

# HR Brief

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## Updated Form I-9 Required Beginning Sept. 18

On July 17, 2017, U.S. Citizenship and Immigration Services (USCIS), part of the U.S. Department of Homeland Security, issued an updated version of [Form I-9: Employment Eligibility Verification](#) (Form I-9). Under federal law, every employer that recruits, refers for a fee or hires an individual for employment in the United States must complete a Form I-9.

The updated form replaces a version that was issued in 2016. Employers may continue using the 2016 form until Sept. 17, 2017. Exclusive use of the updated form is expected by **Sept. 18, 2017**. The new form expires on Aug. 31, 2019.

The updated Form I-9 includes revisions to the instructions and to the list of acceptable documents, but does not include substantive revisions for

completing the Form I-9. Visit the USCIS [website](#) for more information regarding USCIS or the new Form I-9.

### Revisions Snapshot

The following are only some of the changes made to the Form I-9:

- Changed the name of the Office of Special Counsel for Immigration-Related Unfair Employment Practices to its new name, Immigrant and Employee Rights Section.
- Removed “the end of” from the phrase “the first day of employment.”
- Renumbered all List C documents except the Social Security card.
- Combined all the certifications of report of birth issued by the Department of State (Form FS-545, Form DS-1350 and Form FS-240) into selection C #2 in List C.

For a complete list of changes, or for more information on how these changes might impact your organization, please contact your Loudoun Insurance Group LLC representative today.

**Loudoun Insurance Group LLC**  
5 Wirt Street SW, Suite 300  
Leesburg, VA 20175  
P 703.777.8118 F 703.777.8779

[www.LoudounInsuranceGroup.com](http://www.LoudounInsuranceGroup.com)

## DID YOU KNOW?

In the early morning hours of July 28, 2017, members of the U.S. Senate voted 49-51 to reject a “skinny” version of a bill to repeal and replace the Affordable Care Act (ACA), called the Health Care Freedom Act.

Because the Senate was unable to pass any ACA repeal or replacement bill, the ACA remains current law, and **employers must continue to comply with all applicable ACA provisions.**

## Harder Than Ever to Fill Jobs in U.S.

It currently takes an average of 31 days to fill a position vacancy in the United States, according to a recent report by Deutsche Bank. This is the longest span ever, contrasted against 15 days to fill a job in 2009.

As if to confirm the report, the National Federation of Independent Business (NFIB) recently said 85 percent of employers claim to have few or no qualified applicants.

Additionally, the NFIB reported earlier this year that 33 percent of small businesses could not fill a job vacancy from the previous month.

Experts pointed out that wages might be a contributing factor in the “tight” labor market. Some employers have quickly filled positions with qualified candidates simply by offering better wages.

To discuss strategies for strengthening your recruitment efforts, please contact your Loudoun Insurance Group LLC representative.