

This notice is from _____ (state name of employer) after receiving results from a federal Form I-9 Inspection.

Notice to Affected Workers of Form I-9 Inspection Results

The Immigrant Worker Protection Act (RCW 49.97) is a Washington state law that requires employers to provide notice to each worker identified by a federal Form I-9 inspection result as lacking work authorization or whose paperwork has discrepancies. The employer must do so within five (5) business days of receipt of the inspection results. This letter dated (MM/DD/YYYY): _____, constitutes notice of the Form I-9 inspection results.

The following federal agency (or agencies) conducted a Form I-9 inspection of our records:

- ☐ Department of Homeland Security (DHS)
 - ☐ ICE (Immigration and Customs Enforcement)
 - ☐ USCIS (United States Citizenship and Immigration Services)
- ☐ United States Department of Labor (DOL)
- ☐ Other: _____

The results of the Form I-9 inspection were received on (MM/DD/YYYY):

You were identified as:

- ☐ Unable to verify work authorization
- ☐ Missing or incomplete documentation
- ☐ Error or technical issue with Form I-9
- ☐ Other

The specific error(s) identified in our records that relate to you are:

Any correction to your work authorization forms must be provided by your employer to the federal agency by this date (MM/DD/YYYY):

You may present documents to us to reverify your work authorization. Within the allotted correction time, this employer is available on the following dates and times to meet and correct the errors (MM/DD/YYYY):

* When presenting your work authorization documentation, you do not have to discuss your immigration status with us. If you have a union or collective bargaining representative, you also have the right to bring that representative to the meeting. *

A copy of the federal agency's Form I-9 inspection results related to you, and any accompanying documents, are attached with this notice.

Employees should discuss all legal issues and questions relating to their individual circumstances with an attorney. If you are seeking advice or have questions about the I-9 inspection process, the below information may be helpful:

- Washington Immigrant Solidarity Network (WAISN) Deportation Defense Hotline: 1-844-724-3737. Hours: Monday to Friday, 6am to 6pm. Interpretation available in nearly 300 languages. Know Your Rights information, legal referrals and resources, accompaniment.
<https://waisn.org/what-we-do/deportation-defense/hotline/>
- The Northwest Immigrant Rights Project (NWIRP) offers legal services and advocacy for immigrants in Washington state. They can be reached by email at: info@nwirp.org. For more help from NWIRP, please go to: <https://www.nwirp.org/get-help/>
- More organizations and resources can be found at: atg.wa.gov/iwpa

