

# HR Brief

May 2025



## USCIS Updates Form I-9 and E-Verify

The U.S. Citizenship and Immigration Services (USCIS) recently updated its Employment Eligibility Verification form (Form I-9) and the Department of Homeland Security (DHS) Privacy Notice in the form's [instructions](#) to align with statutory language. The [revised](#) Form I-9 is dated "01/20/25" and has an expiration date of "05/31/2027."

### Key Updates

Key updates to the Form I-9 include:

- Renaming the fourth checkbox in Section 1 to "An alien authorized to work"
- Changing "gender" to "sex" in the description of two List B documents in the Lists of Acceptable Documents
- Adding statutory language and a revised DHS Privacy Notice to the instructions

Starting April 3, 2025, the Citizenship Status selection during case creation in E-Verify and E-Verify+ will change from "A noncitizen authorized to work" to "An alien authorized to work." However, employers

should note that if an employee attests on Form I-9 as "A noncitizen authorized to work," the employer must select "An alien authorized to work" in E-Verify. E-Verify cases will display "An alien authorized to work," while employees and employers may continue to see "A noncitizen authorized to work" on Form I-9, depending on the form edition being used.

### Employer Takeaway

The updated Form I-9 is currently available for employers to use. Additionally, employers may continue to use prior editions of the form until their respective expiration dates, as follows:

- Form I-9 (08/01/23 edition) is valid until May 31, 2027.
- Form I-9 (08/01/23 edition) is valid until July 31, 2026 (employers using this form must update their electronic systems with the May 31, 2027, expiration date by July 31, 2026).

Employers should ensure that the updated Form I-9 is incorporated into their employment verification process by July 31, 2026. Employers can find more information and additional resources by visiting the USCIS' [I-9 Central](#).

## RxDC Reporting Due by June 1, 2025

Group health plans and health insurance issuers must annually submit detailed information on prescription drug and health care spending to the Centers for Medicare and Medicaid Services (CMS). This reporting is referred to as the "prescription drug data collection" (or "RxDC report"). The next RxDC report is due by Sunday, June 1, 2025, covering data for 2024.

The RxDC report is comprised of several files, including those that require specific plan-level information, such as plan year beginning and end dates and enrollment and premium data. It also includes files that require detailed information about medical and pharmacy benefits.

Most employers contract with third parties, such as issuers, third-party administrators (TPAs) and pharmacy benefit managers (PBMs), to submit RxDC reports on behalf of their health plans. Employers may work with multiple third parties to complete the RxDC report for their health plans. A health plan's submission is considered complete if CMS receives all required files, regardless of who submits them.

## Action Steps

Employers should start reaching out to their issuers, TPAs or PBMs, as applicable, to confirm that they will submit the RxDC files for their health plans by June 1, 2025. Employers should also confirm that their written agreements with these third parties address this reporting responsibility. In addition, employers will likely need to provide their third-party vendors with plan-specific information, such as enrollment and premium data, to complete their RxDC submission. Employers should watch for these vendor surveys and promptly provide the requested information. Because employers with self-funded plans are ultimately responsible for RxDC reporting, they should monitor their TPAs' or PBMs' compliance with this reporting requirement.

Employers can review the following resources:

- RxDC reporting [webpage](#)
- [Frequently Asked Questions](#)
- [Reporting instructions](#) (updated January 2025)
- [User Manual](#) for submitting RxDC reports

Contact us today for more information.