



8 Things Not to Forget When Filling Out I-9 Forms, *SHRM*, ft. Elizabeth Stonhaus

Elizabeth Stonhaus, attorney in the Kaufman Dolowich & Voluck, LLP San Francisco office, was quoted in an article written by Lisa Nagele-Piazza published by SHRM on May 11, 2018.

An uptick in federal immigration enforcement priorities combined with new California rules make it more challenging than ever for employers to ensure immigration compliance. Properly completing and maintaining I-9 forms is essential.

California Conundrum

California employers must also comply with the act's notification and posting requirements regarding inspections of I-9 forms or other employment records, said Elizabeth Stonhaus, an attorney with Kaufman Dolowich & Voluck in San Francisco. Employers that violate the act are subject to civil penalties of \$2,000 to \$5,000 for a first violation, and \$5,000 to \$10,000 for each subsequent violation.

"Not only are California's employers grappling with the statute's basic meaning, they have also been placed at the center of an ongoing federal pre-emption controversy," Stonhaus noted. The federal government filed a lawsuit in March against California, arguing that AB 450 and other recently enacted California immigration laws are unconstitutional.

"For now, employers should communicate with their employees about the appropriate individuals to handle communications with immigration enforcement agencies," she said.