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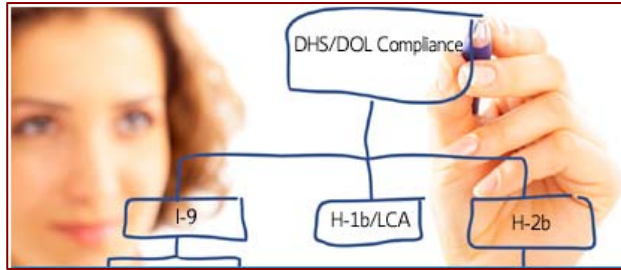
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E-Verify News

New E-Verify Design

Last week, U.S. Citizenship and Immigration Service (USCIS) rolled out a newly designed, improved and more user-friendly E-Verify system. In [our recent GT Alert](#) we agreed that the look and feel of E-Verify was substantially improved with this update, however, employers should keep in mind that the program is still vulnerable to identity theft and that companies choosing to participate must monitor use of the system to ensure correct usage. The Office of Special Counsel (OSC) has initiated several E-Verify-related investigations in connection with potential misuse of the program and USCIS has also been reviewing compliance by its customers.

The recent launch contains substantive upgrades and additions to the E-Verify system that certainly improve the system with a focus on case status reports and new alert functions. In advancing its goal of improving customer service, USCIS redesigned the system based on user feedback, and has provided new features to assist employers in utilizing E-Verify more efficiently and effectively as part of the overall hiring process.



3 Days or 4 Days to Complete the I-9 and E-Verify?

As noted in the [GT Alert](#) on the E-Verify redesign, USCIS quietly mentioned in the E-Verify training webinars and tutorials that employers have three days after the employee's date of hire to open a case in E-Verify. At first glance, this instruction seemed to indicate that the E-Verify program had acknowledged the plight of certain employers using the centralized E-Verify processing location who often found themselves on a tight timeline to complete the Form I-9 and initiate an E-Verify query within 3 days. It appeared that an additional day was being afforded to initiate an E-Verify query. After consulting the legislative history, including a review of the Illegal Reform and Responsibility Act of 1996 and its references to the basic pilot program, the basis for additional day provision appeared to be a legal interpretation. However, the issue of allowing an additional day for Section 2 of the I-9 to be completed required immediate clarification; we contacted USCIS for guidance. USCIS did acknowledge their intention to provide a four-day window (Monday hire date-Thursday deadline) to complete both E-Verify and the I-9. However, it was quickly apparent that such a statement and all of its implications had not been thoroughly vetted with the Immigration and Customs Enforcement (ICE), the agency that is primarily responsible for auditing Forms I-9. We felt such discussions were critical to ensure consistency in interpretations and brought this posting to the attention of officials at ICE seeking clarification on behalf of our clients. Initially there was no answer available.

On June 30 USCIS issued a public clarification, presumably after clearing it with the USCIS Office of Chief Counsel, stating that: "If the employee starts work for pay on Monday, the third business day after the employee started work for pay is Thursday (assuming all days were business days for the employer). The first day the employee starts work for pay is not included in the three business day calculation." Unfortunately the guidance is bit ambiguous, as the USCIS went on to state on the [What's the Hire Date for E-Verify Page](#):

"While there is much overlap between Form I-9, Employment Eligibility Verification, and E-Verify requirements, this page addresses the three-day rule as it applies to E-Verify. For more information on Form I-9, consult the M-274, Handbook for Employers."

After ongoing discussions seeking clarity and consistency with both ICE and USCIS, an update was provided to GT. The "Thursday Rule" indeed applies to **both** E-Verify and the I-9 and will be "respected" by ICE. The USCIS postings will also be shared with the local SAC ICE Offices and Forensic Auditors. For further information on this subject please contact Dawn Lurie.

Trend Apparent from Recent Government Contracts: GSA Suppliers and Service Providers must be on the Look-out for the E-Verify Clause

GT clients are reporting an increased incidence of FAR-imposed E-Verify-related language in recent solicitations for goods or services to the federal government. The GT Immigration and Compliance Group has contacted the Government about this increased activity, and Government officials have indicated that the apparent delay by agencies to include the E-Verify clause in solicitations and contract awards during the past nine months was really

OMB No. 1615-0047; Expires 08/31/12
Form I-9, Employment Eligibility Verification

The instructions must be available during completion of this form.

do not discriminate against work-authorized individuals. Employers CANNOT discriminate against an individual because the documents have a criminal record.

(To be completed and signed by employee at the time employment begins.)

Middle Initial	Maiden Name
Apt. #	Date of Birth (month/day/year)
Zip Code	Social Security #

I attest, under penalty of perjury, that I am (check one of the following):

- A citizen of the United States
- A noncitizen national of the United States (see instructions)
- A lawful permanent resident (Alien #) _____
- An alien authorized to work (Alien # or Admission #) _____ until (expiration date, if applicable - month/day/year) _____

Date (month/day/year) _____

(If Section 1 is prepared by a person other than the employee, I attest, under penalty of perjury, that to the best of my knowledge the information is true and correct.)

Print Name _____

Date (month/day/year) _____

completed and signed by employer. Examine one document from List A OR List B, AND List C, as listed on the reverse of this form, and record the title, number, and

List B	AND	List C
_____		_____
_____		_____

an attempt to acclimate federal vendors to the new mandates. We anticipate that most, if not all, new contract solicitations and bids released by the Government to services providers will now include the E-Verify clause. As such, contracting counsel and project managers should remain particularly vigilant during the near future for the language. In addition, a mass modification was issued by the [GSA amending all Federal Supply Schedule \(FSS\) contracts](#) to include the most recent standard contract clauses, capture exceptions, and the E-Verify clause as of June 24, 2010. This notification will surely have a huge impact on a large number of companies doing business with the government. It is critical that you contact your GT Immigration & Compliance Expert to assist you with the onerous logistical challenges that accompany the FAR E-Verify timeline and immigration compliance responsibilities.

E-Verify State Law Summary

A combination of State law mandates and the [Federal Contractor \(FAR\) E-Verify rule](#) (effective September 8, 2009) significantly increased the number of employers that have registered to use the program. Unfortunately, due to inconsistencies found from state to state, the varying laws serve to further confuse and overburden employers trying to achieve immigration-related compliance. It is critical for companies to carefully monitor changes in upcoming state laws, and to fully understand what they are responsible for when dealing with E-Verify.

States and localities are continuing to jump on the E-Verify bandwagon, and as of July 1, 2010, South Carolina will have one of the toughest E-Verify laws in the United States. When the next phase of the law takes effect, all South Carolina employers will be required to use E-Verify or employ only workers who possess or qualify to obtain a South Carolina driver's license or identification card. Employers who fail to comply could be subject to fines of \$100 to \$1000 per violation. South Carolina has already audited over 1,500 employers under the current version of the law, which has applied to employers with more than 100 employees since July 1, 2009. Although the state has waived penalties for many first-time violators pending remediation, it expects to increase audits as small employers become subject to the law statewide.

The chart below serves as a sampling of State and local E-Verify laws. Please note that this information is fluid and contains only examples of local ordinances. It should not be relied upon for legal advice.

STATE E-VERIFY LAWS as of JUNE 2010		
State	Private Employers Impacted	Federal, State, Public Employers & Government Contractors Impacted
Arizona	The Legal Arizona Workers Act requires all Arizona employers to use E-Verify for all newly-hired employees, effective January 1, 2008.	
California	On Dec. 31, 2009, Ordinance No. 934 went into effect requiring all employers in the city of Lancaster to use E-Verify.	In addition, as of July 1, 2007, all contractors for the City of Mission Viejo are required to use E-Verify. Furthermore, as of July 1, 2008, all contractors for the city of Palmdale are required to use E-Verify for contracts exceeding \$50,000 for any manner of construction, remodel, landscape,

STATE E-VERIFY LAWS as of JUNE 2010		
State	Private Employers Impacted	Federal, State, Public Employers & Government Contractors Impacted
		maintenance or repair services.
Colorado		Since 2006, Colorado has required prospective government contractors to use E-Verify to ensure legal work status of all employees. In 2008, Colorado passed legislation requiring contractors with current state contracts to use E-Verify effective August 6, 2008.
Florida		Since May 11, 2010, all contractors (and sub-contractors) doing business with Hernando County are required to use E-Verify for all new hires.
Georgia		Effective January 1, 2010, Georgia requires all public employers and government contractors to use E-Verify to verify the work authorization of their newly-hired employees.
Idaho		As of July 1, 2009, Idaho requires all public employers to use "procedures to verify and ensure that all new employees with any agency of the State of Idaho are eligible for employment under federal and state law." Penalties include loss of public funding and cancellation of the contract.
Minnesota		Effective January 7, 2008, government contractors and their subcontractors must certify compliance with the Immigration Reform and Control Act (IRCA) and use E-Verify for contracts over \$50,000.
Mississippi	The Mississippi Employment Protection Act requires all Mississippi employers to use E-Verify for new hires. The law went into effect for Mississippi employers with 250 or more employees on July 1, 2008, and for employers with 100 to 249 employees on July 1, 2009. Employers with 30 to 99 employees must comply by July 1, 2010, and employers with fewer than 30 employees must comply by July 1, 2011.	Contractors or subcontractors with a contract with any public employer must use E-Verify as of July 1, 2008.
Missouri	Employers found to have knowingly employed, hired or continued to employ an undocumented worker are mandated to register for E-Verify as party of the penalty for their first offense.	Effective January 1, 2009, contractors and their subcontractors seeking to bid on contracts or renew pre-existing contracts of over \$5,000 with the state or any political subdivision must enroll and participate in E-

STATE E-VERIFY LAWS as of JUNE 2010		
State	Private Employers Impacted	Federal, State, Public Employers & Government Contractors Impacted
		Verify and affirm that no unauthorized worker will perform services under the contract.
Nebraska		Recipients of any contract awarded after October 1, 2009 must ensure that they and their subcontractors register and use E-Verify for new employees.
North Carolina		Effective January 1, 2007, all state agencies, offices and universities hired after effective date must use E-Verify. Effective February 1, 2010, all contractors (and subcontractors) shall use E-Verify in Alamance County.
Oklahoma		Recipients of any contract entered into after July 1, 2008 must ensure that they and their subcontractors register and use E-Verify or other "Status Verification System" for new employees.
Rhode Island	Proposed legislation that would cover all private employers is pending.	In March 2008, the governor issued an executive order requiring executive agencies as well as their grantees, contractors, subcontractors and vendors to use E-Verify.
South Carolina		Effective July 1, 2010, all public employers and public contractors in South Carolina are required to use the E-Verify database to electronically check and verify the employment eligibility of new employees.
Tennessee	As of January 01, 2008, use of E-Verify provides employers a "safe harbor" against penalties for employing an undocumented worker if E-Verify was used for the employee in question.	
Utah	As of July 1, 2010, either E-Verify or Social Security Number Verification Service (SSNVS) participation is required in Utah for all private employers with 15 or more employees.	As of July 1, 2009, all contractors with physical services in Utah must register and participate in either E-Verify or the Social Security Number Verification System (SSNVS).
Virginia		Effective December 2, 2012, all state agencies must use E-Verify. This requirement does not apply to private employers.
Washington		Effective October 6, 2009, all Pierce County contractors for road projects of a value greater than \$100,000 and those applying for any other contracts of a value greater than \$25,000 are required to use E-Verify for all new hires.

General Compliance

State Anti-Immigrant Legislation

Sports teams, bar associations, musicians, the Federal government and even local Arizona police departments are among the multitudes opposing SB 1070, the controversial immigration bill signed by Arizona Governor Jan Brewer on April 23, 2010. This anti-immigration legislation was passed by the Arizona state legislature and sponsored by State Senator Russell Pearce. The law, scheduled to go into effect July 28, 2010, gives police the authority to question an individual's immigration status based upon a reasonable suspicion, while also allowing officers to avoid doing so if they determine that it would be impractical or would hinder another investigation.

Lacking proper immigration paperwork in Arizona will now be considered a misdemeanor. And in what appears to be an unprecedented enforcement mechanism, the act that makes it a crime to be an undocumented immigrant also allows anyone to sue a local, county or state agency if he or she believes the agency is not enforcing the immigration laws. These measures appear to have already had an effect on Arizona's economy and will surely have a devastating impact on Arizona's immigrant population as they lead to families being torn apart as well as loss of employment.



In response to criticism that the new law would lead to racial profiling, amended text was added prior to signing the bill stating that "prosecutors would not investigate complaints based on race, color or national origin." The new text further included provisions providing that police may only investigate immigration status incident to a "lawful stop, detention, or arrest," that the original fine for violations would be lowered from a minimum of \$500 to a maximum of \$100, and that the maximum incarceration time for first offenders would be limited to 20 days instead of 6 months.

Arizona is the first state with such a fully draconian law. Some police officers fear the existence of the law will hinder investigations that may require immigrants' assistance and could result in some crimes not being reported. Currently, Arizona police officers may question an individual's immigration status only if the person is a suspect in another crime. U.S. Immigration and Customs Enforcement (ICE) agents have also expressed their concerns over their role in the law's implementation. Several legal challenges over the law's constitutionality and compliance with civil rights laws are expected. The Obama administration is directly reviewing its options as well.

Moreover, in spite of the outcry and controversy over its newest anti-immigrant law, Arizona is continuing to march ahead with yet another proposal that would deny birth certificates to the children of undocumented immigrants. According to state legislators supporting this new effort, the Constitution never intended to confer U.S. citizenship to undocumented immigrants and their children who are born in the U.S. Under federal immigration law, children born in the U.S. are conferred U.S. citizenship automatically. Should this law go into effect, we will undoubtedly see many challenges to its constitutionality. The question is whether such a law would violate the U.S. Constitution, given that the 14th Amendment states that "all persons, born or naturalized in the United States, and subject to the jurisdiction thereof, are citizens of the United States. No state shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States." For over one hundred and forty years, the 14th amendment has cemented the federal government's control over

citizenship. Now with Arizona’s proposed laws, we may very well be witnessing a crucial moment in the development of our country’s immigration laws and policies.

Worksite Updates from Around the Country

Worksite enforcement actions by U.S. Immigration and Customs Enforcement (ICE) continue to be frequent, and other agencies, including the Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) and the Department of Justice’s Office of Special Counsel (OSC), have stepped up enforcement efforts in recent months as well. Greenberg Traurig’s Business Immigration and Compliance group can work with you to protect your company from liability in the event of an unexpected government audit or inspection.

The following are recent key updates on worksite enforcement and I-9 compliance-related matters:

<u>Date</u>	<u>Location</u>	<u>Summary of Action</u>
June 17, 2010	Maryland	George Anagnostou of Kingsville, Md., pleaded guilty to harboring at least 24 undocumented workers from Timbuktu and By the Docks restaurants for private financial gain and commercial advantage.
June 10, 2010	Florida	Three Miami residents were charged with conspiring to induce undocumented workers to enter and remain in the United States by providing them with employment at a Miami-Dade school construction project.
June 7, 2010	Texas	OSC reached a settlement with Aquatico Poll Management of Sugarland in which Aquatico agreed to pay a \$100,000 civil fine and \$499.20 in backpay following allegations of document abuse by the company.
June 2, 2010	Texas	Five managers of Houston-based IFCO Systems North America were indicted for allegedly conspiring to unlawfully employ undocumented workers.
May 19, 2010	New York	John Jay College agreed to a civil penalty of \$23,360 and \$10,072.73 in back pay with interest in a settlement with OSC following allegations of document abuse.
May 12, 2010	Virginia	ValleyCrest Companies, a landscaping company located in Spotsylvania, agreed to pay \$11,173 in back pay in a settlement with OSC following allegations that the company discriminated against domestic workers in favor of foreign workers under the H-2B visa program.
May 7, 2010	Florida	A former Palm Beach County spa owner pled guilty to two criminal counts for hiring and harboring two undocumented workers following the execution of a federal search warrant. As part of a plea bargain, the former owner must pay \$150,000 in addition to a possible prison sentence.
April 28, 2010	National	Argosy University, a college with 19 locations throughout the United States, agreed to pay \$7,100 in an OSC settlement to an individual alleging citizenship status discrimination and intimidation.
April 26, 2010	Illinois	Based on a worksite enforcement investigation conducted by ICE, the president and office manager of two Bensenville, IL staffing companies were charged with hiring several undocumented workers. If convicted, they could face a maximum of five years in prison and a \$250,000 fine.
April 21, 2010	California	Based on a May 15, 2008 ICE raid of a San Diego, CA restaurant, a federal grand jury indicted the restaurant’s president and a manager on charges of hiring

		undocumented workers and supplying the government with phony documents. The two pled not guilty to charges of conspiracy, eight counts of phony documents and three counts of harboring undocumented workers at their business location.
April 15, 2010	Arizona	ICE agents raided over five Arizona shuttle businesses, arresting dozens of van operators and smugglers accused of transporting illegal immigrants from the Mexican border to Phoenix, AZ.
April 15, 2010	California	A federal court indicted The French Gourmet Inc., a San Diego-area bakery, on charges of knowingly hiring undocumented workers. According to the indictment, the bakery's president and manager knowingly hired unauthorized workers and advised workers to get new Social Security numbers after receiving No-Match letters from the Social Security Administration. The individuals were also charged with 12 felony counts of making false statements and shielding undocumented employees from detection. If convicted, each faces a maximum of five years in prison and a \$250,000 fine on each count.
March 27, 2010	Nationwide	The <i>Washington Post</i> published a leaked internal memo authored by ICE's head of Detention and Removal Operations that urged field officers to boost immigration enforcement activity against non-criminal immigrants in order to meet a quota of 400,000 deportations for 2010. Later that day, ICE Assistant Secretary John Morton disavowed the memo and said it had been withdrawn.
March 24, 2010	South Carolina	ICE agents and the Beaufort County Sheriff's Office's ICE Task Force officers executed search warrants at two restaurants and five residences located in Beaufort and Bluffton, SC. The warrants were executed in connection with allegations relating to the harboring, transportation and hiring of undocumented immigrants. The warrants were executed at two Jade Garden Chinese restaurants and several residences. ICE agents administratively arrested 15 workers for being unlawfully present in the United States. The owner of the restaurant, an ICE immigration fugitive, was among those arrested.
March 11, 2010	Maryland	ICE agents in Baltimore, MD conducted enforcement operations at two restaurants, one office and several residences. ICE agents administratively arrested 29 undocumented immigrants for being unlawfully present in the United States.
March 2, 2010	Louisiana, Mississippi, Alabama, Tennessee	ICE issued notices to 180 business owners and will be inspecting their hiring records to determine whether or not they are complying with employment eligibility verification laws and regulations. The names and locations of the businesses were not released since it is an ongoing investigation.
February 16, 2010	Maryland	After an ICE investigation, the owner of a Hanover, MD Chinese restaurant was arrested on charges of transporting, employing and harboring illegal immigrants. The criminal complaint alleges that between January of 2009 and February 4, 2010, the owner knowingly hired foreign nationals who were not authorized to work in the United States, transported the foreign nationals to their jobs and harbored them in residences she provided. According to the criminal complaint, five foreign nationals were specifically identified during the investigation as working at the restaurant.

Expansion of ICE Programs

Recent updates from ICE included an announcement confirming that its public safety initiative "Secure Communities" was activated in June in every county in the Commonwealth of Virginia. According to its 06/21/2010 press release, "[t]his biometric information sharing strategy enables ICE to identify any alien booked into local law enforcement's custody for a crime. This capability is part of ICE's comprehensive strategy to improve and modernize the identification and removal of criminal aliens from the United States."

[The ICE Mutual Agreement between Government and Employers \(IMAGE\)](#) program expanded this month with the announcement that five more businesses (1 located in Florida and 4 located in Texas) have joined. According to the ICE website "IMAGE is a joint government and private sector voluntary initiative designed to build cooperative relationships that strengthen overall hiring practices. The goal is to help restore the integrity of the immigration system of the United States by utilizing industry outreach and self-policing. ICE has developed this initiative as a new concept for employer self-compliance within the worksite enforcement program."



New ICE 5-Year Strategic Plan Focuses on Employer Compliance

ICE's new strategic plan released by the agency this month signifies an increase in employer I-9 compliance audits in the near future. The plan, entitled "Strategic Priorities for Fiscal Years 2010-2014," was originally sent to ICE employees and then made public. The plan enumerates the agency's priorities over the next five years, including that of "creat[ing] a culture of employer compliance." According to the plan, ICE will implement this objective by pursuing "aggressive criminal and civil enforcement against those employers who knowingly violate the law," and by using proactive programs such as IMAGE and E-Verify to encourage employer compliance.

Other parts of the plan mentioned the focus on removing the undocumented. Domestic enforcement of the immigration laws will include increased enforcement efforts against newly arriving foreign nationals who seek to enter the United States illegally. It will continue to prioritize the removal of those convicted of crimes as well as gang members, and plans to step up efforts to remove those who have final orders of deportation.

To implement the plan, ICE plans to hire additional auditors and centralize its auditing functions. This confirms that more civil audits should be expected for more employers. It is crucial that companies take proactive measures to ensure compliance with immigration laws and avoid potential liability. Greenberg Traurig's Business Immigration and Compliance team can assist with multiple proactive strategies to facilitate this process, including in-depth training and internal audits.

Employers should also be on the lookout for potential changes in the law that will increase employer liability, as one of ICE's proposed strategies is to "seek better statutory tools to address illegal employment."

Interesting Court Cases

City Anti-Immigrant Ordinance Struck Down

On March 24, 2010, a federal judge ruled that a City of Farmers Branch, Texas ordinance (Ordinance 2952) banning illegal immigrants from renting apartments was unconstitutional. The judge ruled that the ordinance was the city's attempt to enforce U.S. immigration laws, which is something only the federal government can do.

The ordinance established a licensing system for renters in the City of Farmers Branch. Renters were required to pay a fee and obtain a residential occupancy license issued by the city's building inspector. The city's building inspector would then have to verify a renter's immigration status with federal officials if the renter did not declare him or herself a citizen or national of the U.S. The city would revoke the licenses of people who did not have legal status in the U.S.

For years, Farmers Branch had been trying to enforce bans on landlords renting to illegal immigrants. The original ordinance was repealed and replaced by a redrafted one after being met with lawsuits and protests. The second attempt was challenged in court as well, with a federal judge eventually ruling it unconstitutional. This latest ruling involved the city's third attempt. Reports state that Farmers Branch has spent about \$3.3 million fighting lawsuits challenging its efforts over the years. Even though much of the city's money has already been spent defending its efforts and federal courts have twice previously ruled against the ordinance, the City Council of Farmers Branch may still decide to appeal the decision to a higher court.

OCAHO Holds that Late Section 2 Completion Constitutes Substantive I-9 Violation

Employers should take note of a recent worksite ruling issued by the Office of the Chief Administrative Hearing Officer (OCAHO), a division of the Department of Justice's Executive Office of Immigration Review. After many years of silence on I-9 related issues, on March 18, 2010, OCAHO held in *United States of America v. New China Buffet Restaurant* that the failure of a business to complete Section 2 of the Form I-9 within 3 days is considered a substantive, rather than a technical/procedural violation. The facts of this particular case are murky, however this ruling could be viewed as a significant departure from previous case law that may result in increased fines for employers.



This ruling is also important because it impacts the types of deficiencies that employers can try to cure in order to avoid or minimize fines and penalties. Based on amendments made to the 1986 Immigration Reform and Control Act (IRCA), an employer has the opportunity to correct most "technical/procedural" errors during the ten-day period after ICE has provided a notice of the violations. An employer does not however, have the opportunity to correct "substantive" violations.

According to the recently published decision following the Notice of Inspection from ICE, New China Buffet Restaurant *partially* completed Section 2 of Form I-9 for seven employees several years following the employees' initial dates of hire. The definition of "partially completed" here is unclear. ICE went on to fine the company \$981.75 for each violation, stating that the restaurant's failure to complete Section 2 in a timely manner constituted a substantive violation that could not be remedied.

OCAHO disagreed with the restaurant's contention that its completion of Section 2 following the Notice of Inspection should reduce its liability, stating that failure to complete Section 2 in a timely manner does in fact constitute a substantive violation. OCAHO also took issue with the calculation of the fine itself and found that ICE had failed to appropriately base the fine calculation on the factors set forth in the regulations which include: 1) the size of the business of the employer, 2) the good faith of the employer, 3) the seriousness of the violation(s), 4) whether or not the individuals involved were unauthorized aliens, and 5) any history of previous violations by the employer. This case further draws into question the validity of the fine matrix released by ICE in November of 2009.

The restaurant is expected to appeal the decision, however, employers should remain vigilant in the proper completion and maintenance of their Form I-9s. It is our experience that good faith efforts by the employer to comply with the law are looked upon quite favorably by government auditors. Our compliance team is available to assist your company in the review and audit of your Form I-9s to determine your potential liability and how it may be reduced.

News From USCIS

USCIS Announces Newly-Designed EAD and Permanent Resident Cards

On May 11, 2010, USCIS announced the redesign of the Permanent Resident Card (a.k.a. "greencard"). The new card boasts enhanced state-of-the-art technology including anti-fraud/anti-counterfeiting features, as well as other changes made in an effort to obstruct tampering and facilitate quick and accurate authentication of the card. Changes include shifting in ink color, holograms, laser-engraved fingerprints, optical media stores and other advanced biometric-related technologies. Furthermore, the new "greencard" is now actually green in color. The new card went into effect immediately and is being issued to newly-approved applicants as well as those applying for replacement/renewal cards. Samples of the



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new card are available on the [USCIS website](#).

Moreover, less than two weeks after the new greencard announcement on May 26, 2010, USCIS unveiled the new Employment Authorization Document ("EAD card") as an additional measure to both verify the identities of those working in the U.S. and protect the American public from potential foreign threats. For specific information on the new EAD card, [please see our GT Alert](#).

Subscribing / Unsubscribing

To subscribe or unsubscribe, please click [here](#).

General Information

Questions or comments? Please send an e-mail to Dawn M. Lurie at: luried@gtlaw.com

Resources

- [Form I-9, Employment Eligibility Verification](#)
- [OSC's 10 Steps to Avoid Discrimination](#)
- [Form M-396, Guide to Selected U.S. Travel and Identity Documents](#)
- [Handbook for Employers M-274 - Instructions for Completing the Form I-9 \(revised July 2009\)](#)
- [E-Verify Memorandum of Understanding](#)
- [Federal Contractor E-Verify Memorandum of Understanding](#)
- [E-Verify User Manual for Designated Agents \(June 2010\)](#)
- [E-Verify User Manual for Employers \(June 2010\)](#)
- [E-Verify User Manual for Federal Contractors \(June 2010\)](#)
- [E-Verify Enrollment Quick Reference Guide \(March 2010\)](#)
- [E-Verify Federal Contractor FAQs](#)
- [E-Verify Federal Contractor Supplement](#)
- [E-Verify Dos and Don'ts](#)

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