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Client Alert



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Current Form I-9 Valid Beyond Expiration Date of June 30, 2009

As most employers know, a Form I-9 must be completed for all newly hired employees to verify their identity and authorization to work in the United States. The current Form I-9, which was required beginning April 3, 2009, has an expiration date of June 30, 2009. However, on June 26, 2009, the U.S. Citizenship and Immigration Services (USCIS) announced that the Form I-9 will be valid for use beyond June 30, 2009. The current Form I-9 that employers are required to use can be found at the following link:

<http://www.uscis.gov/files/form/i-9.pdf>

USCIS has requested that the Office of Management and Budget approve the continued use of the current version of Form I-9. While this request is pending, the Form I-9 (with a revision date of February 2, 2009) will not expire.

USCIS will update Form I-9 when the extension is approved. USCIS has announced that once the revision is made, employers will be able to use either the Form I-9 with the new revision date or the Form I-9 with the February 2, 2009 revision date at the bottom of the form.

If you have questions regarding the Form I-9 or other workplace law matters, please contact Bert Guy, Tom Scroggins, or Brooke Nixon at (205) 633-0200.

Final Increment of Minimum Wage Increase Effective July 24, 2009

The Fair Minimum Wage Act of 2007 was passed on May 24, 2007, and signed into law by President Bush on May 25, 2007. The legislation increased the federal minimum wage from \$5.15 an hour to \$7.25 an hour over a period of two years. The increase is to be accomplished in three increments. Sixty days from the date of the Act's passage, the minimum wage increased from \$5.15 to \$5.85 and on July 24, 2008, the minimum wage increased from \$5.85 to \$6.55. The final increase is effective July 24, 2009, when the federal minimum wage will increase to \$7.25 per hour for most workers.

Employers should review compensation rates to ensure compliance with the new wage increase. If you have questions regarding the federal minimum wage or other workplace law matters, please contact Bert Guy, Tom Scroggins, or Brooke Nixon at (205) 633-0200.

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Mississippi State Bar requires: FREE BACKGROUND INFORMATION AVAILABLE UPON REQUEST.