





Elimination of Form I-9 Requirement

Effective July 1, 2020, the bargaining parties have agreed to eliminate the Form I-9 as a roster placement requirement. Therefore, from that date forward, Contract Services will no longer complete or re-verify Forms I-9.


1. Why wait until July 1, 2020?

-  The parties agreed to the July 1, 2020 date because it provides the companies time to establish their own practices and policies regarding Form I-9 requirements. Until then, Contract Services will maintain its current practices and policies.


2. What does that mean for employers as of July 1, 2020?

-  As of July 1, 2020, all companies will need to complete and retain their own Forms I-9 for all employees, if not already doing so. All companies will be required to comply with all relevant I-9 regulations independently and will no longer be able to rely on Contract Services to complete and re-verify Forms I-9.


3. What are employer responsibilities before July 1, 2020?

-  All companies that have relied on Contract Services as a source of Forms I-9 compliance will need to establish policies and practices for completing, storing, and re-verifying their own Forms I-9 for all new and existing employees, effective July 1, 2020.

4. How long will Contract Services maintain existing Forms I-9 on file?

-  Contract Services will only maintain and archive existing Forms I-9 on file for five (5) years from July 1, 2020, in accordance with regulations governing I-9 maintenance requirements.

5. What if an employer needs copies of Forms I-9 for an audit?

-  In the event of a Form I-9 audit, copies of Forms I-9 on file with Contract Services that were completed prior to July 1, 2020 will be available to companies upon request for five (5) years from July 1, 2020, in accordance with all applicable Form I-9 maintenance regulations.