

CXUF

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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 180-day 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

Section 2. Employer or Authorized Representative Review and Verification
(Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You must physically examine one document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

Employee Info from Section 1	Last Name (Family Name) Gator	First Name (Given Name) A111	M.I. N/A	Citizenship/Immigration Status
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Section 3. Reverification and Rehire (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable)		B. Date of Rehire (if applicable)	
Last Name (Family Name) N/A	First Name (Given Name) N/A	Middle Initial N/A	Date (mm/dd/yyyy) N/A

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

Document Title Employment auth. document (DHS)	Document Number 000000001	Expiration Date (if any) (mm/dd/yyyy) 12/31/2099
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I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)	Name of Employer or Authorized Representative Enter your name here
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Document Types:

- Employment auth. document (DHS) I-20, DS-2019
- Employment Auth. document (Form I-766) EAD card
- Perm. Resident Card (Form I-551) green card

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 [calculation table](#) can be found at ICE.gov