# CONNECTED BY UF

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# REVERIFYING FOREIGN NATIONALS

### **EXPIRING WORK AUTHORIZATIONS**

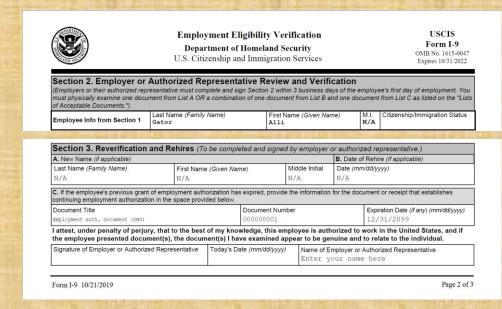
myUFL Enterprise Analytics > Team Content >
Human Resources Information > Workforce
Information > Visa Expiration Report by Department

"...a foreign worker whose work authorization is temporary must indicate the expiration date under Section 1 of the Form I-9, and the employer must reverify the employee's eligibility to work in the United States on or before that expiration date ... If this process is not completed by the expiration date, the employee cannot continue to work and may be put on a leave of absence or terminated, per company policy." [SHRM.org, How to Update or Reverify I-9 Forms]

## Common Automatic 180day EAD Extension categories

- a3 refugee
- a5 asylee
- a10 withholding of deportation or removal granted
- a12 Temporary Protected Status (TPS) granted
- c8 asylum application pending
- c9 pending AOS
- c19 pending initial application for TPS
- c03b F1 OPT with pending application for c03c STEM OPT





### **Document Types:**

Employment auth. document (DHS)
Employment Auth. document (Form I-766)
Perm. Resident Card (Form I-551)

I-20, DS-2019 EAD card green card

**UFHR I-9 Reverification Process and Portal** 

# PENALTIES FOR NON-COMPLIANCE

The minimum fine per individual for paperwork or technical violations increased from \$230 to \$234, while the maximum fine increased from \$2,292 to \$2,332. Fines for knowingly hiring or continuing to employ unauthorized workers went up as well. The range for a first offense went from \$573-\$4,586 to \$583-\$4,667. effective June 17, 2020 (U.S. Department of Homeland Security)

Penalty <u>calculation table</u> can be found at ICE.gov

