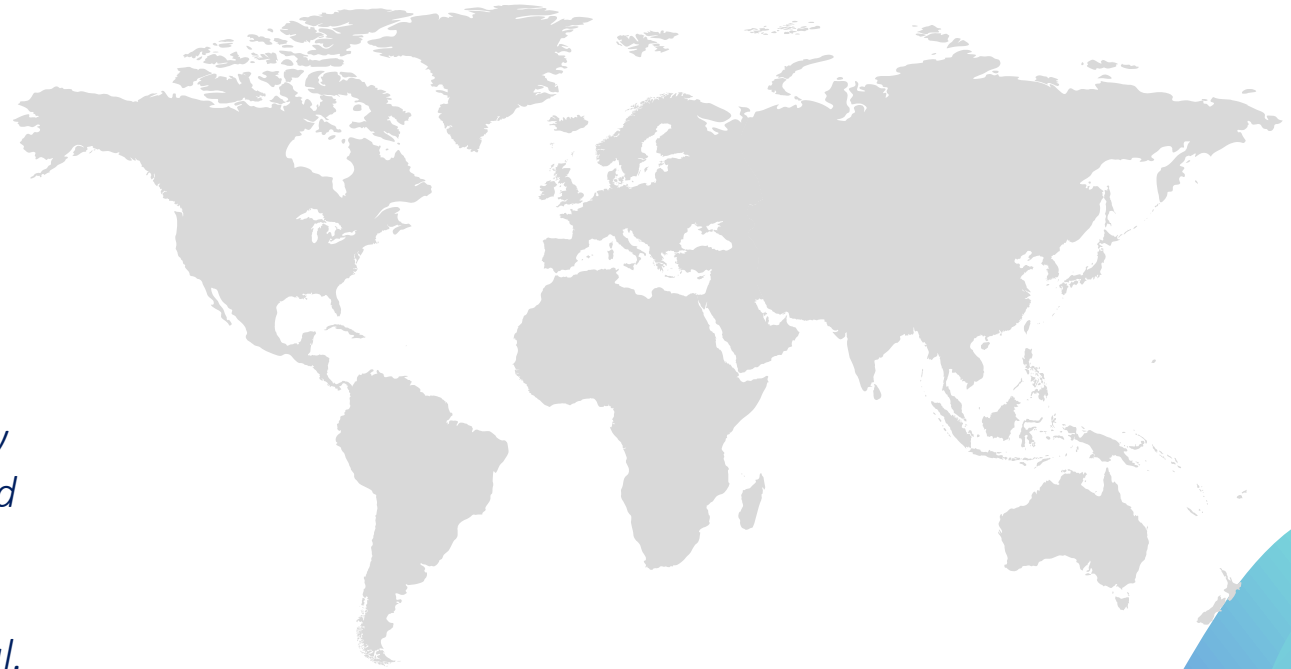
Accordingly, all employers should be prepared. In the fiscal year 2017, ICE collected \$97.6 million dollars in judicial forfeitures, fines, and restitution, and \$7.8 million dollars in civil fines, as a result of I-9 audits. In September 2017 a single employer was ordered to pay \$95 million dollars, including \$80 million dollars in the form of a criminal forfeiture money judgment and \$15 million dollars in civil fines, making it the largest payment ever levied in an immigration case.



With the increase in audits promised by DHS to conduct over 15,000 audits and more Employer Immigration raids, It is critical for employers to understand what the changes may mean for their Employer Authorized Representative to complete the form without incurring fines and violations.

This training will show what the changes are and how Employer Representatives can ensure compliance. and will prepare for additional changes based on the public's feedback and how additional changes can be mitigated once the changes to the I-9 form are official.

The training will also provide Attendees with how they can conduct an internal audit of their I-9 Form and processes to reduce their risk for fines, penalties, and even criminal sanctions.



To register please visit:

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