I-9 Tracker System Training
Alexandra Rollins
Title: OCM/Communications and Training Lead
Department: APO | UCPath
Years @ UC: 1 year
Previous Experience: 5+ years of experience in Organizational Development, Consulting, Training and Leadership Development
Housekeeping

Cell Phones  Breaks  Restrooms
Learning Topics

- Limited Implementation
- What is new with Tracker?
- Accessing Tracker at UCR
- **Overview of Tracker I-9 System**
  - Tracker Roles and Permissions
  - Tracker Dashboard Overview
  - Initiating an I-9
  - Steps to create a New Form I-9 with Remote Section 1 and Section 2
  - How to scan documents with iPad for Section 2
  - Form I-9 Section 3
- **Academic Considerations**
  - Academic Retro hires
  - Custom Audit Notes/System Recommended AuditNotes
- **Reporting**
  - I-9 Record Summary List
  - Purge Reports – **Only Available to Advanced Users**
  - I-9 Custom Reports
- Creating a Historical I-9
- Additional Resources
- Give us your Feedback
Limited Implementation
What is being done at UCR today

Limited Tracker Implementation

- For UCPath Go-Live, UCR moved forward with a limited Tracker implementation on January 2, 2018. This was a temporary workaround until the full implementation of Tracker for UCR on August 27th 2018.
- To complete a new hire in UCPath, HR/AP I-9 Managers (basic or intermediate role in Tracker) currently create a historical I-9 within 3 days of hiring a new employee. By completing historical I-9, it allows the UCPath Center to complete the new hire process in UCPath.
What is New with Tracker?
In September 2018 UCR will use all the functionalities of Tracker:

- Create a New Form I-9
- Create a New Form I-9 with Remote Section 1
- Create a New Form I-9 with a Remote Section 1 and 2
- Rehire, Re-verify an employee
- Run Reports
- Create Audit Notes for Academic Appointees

**Historical I-9**

- If Tracker is down at the time of completing the I-9 process with the employee, the employee designated to conduct the Form I-9 verification may keep copies of the supporting documents temporarily until Tracker becomes available.
- Once Tracker becomes available, a historical I-9 will need to be created with images of the paper Form I-9 and all supporting documentation, as well as an image of the paper I-9 should be uploaded into Tracker.
- After the images have been uploaded into Tracker, paper documentation must be destroyed.
Accessing Tracker at UCR
Accessing Tracker

- **UCR NetID:** Rollins
- **Password:** **********

![Login Now]

- **Favorite Apps:**
  - UCPath Portal
  - Service Link

- **Training & Tools:**
  - Access & Training:
    - UC Learning Center (UCLC)
    - UCR Enterprise Access System
    - Enterprise Systems Access Instructions
    - IACS Accountability Report

- **Welcome to I-9 Complete**
  - Username: alexandra.rollins@ucr.edu
  - Password: **********

- **Login**

UPDATE once Tracker is added to RSAAuth.
Overview of Tracker I-9 System
## Tracker Roles and Permissions

<table>
<thead>
<tr>
<th>Roles</th>
<th>Responsibilities and Permission level</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Client Admin</strong></td>
<td>Access to configure notification settings and manage worksites and users. Admins do not have I-9 Access. Dashboard view of Employer List. Local Admins should only access their Employer information.</td>
</tr>
<tr>
<td><strong>Advance User</strong> (“with no E-Verify” or “with E-Verify”)</td>
<td>Access to complete dashboard view, manage I-9s, delete I-9 after Section 2 signed, and delete employee profile, audit management, and all reporting tools. Ability to manage E-Verify when security role “with E-Verify” is selected.</td>
</tr>
<tr>
<td><strong>Intermediate User</strong> (“with no E-Verify” or “with E-Verify”)</td>
<td>Access to most dashboard view, manage I-9s, audit management, and all reporting tools. Ability to manage E-Verify when security role “with E-Verify” is selected.</td>
</tr>
<tr>
<td><strong>Basic User</strong> (“with no E-Verify” or “with E-Verify”)</td>
<td>Dashboard view of when tasks are due. Ability to manage I-9s at an intermediate user level except create Historical I-9s and Purge I-9 records. Ability to only view audit notes, audit trail, and I-9 record summary list. Ability to manage E-Verify except close batch cases when security role “with E-Verify” is selected.</td>
</tr>
</tbody>
</table>
Dashboard Overview
Dashboard Overview: Tasks Due

The Dashboard highlights the number of I-9 records with next actions due with different colors representing urgency. The bars are clickable hyperlinks to review the list of records and take action.

Color Codes

<table>
<thead>
<tr>
<th>Color</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>🔴</td>
<td>Critical</td>
</tr>
<tr>
<td>⬜</td>
<td>Warning</td>
</tr>
<tr>
<td>🟢</td>
<td>Not Yet Urgent</td>
</tr>
</tbody>
</table>
Dashboard Overview: Search

In the Search for Existing Employee window you may locate I-9 Records via a number of search criteria:

1. Last Name
2. Employee ID
3. Social Security
4. I-9 ID
5. First Name
6. Middle Initial
7. Worksite
8. Date of Birth

Click on search bar at the top right to bring up the Search for Existing Employee window
Initiating an I-9

There are two ways to initiate a new I-9 in Tracker:

1. Click on the green **Create New I-9** button

2. Hover over the Manage I-9 link and click on the **Create New Form I-9** link
Tracker I-9 Options

You have two I-9 options to select from:
1. Green button = New I-9 for brand new employee
2. Blue Button = Create New I-9 for a person that has a record in the system (Ex. reverification or rehire)
Employee Profile

Required Fields
1. First and Last Name
2. Employer
3. Worksite
4. I-9 Manager = Processor
5. If you need assistance click on the icon for more information

The employee ID must be entered in the Employee profile when the employee record was first created, you will be able to do a search or lookup on the Employee ID. It is best practice to input the Employee ID information in the Employee Profile.

The Save/Create tab will launch Section 1 of the Form I-9. Save will save the Employee Profile. Cancel will cancel your changes.
Creating an I-9 Form

There are three ways to create a new Form I-9 record in the Tracker I-9 system.
1. Create a New Form I-9
2. Create a New Form I-9 with a Remote Section 1 (Employee Completes Section 1 Remotely)
3. Create a New Remote Form I-9 with Remote Section 1 and Section 2 (Employee completes Section 1 Remotely, and an Authorized Employer Representative Completes Section 2)
4. Click continue
Creating an I-9 Form

1. Create New Form I-9
   - Enter Start Date (MM/DD/YYYY)
     - Optional
   - Create Remote Access Form I-9 – Section 1 Only
   - Create Remote Access Form I-9 – Section 1 & Section 2
   - Create Historical Form I-9

2. Create New Form I-9
   - Create Remote Access Form I-9 – Section 1 Only
     - Enter Start Date (MM/DD/YYYY)
     - Enter or Edit Employee Email Address
       - Required
   - Create Remote Access Form I-9 – Section 1 & Section 2
   - Create Historical Form I-9

3. Create New Form I-9
   - Employee Information
     - Enter Start Date (MM/DD/YYYY)
     - Enter or Edit Employee Email Address
       - Required
   - Employer Representative Information
     - Enter Employer Representative Name
     - Enter Employer Representative Title
     - Enter Employer Representative Phone Number
       - Optional

4. Continue
   - Cancel
Note

The Tracker I-9 Solution Window will timeout after 20 minutes of inactivity
DEMO - Form I-9
With Remote
Section 1 and 2
Remote I-9 Form Section 1 and 2

1. Enter the Employee’s Start Date
2. Enter Employee’s Email Address
3. Click Enter this information NOW
4. Enter Employer Representative Name
5. Click Continue
6. You will receive a notification stating Remote Access Form I-9 emails(s) have been sent

An email will be sent to the New Hire to complete Section 1, an email will also be sent to the Employer Representative to handle Section 2

UC RIVERSIDE FOM/UUCPath Training
Remote I-9 Form: New Hire Email

To access employee section of the Form I-9 online, Employee must click on the link provided in the email and follow the on-screen instructions.
Remote I-9 Form: Employee Section 1

Form I-9 Section 1: Employee Information and Attestation

Read this before filling out Section 1 of the Form

Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employees are liable for errors in the completion of this form.

Instructions are available electronically by clicking on English or Spanish link in the upper right corner of this form.

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

Please refer to the Help buttons if the form or click the I-9 Instructions link for more information.

A. Enter your name, date of birth, and Social Security Number (if applicable).
B. Enter your address and city, state, postal code, telephone number and email address.
C. Enter your employment status and, if applicable, authorization expiration date and document information.
D. Sign the form using the electronic signature process.

Read instructions (if a required field): ALL fields are required or must be declared N/A. The SSN field is optional if your employer does not participate in E-Verify.

Employee Name and Identification

- First Name: [Required]
- Middle Initial: [Optional]
- Last Name: [Required]
- Other Last Names Used: [Optional]
- U.S. Social Security Number: [Required]
- Date of Birth: [Required]

Employee Address and Contact Information

- Address (Street Number and Name): [Required]
- Apt. Number: [Optional]
- City or Town: [Required]
- State: [Required]
- Zip Code: [Required]
- Employee’s Telephone Number: [Required]
- Employee’s Email Address: [Required]

Employee Employment Status

- I am aware that federal law prohibits for imposition and/or fines for false statements or use of false documents in connection with the completion of this form.
- I attest, under penalty of perjury, that I am (check one of the following): [Selections]
- An alien lawfully ordered to work

Provide an Electronic Signature

- **IMPORTANT: YOU ARE SIGNING A U.S. GOVERNMENT FORM**
- I am aware that federal law prohibits for imposition and/or fines for false statements or use of false documents in connection with the completion of this form.

1. Enter your legal name as your electronic signature: [Required]
2. Please enter and confirm the answer to the signature question listed below:
   - What is your second favorite movie? [Answer]
   - Confirm Answer
3. Select the box next to “I Agree” to acknowledge that you have read and accept the fact that you are signing a U.S. Government Form and that you are aware that federal law prohibits for imposition and/or fines for false statements or use of false documents in connection with the completion of this Form.
   - I Agree
4. Preparer and/or Translator Certification (select one): [Optional]
   - I did not use a preparer or translator
   - A preparer(s) and/or translator(s) assisted the employee in completing Section 1
5. Click “Sign Form I-9 Electronically” to complete the electronic signature.

Sign Form I-9 Electronically

End of Form
Remote Section 1: Employee Instructions

Form I-9 Section 1: Employee Information and Attestation

Read This Before Filling Out Section 1 of the Form

Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

Instructions are available electronically by clicking on English or Español link in the upper right corner of this form.

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.

Please refer to the Help buttons of the form or click the i-9 Instructions link for more information.

A. Enter your name, date of birth, and Social Security Number (if applicable).

B. Enter your street address and city, state, postal code, telephone number and email address.

C. Enter your employment status and, if applicable, authorization expiration date and document information.

D. Sign the form using the electronic signature process.

Red asterisks * denote a required field: **ALL fields are required or must be declared N/A. The SSN field is optional if your employer does not participate in E-Verify.**
## Remote Section 1: Employee Part A and B

### Employee Name and Identification

<table>
<thead>
<tr>
<th>Field</th>
<th>Required/Optional</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Name (Given Name)</td>
<td>Required</td>
</tr>
<tr>
<td>Middle Initial</td>
<td>Optional</td>
</tr>
<tr>
<td>Last Name (Family Name)</td>
<td>Required</td>
</tr>
<tr>
<td>Other Last Names Used</td>
<td>Optional</td>
</tr>
</tbody>
</table>

**U.S. Social Security Number:** Optional

**Date of Birth:** Required

**Format:** (MM-DD-YYYY)

### Employee Address and Contact Information

<table>
<thead>
<tr>
<th>Field</th>
<th>Required/Optional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Address (Street Number and Name)</td>
<td>Required</td>
</tr>
<tr>
<td>Apt. Number</td>
<td>Optional</td>
</tr>
</tbody>
</table>

**City or Town:** Required

**State:** Required

**Zip Code:** Required

**Employee’s Telephone Number:** Required or N/A

**Employee’s Email Address:** Required or N/A

**Format:** (####-####-####)
Remote Section 1: Employee Part C

Employee Employment Status – This field is required in order to save the I-9 record. Employee must select one of the 4 options below:
Remote Section 1: Employee Part C

Employee Employment Status – This field is required in order to save the I-9 record. Employee must select one of the 4 options below:

- A lawful permanent resident – Requires a nine digit A-Number/USCIS Number
Remote Section 1: Employee Part C

Employee Employment Status*

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

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

1. A citizen of the United States
2. A noncitizen national of the United States (see instructions)
3. A lawful permanent resident
4. An alien authorized to work

If you are a lawful permanent resident, please provide your Alien Registration Number/USCIS Number.

Alien Registration Number/USCIS Number: * A1234567

Alien Registration Number
Remote Section 1: Employee Part C

- Employee Employment Status – This field is required in order to save the I-9 record. Employee must select one of the 4 options below:
  - An alien authorized to work – Requires either a nine digit A-Number/USCIS Number or an eleven digit Admission Number.
Remote Section 1: Employee Part C

4. An alien authorized to work

If you are an alien authorized to work, please provide the following additional information.

1. Date authorized to work until
   - Some aliens may check the N/A Checkbox. Hover over the i for instructions.
   - 01/08/2019
   - N/A (Not Applicable)

2. Aliens authorized to work must provide only one of the following document numbers to complete Form I-9:
   - Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.

   - Alien Registration Number/USCIS Number: A 123456789
   - OR
   - Form I-94 Admission Number:
   - OR
   - Foreign Passport Number:
   - Issuing Country: <None>
Remote Section 1: Employee Part D

Provide an Electronic Signature

1. Employee must enter Legal name as electronic signature
2. Employee must confirm the questions
3. Employee must select the “I Agree” box
4. If applicable complete the Prepare/Translator certificate
5. Click Sign Form I-9 Electronically

**IMPORTANT: YOU ARE SIGNING A U.S. GOVERNMENT FORM**

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

Employee Name (First, Middle Initial, and Last)

Answer: * 
Confirm Answer: *

Select the box next to “I Agree” to acknowledge that you have read and accept the fact that you are signing a U.S. Government Form and that you are aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this Form.

I Agree

Prepare and/or Translator Certification (select one): *

- I did not use a preparer or translator
- A preparer(s) and/or translator(s) assisted the employee in completing Section 1

Click “Sign Form I-9 Electronically” to complete the electronic signature.

IMPORTANT: You are signing Section 1 of the Form I-9. You must verify your submission before signing electronically. You will not be able to return to this form after it has been electronically signed. Click Yes if you are ready to continue with completing the electronic signature.

Yes No
The I-9 Manager (Processor) will also see that Section 1 is now complete.
Remote Section 2: Employee Email Notification

Dear Sally Sample:

This is a follow up email regarding the completion of your Form I-9 with UC Riverside. This message contains new or updated contact information for the authorized Employer Representative who will complete Section 2 of the Form I-9.

If you haven’t already, please complete your section of the I-9 form. You should have already received instructions for completing Section 1. To access your section of the Form I-9 online, please visit the following secure link and follow the on-screen instructions:

Form I-9 for Sally Sample

After you complete Section 1, the next step is to present your identity and U.S. employment authorization document(s) to an authorized Employer Representative who must complete Section 2 of the I-9 form. Please note that original documents must be presented in person.

Click here to view the List of Acceptable Documents

Below is the Employer Representative’s contact information:

Email: deerealexi@email.com
Name: Eric Right

As a reminder, please take the following steps:
1. Complete Section 1 (if you have not done so already)
2. Contact the Employer Representative and make arrangements to meet in person with a document(s)
3. Bring your ORIGINAL documents when you meet with the Employer Representative
4. Complete steps 1-3 on or before your first day of work for pay

Thank you for your assistance.

Have a question or need to contact us? Call 212-555-1212. Email test@email.com

***DO NOT REPLY TO THIS EMAIL***
This email was sent by an automated system, so if you reply, nobody will see it.

Sincerely,
University of California
Remote Form I-9: Employer Representative
Email 1 Request to Complete Section 2

This email is a notification that UC Riverside is requesting that you act as an Authorized Employer Representative to complete the employer’s portion of the Form I-9 for the employee named below.

Employee Name: Sally Sample
Employee Email: Alexandra.Rollins@ucr.edu
Employer: UC Riverside
Expected Start Date: 7/16/2018

Sincerely,
University of California
To Whom It May Concern:

UC Riverside is requesting that you act as an Authorized Employer Representative to complete Section 2 of the Form I-9 for the employee named below.

This email is a notification that the below named employee has completed Section 1 of the Form I-9 using our electronic I-9 system.

Employee Name: Sally Sample
Employee Email: Alexandra.Rollins@ucr.edu
Employer: UC Riverside
Expected Start Date: 7/16/2018

To access Section 2 of the Form I-9 online, please visit the following secure link and follow the on-screen instructions:

Form I-9 for Sally Sample

IMPORTANT NOTE: You will not be able to return to this form after it has been electronically submitted.

To summarize, please take the following steps:
1. Click the Form I-9 link above and follow the on-screen instructions.
2. If you accept the request to act as the Authorized Employer Representative, employment authorization on document(s) Click here to view the list of Acceptable Documents.
3. Complete Section 2 by filing in all of the required fields and electronically signing.

Thank you for your assistance.

Have a question or need to contact us? Call 213-555-1212 Email help@email.com

***DO NOT REPLY TO THIS EMAIL***

This email was sent by an automated system, so if you reply, nobody will see it.

Sincerely,
University of California
Remote Form I-9: Employer Representative
Employer Representative

Process

Apple products will not cache/save images of the documents on the device

Once complete, the Employer Representative will need to upload an image of the acceptable document(s) presented by the employee into Tracker via an Apple device (e.g., Mac, iPad or iPhone). If an Apple device is not available, the agent must send a copy of the documents via FedEx to the designated Hiring Department/SSC.
Remote: Section 2

Form I-9 Section 2: Employer Review and Verification

Read This Before Filling Out Section 2 of the Form

Employers must complete Section 2 by assessing evidence of identity and employment authorization within three business days of the date employment begins. However, if an employer hires an individual for less than three business days, Section 2 must be completed at the time employment begins. If an employee is unable to present a required document (or documents), the employee must present an acceptable receipt in lieu of an acceptable document(s).

A. Review and record the document title(s), issuing authority(ies), document number(s), and expiration date(s) if any.
B. Sign the form using the electronic signature process.

Section 1 Employee Information

First Name: Sally
Middle Initial: T
Last Name: Sampio
Other Names: N/A
SSN: 
Date of Birth: 
Citizenship Status: Authorized Alien
Start Date: 7/1/2010

Employment Verification Documents

(The employer must present one document from List A or one document from List B and List C).

Use the drop-down menu to select a document from List A or one from List B and C. Then, enter the respective document number(s) and expiration date(s).

Document Type

<table>
<thead>
<tr>
<th>List A</th>
<th>List B</th>
<th>List C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sublot</td>
<td>Sublot</td>
<td>Sublot</td>
</tr>
</tbody>
</table>

Authorized Employer Representative Electronic Verification

CERTIFICATION I attest, under penalty of perjury, that I have examined the document(s) presented by the above-named employee, that the above-named employee appears to be genuine and relates to the employee named, and that to the best of my knowledge the employee is eligible to work in the United States.

1. Enter your legal name and title:
   - First Name:
   - Last Name:
   - Title or Position:

2. Select the box next to “I Agree” to acknowledge that you have read and accept the fact that you are signing a U.S. Government Form and that you are aware that federal law provides for imprisonment and/or fine for false statements or use of false documents in connection with the completion of this Form.

3. Click “Sign Form 1-9 Electronically” to complete the electronic signature.
Employment Verification Documents *

(The Employee must present one document from List A OR one document from List B and List C).

Use the drop-down menu to select a document from List A or one from List B and C. Then, enter the respective document number(s) and expiration date(s).
Remote: Section 2
Remote Section 2: F-1 Example

Select a Document from List A - OR - one from both List B and C

**List A (Documents Both Identity & Employment Eligibility)**
- Employment Authorization Document
- Foreign Passport with I-94 or I-94A
- Maritime Seaman Passport with I-94 or I-94A
- Micronesia Passport with I-94 or I-94A
- Receipt Form I-539/104A with refugee stamp (or EC class of admission)
- U.S. Passport

**List B (Documents Identity)**
- Driver's License issued by state/territory
- U.S. Military card
- Military dependent's ID card
- Canadian Driver's License

**List C (Documents Employment Authorization)**
- Social Security Account Number Card (Unrestricted)
- DHS Employment Authorization Document
- Native American tribal document

Must contain a Form I-94 or I-94A bearing the same name as the passport and containing an endorsement of the foreign national's nonimmigrant status, as long as the period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form. Must be unexpired.

[Description]

- Samples and Doc. # Locator
- E-Verify Info

Continue with Selected Document(s)  Cancel
Remote Section 2: F-1 Example

Additional Documents Confirmation

You have indicated that the employee presented an Employment Authorization Document (Form I-766). Some foreign national employees may present additional documents to establish employment authorization in combination with their EAD, such as a Form I-20 or Form I-797 Receipt Notice.

Did the employee present additional documents?

- NO
- Yes

Select an Additional Document

- None
- F-1/M-1 Employee (Form I-20)
- J-1 Employee (DS-2019)
- H-1B Portability (AC-24)
- H-2A Portability
- Nonimmigrant Extension w/ Current Employer

Continue with Selected Document(s)  Cancel
Remote Section 2: F-1 Example

Select an Additional Document

- None
- F-1/M-1 Employee (Form I-20)
- J-1 Employee (DS-2019)
- H-1B Portability (AC-21)
- H-2A Portability
- Nonimmigrant Extension w/ Current Employer

Continue with Selected Document(s)  Cancel

F-1/M-1 Employee (Form I-20)

Description: Sample a Doc. # Locator

The Form I-94 or Form I-94A for F-1 nonimmigrant students must be accompanied by a Form I-20, Certificate of Eligibility for Nonimmigrant Students, endorsed with employment authorization by the designated school official for off-campus employment or curricular practical training. Select this option if the employee presents a Form I-20. Then: Enter the Form I-20 number (Student and Exchange Visitor Number – SEVIS Number), Enter the program and date from the Form I-20 as the expiry date.
Remote Section 2: F-1 Example

D/S is used for student and exchange visitors (F-1, J-1). H-1B Visas will have an actual I-94 Expiration date.

I-20 Expiration Date must match what employee put on “Date Authorized to work until” in Section 1.
Remote Section 2: H-1B Example

Select a Document from List A - OR - one from both List B and C

<table>
<thead>
<tr>
<th>List A (Documents Both Identity &amp; Employment Eligibility)</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ Employment Authorization Document (I-766)</td>
</tr>
<tr>
<td>□ Foreign Passport with I-94 or I-94A</td>
</tr>
<tr>
<td>□ Nonimmigrant Visa &amp; Alien Registration Receipt Card (Form I-519)</td>
</tr>
<tr>
<td>□ Passport - Passport with Temporary I-94 Stamp</td>
</tr>
<tr>
<td>□ Passport with Temporary I-94A</td>
</tr>
<tr>
<td>□ Microbusiness Passport with I-94 or I-94A</td>
</tr>
<tr>
<td>□ Receipt Form I-561 with a Photograph (no foreign passport)</td>
</tr>
<tr>
<td>□ Temporary I-611 Printed On a Machine-Readable Immigrant Visa (MRIV)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>List B (Documents Identify)</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ Driver's License issued by state/territory</td>
</tr>
<tr>
<td>□ ID card issued by a government agency</td>
</tr>
<tr>
<td>□ U.S. Military ID card</td>
</tr>
<tr>
<td>□ U.S. Military draft record</td>
</tr>
<tr>
<td>□ Military dependent's ID card</td>
</tr>
<tr>
<td>□ Under 18 without the Above</td>
</tr>
<tr>
<td>□ Hospital record (under age 18)</td>
</tr>
<tr>
<td>□ Clinic record (under age 18)</td>
</tr>
<tr>
<td>□ School record (under age 18)</td>
</tr>
<tr>
<td>□ Birth Certificate (U.S.)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>List C (Documents Employment Authorization)</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ Social Security Account Number Card (Unrestricted)</td>
</tr>
<tr>
<td>□ U.S. Citizenship and Immigration Services Employment Authorization Document</td>
</tr>
<tr>
<td>□ Native American tribal document</td>
</tr>
<tr>
<td>□ Birth Certificate (U.S.)</td>
</tr>
</tbody>
</table>

Must contain a Form I-94 or I-94A bearing the same name as the passport and containing an endorsement of the foreign national's nonimmigrant status, as long as the period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form. Must be unexpired.
You have indicated that the employee presented a Employment Authorization Document (Form I-766). Some foreign national employees may present additional documents to establish employment authorization in combination with their EAD, such as a Form I-20 or Form I-797 Receipt Notice.

Did the employee present additional documents?

- NO
- Yes

Cancel
Remote Section 2: H-1B Example

H-1B Visas will have an actual I-94 Expiration date. The Date must match what the employee put on “Date Authorized to work until” in Section 1.
Remote Form I-9: Employer Representative

Authorized Employer Representative Electronic Verification

CERTIFICATION: I attest, under penalty of perjury, that I have examined the document(s) presented by the above-named employee, that the above-listed document(s) appear to be genuine and relate to the employee named, and that to the best of my knowledge the employee is eligible to work in the United States.

1. Enter your legal name and title:
   - First Name: Eric
   - Last Name: Right
   - Title or Position: Employer Representative

2. Select the box next to "I Agree" to acknowledge that you have read and accept the fact that you are signing a U.S. Government Form and that you are aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this Form.
   - I Agree

3. Click "Sign Form I-9 Electronically" to complete the electronic signature.

Sign Form I-9 Electronically
Remote Form I-9: Employer Representative

Once you select “I agree” you will receive the following notifications

IMPORTANT: You are signing Section 2 of the Form I-9. You must verify your submission before signing electronically. You will not be able to return to this form after it has been electronically signed. Click Yes if you are ready to continue with completing the electronic signature.

Yes | No

Authorized Employer Representative: Section 2 Complete

Section 2 Complete - Thank You!

Section 2 has been successfully signed and submitted to UC Riverside. This concludes the Authorized Representative process. Thank you for your assistance.
Remote Form I-9: Processor

The I-9 Manager (Processor) will also see that Section 2 has now been completed.
Remote Form I-9 – Processor Review
Remote Form I-9: Processor Review

Employment Information

Employer: UC Riverside
Worksite: College of Humanities, Arts an...
Business Name: UC Riverside (900 University Ave, Riverside, California 9252)
Start Date: 7/16/2018
Employee hired for three days or less

Employer Representative Information

First Name: Eric
Last Name: Right
Title: Employer Representative

Accept Form I-9
Remote Form I-9: Processor Review

Provide an Electronic Signature

1. Enter your legal name as your electronic signature: Sally T Sample

Employer Electronic Verification

1. Enter your legal name and title: Eric Right - Employer Representative
Remote Form I-9: Processor Review

The Form I-9 is complete.

Return to Employee Profile   OK
Remote Form I-9: Processor Review
Remote Form I-9: Processor Review
Dear Sally Sample:

The email confirms that Section 1 and Section 2 of the electronic Form I-9 has been completed. Thank you.

Have a question or need to contact us? Call 212-555-1212 Email test@mail.com

***DO NOT REPLY TO THIS EMAIL***
This email was sent by an automated system, so if you reply, nobody will see it.

Sincerely,
University of California
iPad Scanning for Section 2
iPAD Scanning

1. Ensure that Section 2 has been completed
   • You must complete Section 2 in Tracker (On your desktop computer or iPad) prior to capturing the images of the presented documentation.

2. Log in to Tracker on the iPad
   • Log into your iPad
   • Tap on the Safari app icon
   • Add a new tab by tapping on the “+” on the top right of the browser window
   • Make sure that any old tabs are closed by tapping on the left corner of the of tab(s).
iPAD Scanning

- Locate the Employee’s Form I-9 Record
- Search for your employee by entering identifiers on the Search
- Select your employee’s profile by tapping on it on the Search Results field (the selected record will be highlighted in orange once you tap on it).
iPAD Scanning

- Tap on the blue Review/Edit Selected I-9 button to get to the employees I-9 record.
iPAD Scanning

• One way to record the document data onto the form is by tapping on the blue “View/Upload File” button in the Employee Summary Section.
iPAD Scanning

- Another way to scan documents in, is to tap on the “View/Upload File” button from Section 2.
iPAD Scanning

• Select “Add files” and select “Take Photo or Video” to access the iPad camera.

Note: Be sure to take the photo from the browser and not outside from the application to make sure it is secure and it doesn’t store it on the camera role on the device. Apple products will not cache/save images of the documents on the device but it will store images on non-apples devices.
iPAD Scanning

- Take the photo and select either “Start” or “Upload All” to load the image.
iPAD Scanning

- Once it’s complete, this is what it will look like below and you can close the window or pop-up to return to the application or Section 2
iPAD Scanning

- Confirm that the image in attached on the Form I-9 Section 2 and select “Save/Validate”
Form I-9 Section 3
Section 3: Form I-9

Section 3 Possible Actions

• Add Section 3 – New Name
• Add Section 3 – Rehire Employee
• Add Section 3 – Reverification
Section 3: Form I-9

The Section 3 tab is accessible from the Form I-9 tab only after both Section 1 and Section 2 have been signed. Once the Form I-9 has been completed, Section 3 information can be added to the I-9 record by clicking the Create New Section 3 bar at the bottom of the Section 3 tab.
Section 3: New Name

Enter the new version in the Last Name, First Name, and Middle Initial (If applicable) Name fields under step A.
Section 3: New Name

Once you enter the new version under step A. Review the certification statement in the Employer Electronic Verification Section (Step E), check the I Agree box and sign. Click the Sign Form I-9 Electronically button to complete the process.
Section 3: Rehire

Use the employee’s original Form I-9 to document the rehire of an employee who has previously completed a Form I-9 and is rehired, if the employee is:

1. Rehired within three (3) years of the initial date of hire; and
2. Still eligible to work on the same basis as when the original Form I-9 was completed
3. If no Tracker record exists, complete an historical I-9 using the original paper I-9 and complete section three (3).
4. If unable to locate the original I-9, complete an I-9 in Tracker
Section 3: Reverification

NOTE: List B documents never require reverification.
Do not re-verify US Citizens or Permanent Residents. San Diego had to pay penalty to Department of Justice because of this.

1. Under Employment Verification Documents click on the Document Type Drop Down menu and select a document from List A or C
Section 3: Reverification: EAD Example

Select a Document from List A - OR - one from both List B and C

**List A (Documents Both Identity & Employment Eligibility):**
- U.S. Passport
- U.S. Passport Card
- Permanent Resident Card (Form I-551)
- Alien Registration Receipt Card (Form I-551)
- Foreign Passport with Temporary L-551 Stamp
- L-551 Stamp on Form I-94 with a Photograph (No foreign passport)
- Employment Authorization Document (I-766)
- Temporary L-551 Printed Notation on a Machine-Readable Immigrant Visa (MRIV)
- Foreign Passport with L-94 or L-94A
- Marshall Island Passport with Form I-94 or I-94A
- Micronesia Passport with I-94 or I-94A
- Receipt Form I-94/I-94A with refugee stamp (or RE class of admission)

**List B (Documents Identity):**

**List C (Documents Employment Authorization):**
- Social Security Account Number Card (Unrestricted)
- Birth Certificate (U.S.)
- Certification of Birth Abroad (Form FS-545)
- Certification of Report of Birth (DS-1380)
- Consular Report of Birth Abroad (FS - 240)
- DHS Employment Authorization Document
- Resident Citizen ID Card (Form I-179)
- U.S. Citizen ID Card (I-197)
- Native American tribal document

**Employment Authorization Document (I-766):**

**Description:** The Employment Authorization Document (I-766), or EAD Card, is issued to Foreign Nationals who are granted permission to be employed in the U.S. for a specific period of time. Enter the document number exactly as it appears on the document. The I-766 document number typically begins with 3 letters followed by 10 digits (e.g., WAC0000000002, see the sample image). Must be unexpired.

**Samples and Doc. # Locator:**

**Continue with Selected Document(s) Cancel**
Section 3: Reverification: EAD Example

New Employee Work Authorization Expiration Date
Section 3: Reverification Signature

Review the certification statement in the Employer Electronic Verification Section (Step E), check the I Agree box and sign. Click the Sign Form I-9 Electronically button to complete the process.
Section 3: Reverification: I-94 Example

Must contain a Form I-94 or I-94A bearing the same name as the passport and containing an endorsement of the foreign national’s nonimmigrant status, as long as the period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form. Must be unexpired.
Section 3: Reverification: I-94 Example
Section 3: Reverification Signature

Review the certification statement in the Employer Electronic Verification Section (Step E), check the I Agree box and sign. Click the Sign Form I-9 Electronically button to complete the process.
Section 3: Reverification Due

Reverification data now appears on the Employees’ Form I-9
Section 3: H-1B Extension

Select a Document from List A - OR - one from both List B and C

**List A** (Documents Both Identity & Employment Eligibility)
- Employment Authorization Document (I-766)
- Foreign Passport with I-94 or I-94A
- Nonimmigrant Alien Identification Card (I-571)
- Visas stamped in Alien Registration Receipt Card (I-551)
- U.S. Passport
- Permanent Resident Card (I-551)
- Alien Registration Receipt Card (Form I-551)
- Temporary I-551 I-94A

**List B** (Documents Identify)
- Driver’s License issued by state/territory
- ID card issued by a government agency
- Military dependent’s ID card
- Canadian Driver’s License
- Under 18 without the Above
- Hospital record (under age 18)
- School record (under age 18)

**List C** (Documents Employment Authorization)
- Social Security Account Number Card (Unrestricted)
- DHS Employment Authorization Document
- Native American tribal document

Must contain a Form I-94 or I-94A bearing the same name as the passport and containing an endorsement of the foreign national’s nonimmigrant status, as long as the period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form. Must be unexpired.
Section 3: H-1B Extension

Additional Documents Confirmation

You have indicated that the employee presented a Employment Authorization Document (Form I-766). Some foreign national employees may present additional documents to establish employment authorization in combination with their EAD, such as a Form I-20 or Form I-797 Receipt Notice.

Did the employee present additional documents?

- NO
- Yes

Select an Additional Document

- None
- F-1/M-1 Employee (Form I-20)
- J-1 Employee (DS-2019)
- H-1B Portability (AC-21)
- H-2A Portability
- Nonimmigrant Extension w/ Current Employer

Certain Nonimmigrant categories* may receive extensions of stay with the same employer if the employer files a Form I-129 petition with USCIS on their behalf before the nonimmigrant's current immigration status expires. These employees are authorized to continue to work while the petition is being processed for a period not to exceed 240 days, or until USCIS denies your petition, whichever comes first. Retain the following documents with the employee’s Form I-9: • A copy of the new Form I-129; • Proof of payment for filing a new Form I-129; and • Evidence that you mailed the new Form I-129 to USCIS. After submitting Form I-129 to USCIS, you will receive Form I-797(C) from USCIS acknowledging that your petition is pending, which you should retain with the employee’s Form I-9. *Categories include E-1, E-2, H-2B, H-3, L-1, O-1, O-2, P-1, P-2, P-3, Q-1, R-1 and TN (per 8 CFR 274a.12 (b) (20)).
Section 3: H-1B Extension

The Code of Federal Regulations states that H-1B visa holders who have filed for extension before their previous approvals expired are allowed to continue working for up to 240 days beyond the end date of their current approval period while their applications are pending.

Enter the Extension of Status Reverification Due Date: Employees are authorized to continue to work while the petition is being processed for a period not to exceed 240 days, or until the extension petition is rejected, denied, or withdrawn.

The Reverification Due Date is 240 days from the date the I-94 expires.
Section 3: Delete

A Section 3 item can be removed from the I-9 Record at any time if it was added by mistake or if the information was not accurate and needs to be re-entered.
Logging Out

• The production environment will time users out if there is no activity. As a best practice always make sure you are logged out.
Academic Considerations
AY Academic Retrohires

- Per the UC Office of General Counsel, the Form I-9 “hire” date is triggered by PAY or WORK (whichever comes first).
- The 9/12 appointee has until the date that PAY or WORK is triggered to complete Section 1. The I-9 Manager in the Shared Services Center will need to create a Custom Audit Note (in the I-9 Summary Page) for AY Academic Appointees.
- The “hire date” in tracker does not have to match the “hire date” in UCPath. UCPath will not push the hire date to Tracker once the systems are integrated as previously mapped out. Therefore, the date in Tracker for AY Retroactive New Hires, should be equal to their first day of WORK (service) or PAY whichever comes first.
<table>
<thead>
<tr>
<th></th>
<th>Example of when it is triggered by work or service</th>
<th>Example of when it is triggered by pay:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Available for Onboarding</td>
<td>August 10</td>
<td>July 15</td>
</tr>
<tr>
<td>Appointment start date</td>
<td>July 1</td>
<td>July 1</td>
</tr>
<tr>
<td>First day of work (service)</td>
<td>Sept 26</td>
<td>Sept 26</td>
</tr>
<tr>
<td>First pay date</td>
<td>Sept. 1</td>
<td>August 1</td>
</tr>
<tr>
<td>Hire Date for I-9/Tracker</td>
<td>Sept. 1</td>
<td>August 1</td>
</tr>
<tr>
<td>Hire Date for UCPath</td>
<td>July 1</td>
<td>July 1</td>
</tr>
</tbody>
</table>
### AY Academic Retrohires: Example 2

<table>
<thead>
<tr>
<th>Available for Onboarding</th>
<th>Sept. 26</th>
<th>Sept. 18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appointment start date</td>
<td>July 1</td>
<td>July 1</td>
</tr>
<tr>
<td>First day of work (service)</td>
<td>Sept. 26</td>
<td>Sept. 26</td>
</tr>
<tr>
<td>First pay date</td>
<td>November 1</td>
<td>October 1</td>
</tr>
<tr>
<td>Hire Date for I-9/Tracker</td>
<td>Sept. 26</td>
<td>Sept. 26</td>
</tr>
<tr>
<td>Hire Date for UCPath</td>
<td>July 1</td>
<td>July 1</td>
</tr>
</tbody>
</table>
The Audit Notes feature is located on the Summary Tab of the Form I-9 Record. The Summary Tab can be reached by navigating to an Employee Profile, accessing the Form I-9 page, and then selecting the “Summary Tab” that is furthest to the left.

Creating a Custom Audit Note in Tracker
A Custom Audit Note can be created at any time for any I-9 record by clicking on the Create Custom Audit Note button. There are no limits to the number of Custom Audit Notes that can be added to an I-9 Record. These notes are useful when annotating why something was made to the record.
Creating a Custom Audit Note in Tracker

1. Select the correct Audit Batch from the dropdown list or accept the default selection.
2. Select either Audited Without Correction or Audited Correction Needed.
3. Select Audited Without Correction if no changes were made to the Form I-9.
4. Select Audited Correction Needed if changes are needed to one or more Form I-9 fields.
5. If Audited Correction Needed was selected and the corrections have been made, click the “Check if Corrected” checkbox.
6. Enter an Internal Note that describe the action taken or circumstances surrounding the audit. The notes appear on the Audit Batch report and can be used to explain why a Form I-9 had issues and the steps taken to address those issues.
7. Click the Save button.
Creating a Custom Audit Note in Tracker

Once an Audit Note is saved, it will appear in the existing Audit Note table. If you would like to see the Audit Note click the View link.
System Recommended Audit Note
System Recommended Audit Notes

• In addition to Custom Audit Notes, the Tracker I-9 system will recommend an Audit Note when specific compliance issues exist (Example, late signatures). These recommendations will appear in the System Recommended Audit Note section of the Audit Notes feature that appears on the Summary Tab.

“No Recommendations” will appear if the system does not detect a compliance issue.

The system will prompt you to create a System Recommended note when a compliance issues exists.
System Recommended Audit Notes

Audit Date: 11/25/2015
Audit Type: Late Section 1/2 Signature
Audit Batch: Late Signatures

Select a reason for the late signature(s):
- Late Signature Due to Oversight
- Late Signature Due to Missing I-9
- Late Signature Due to New I-9 Required
- Other Reason

Internal Note: An internal audit revealed that one or more sections of this I-9 record were not completed within compliance deadlines. This audit note acknowledges the oversight. Our company policy is to complete Section 1 no later than the employee's first day of work for pay; Section 2 must be completed within three business days of the date employment begins (unless the employee is hired for three days or less, in which case Section 2 must be completed on the employee's first day of work for pay).
Reports
## Reports

![Image of a dashboard showing I-9 records and compliance status](image)

**Create New I-9**

- **Section 1 Due**: 1
- **Section 2 Due**: 1
- **E-Verify/Pending**: 0
- **Reverification Due**: 1
- **Receipt Reverification Due**: 0

**I-9 Custom Reports**

- **Compliance Reminder**: Must be signed by the first day of work for employee's three business days of hire.
- **Purge Report**: Must be signed within three days.

**I-9 Record Summary List View**

- **Total**
Reports: I-9 Summary List View

To see the different reports that can be generated, hover over the Reports tab:
1. I-9 Record Summary List View
2. Purge Report (Only Advanced Users will be able to use this function)
3. I-9 Custom Reports
We will not be using the Security Group function.

You can limit your results by choosing one or more of the radio button options listed on the left hand side of the page and entering a corresponding date or range of date.

You can also filter your results by selecting one or more values from the Next Action Needed, Employer Worksite, I-9 Manager and/or I-9 Record Type dropdown lists.
**Reports: I-9 Summary List View**

The report displays the employee name as a hyperlink that, when clicked, opens the I-9 record.

**Employee I-9 Records**

<table>
<thead>
<tr>
<th>Employee I-9 Records (1)</th>
<th>Export to Excel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Name</td>
<td>Start Date</td>
</tr>
<tr>
<td>SAMPLE, Sally</td>
<td>07/19/2018</td>
</tr>
<tr>
<td>UC Riverside</td>
<td>College of Humanities, Arts and Social Sciences - No E-Verify</td>
</tr>
<tr>
<td>07/06/2018</td>
<td>07/06/2018</td>
</tr>
<tr>
<td>01/06/2020</td>
<td>07/06/2018</td>
</tr>
<tr>
<td>Reverify Due</td>
<td>Next Ac</td>
</tr>
<tr>
<td>01/06/2020</td>
<td>Reverify</td>
</tr>
</tbody>
</table>
### Reports: I-9 Summary List View

<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
<th>H</th>
<th>I</th>
<th>J</th>
<th>K</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Name</td>
<td>Start Date</td>
<td>Employer</td>
<td>Worksite</td>
<td>Complete Section 1</td>
<td>Complete Section 2</td>
<td>E-Verify Case Date</td>
<td>Reverify Due Date</td>
<td>Term Date</td>
<td>Next Action</td>
<td>Due Date</td>
</tr>
<tr>
<td>SAMPLE, Sally</td>
<td>07/16/2018</td>
<td>UC Riverside</td>
<td>College of Humanities, Arts</td>
<td>07/06/2018</td>
<td></td>
<td>01/06/2020</td>
<td></td>
<td></td>
<td></td>
<td>01/06/2020</td>
</tr>
</tbody>
</table>
Tracker offers the Purge Report to help you quickly find I-9 Records that can be purged and permanently deleted. I-9 Records become eligible for purging three years after the Start Date or one year after the Termination Date, whichever is later. All I-9 Records that are eligible for purging and are accessible to your security role are displayed in this report.
Reports: I-9 Custom Reports
Reports: I-9 Custom Reports

Choose Worksite and I-9 Information
1. Choose Worksite

Choose Worksite

Choose I-9 Information

At least one selection is required.

Create Date From To

Citizen Status

None Citizen Permanent Resident Authorized Alien Noncitizen National

Next Action

NONE ENTER START DATE Complete Section 1 Complete Section 2 Report Reverification Due Complete E-Verify Reverification Due Purge Awaiting Approval Enter Employer Rep Info RESOLVE ERRORS

Choose Report Fields
Choose I-9 Information

2. Filter by (Date Range) this option allows you to view only I-9 Records created within a specific date range or with a start date between a range of dates. Enter a From and To date. You can leave one of the date fields blank if you want to specify an open ended range.
Reports: I-9 Custom Reports

Citizen Status and Next Action

3 and 4. Select one or more from the list or all.

Citizen Status

- None
- Citizen
- Permanent Resident
- Authorized Alien
- Noncitizen National

Next Action

- NONE
- ENTER START DATE
- Complete Section 1
- Complete Section 2
- Receipt Revocation Due
- Complete E-Verify
- Revocation Due
- Purge
- Awaiting Approval
- Enter Employer Rep Info
- RESOLVE ERRORS
5. The custom report can include I-9 Records based on the calculated Next Action. Check one or more items from the list of leave the default of all next action values.
Choose Report Fields

6. The next step is to choose which Form I-9 fields to output on your custom report. The box on the left is a list of all the available fields; the box on the right is the list of fields that will appear on the custom report. The most common fields are already pre-selected.

7. After selecting report field options, click Run Report to generate report and display results.
Saving and Exporting
You can save any Custom Report by clicking the **Save Report** button, entering a **Save Report As** name, a **Description** and clicking **Continue**.
Reports: I-9 Custom Reports

Saving and Exporting
A previously saved custom report can be opened at any time. Simply select Custom I-9 Reports from the Reports dropdown. Scroll all the way down then choose the saved report from the select Report dropdown and click Run Report.
To export the results of the report, click Export List to Excel so you can view it on Microsoft Excel.
Creating a Historical I-9

The Tracker Dashboard

Click on Create New I-9

Create I-9 Wizard

Create New I-9 for New Employee
Create New I-9 for Active or Inactive Employee
Creating a Historical I-9

On the Employee Profile tab do the following: Enter the information from the paper Form I-9 for Section 1 AND Section 2, including signatures as recorded on the paper form I-9

1. First Name
2. Last Name
3. Worksite
4. Click on Save/Create I-9
5. Click on create Historical I-9 form
6. Click Continue
Once you click on create Historical I-9 form
7. Enter the Section 2 Signature Date
8. Click Continue
9. Confirm Form I-9 Revision
Section 1: Historical I-9

Data from the paper I-9 needs to match what is entered electronically.

Section 1 of the Historical I-9 form will auto populate as you enter the information on the right.
Section 2: Historical I-9 Responsibilities

Employee Responsibilities

• Employees must present unexpired original documentation that shows the employer their identify and employment authorization
  • One document from List A; or
  • One document from List B in combination with one document from List C

Employer Responsibilities

• Ensure that any document your employee presents is original and on the Lists of Acceptable Documents
• Enter the document title, issuing authority, number(s) and expiration date (if any) from the original document(s) your employee presented.

- List A contains documents that show both identity and employment authorization
- List B documents only show identity
- List C documents only show employment authorization only
Section 2: Historical I-9

Completing Section 2: Employer Review and Attestation
- Save/Create Historical Record
- Click Yes/No
- Create Historical Form

Note: Record Creation Attestation requires you to check the box “I agree” to acknowledge that you are creating a Form I-9 based on the information as it appears on the original paper Form I-9. Click on the green button “Create Historical Form” to create the electronic Form I-9.
Resources
Additional Links and Resources

- Tracker I-9 Complete Manual
- The Most Current Form I-9 Version 07/17/17
- UCNET FORM I-9
- USCIS
- Handbook For Employers
- List of Acceptable Documents
- Training Materials
Policy Overview
The Form I-9

Purpose

• The form is used for all U.S. employers to verify the identity and employment authorization individuals hired for employment in the U.S.

Immigration Reform and Control Act (IRCA):

• Forbids employers from knowingly hiring individuals who do not have work authorization in the United States.
• Individuals who may legally work in the United States are:
  • Citizens of the United States
  • Noncitizen nationals of the United States
  • Lawful Permanent Residents
  • Aliens authorized to work
Who needs a Form I-9?

The Form I-9 is only required for employees who perform labor or services in return for actual or anticipated wages or other remuneration.

Example: Volunteers, and individuals who provide services but receive no compensation are not required to be I-9d. This has been confirmed by OGC and with USCIS experts.

You are not Required to complete form I-9 for:

- Employers are not required to have Forms I-9 for employees hired on or before November 6, 1986
- Independent contractors for whom you do not set work hours, or provide tools to do the job
- Employees working outside the United States
The I-9 High Level Process

1. Employee accepts offer for employment
2. Employee completes Section 1 of the form no later than first day of work or pay
3. Employee gives documents and from to Employer
4. Employer completes Section 2 of the form no later than 3RD business day employee starts work for pay

If Employee’s work authorization expires, then a reverification using section 3 must be completed no later than the day the original documents expire.
I-9 Completion Timeline Example

- No later than 3 business days after employee’s first day of work or pay:
- **Required Steps:**
  - The employee must present work authorization documentation to employer
  - The employer must complete, sign, and date Section 2

### Monday-Thursday Example

- Monday is employees first day
  - Section 1 due date = **Monday**
  - Section 2 due date = **Thursday**

- UCR is required to terminate the employee if the employee does not provide documentation by the required deadline
Additional Courses

• I-9 Policy Training
Your Feedback Please

http://ucriverside.az1.qualtrics.com/jfe/form/SV_2aUiijs53hBxYtT
Thank You