






What should you do IF YOUR BOSS TRIES TO REVERIFY YOUR WORK DOCUMENTS?

Once a worker has filled out the I-9 form, they are considered a “continuing employee.” They are not obligated to fill out a new I-9 form or show their work documents again, except when the reverification is warranted (outlined below).

An employer can reverify your documents on only two occasions:

-  If there is an audit by U.S. Citizenship and Immigration Services; or,
-  If the information provided by the employee on the I-9 form indicates that their work authorization is about to expire or has expired.



If you and your coworkers need help in preparing a plan to defend yourselves from ICE, contact us!

Your employer should not require reverification of your work permit:

-  If you are a permanent legal resident (you have a green card).
-  If you protested or complained about working conditions.
-  If you return to work after a temporary lay off due to a decline in work available.

Continued on the next page





What should you do IF YOUR BOSS TRIES TO REVERIFY YOUR WORK DOCUMENTS?

Your employer should not require reverification of your work permit:

- After a temporary absence approved by your employer for medical or family leave.
- If you are on strike.
- As a form of retaliation for participating in union activity.
- If you received a promotion, a demotion, or a raise.
- If they move you to a different department within the same company.
- If you return to work due to a labor arbitration or some other decision by a state agency.

If your employer asks for your work documents again, it might be discrimination.

- Tell them to send you an email with the request and the reason why they are asking to reverify your documents.
- If you are a union member, contact your steward or business representative.
- If you are not a union member, contact Worker Justice Wisconsin.

If you and your coworkers need help in preparing a plan to defend yourselves from ICE, contact us!