

**CLIENT ALERT: Flexibilities in Form I-9 Verification Extended Through the Summer  
June 18, 2021**

U.S. Immigration and Customs Enforcement has announced it is extending its relaxed I-9 guidance through August 31, 2021, allowing certain employers to remotely verify I-9s and accompanying documentation. New hires are required to complete the I-9 to verify their identity and legal authorization to work in the United States. Ordinarily, employers must review the form and documentation in person.

Employers and workplaces that are operating remotely may inspect the completed I-9 and documentation remotely if: 1) the employee was hired on or after June 1, 2021 and 2) the employee works exclusively in a remote setting due to COVID-19 precautions. Remote employees are temporarily exempt from the I-9 physical inspection requirements until they return to work in-person “on a regular, consistent, or predictable basis, or the extension of the flexibilities related to such requirements is terminated, whichever is earlier.” Note that under DHS guidance, employers inspecting I-9 documents remotely must “obtain, inspect, and retain copies of the documents, within three business days.”

This temporary policy change is in response to the pandemic and only applies to employers operating fully remotely. The latest guidance is available [here](#), and the original guidance from DHS released on March 20, 2020 is available [here](#).