



HR Heads-up

Announcing E-Verify+

Is the New Streamlined Hiring Process Right for Your Business?

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Every U.S. employer has a duty to verify its employees' identity and work authorization documents to help ensure its workforce is legally eligible to work in the United States. The U.S. Department of Homeland Security (DHS) and the Social Security Administration (SSA) are launching E-Verify+, a new *voluntary* service, to simplify this requirement. E-Verify+ combines the Form I-9 procedure (mandatory) and E-Verify (voluntary for most employers) into one digital process, making employment eligibility verification more efficient. However, participation has some drawbacks for employers and their employees.

WHAT IS E-VERIFY+, AND HOW IS IT DIFFERENT?

E-Verify+ is an enhanced version of the traditional E-Verify system. After its full rollout, E-Verify+ will allow employers to initiate the I-9 process electronically. Employees will complete Section 1 of Form I-9 online and upload their documents, which will populate automatically into Lists A or B and C. E-Verify+ will compare the employee's information with government records to determine employment eligibility. Then, it will send the employee either an "Employment Authorized" notification or a "Tentative Non-confirmation" with instructions for further action. After receiving notice that the case is "Ready for Review" the employer must review the employee documents (in-person or by live video) and attest to Section 2 of the Form I-9 via electronic signature. E-Verify+ is intended to speed up the verification process and reduce the likelihood of data entry errors and identity fraud.

BENEFITS FOR EMPLOYERS AND EMPLOYEES

- Online instructions and real-time feedback guide employees to provide the correct documents, and employees can retain their I-9 documents in their online account for future use.
- E-Verify+ provides a virtual alternative to the strict in-person I-9 document review requirements.
- Electronic submission and confirmation of Form I-9 information reduces data entry errors.
- Avoids misinterpretation of “List A or B and C” document requirements, providing peace of mind.

DRAWBACKS FOR EMPLOYERS AND EMPLOYEES

- Employees must create a myUSCIS account online and upload documents, introducing possible technology difficulties.
- E-Verify+ gives the government access to information it might not otherwise have, which could be used for investigations.
- Employers need to learn how to use E-Verify+ and teach their employees, which might take time.
- E-Verify+ may generate false negatives, flagging authorized employees as unauthorized and delaying important work.

Detailed information and enrollment instructions are available on the [E-Verify+ website](#). Reach out to one of Boardman Clark’s [Immigration Law attorneys](#) to discuss whether E-Verify+ is a good fit for your business.

Disclaimer: This information is not intended to be legal advice. Rather, it seeks to make recipients aware of certain legal developments that affect human resource issues. Recipients who want legal advice concerning a particular matter should consult with an attorney who is given a full understanding of the relevant facts pertaining to the particular matter.

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