

Colorado Affirmation Form For Employment Verification Repealed

This is being provided for informational purposes only, and not as legal advice. As the employer or user of consumer reports, it is your responsibility to ensure compliance with all of the relevant federal, state and local laws governing this area, including, but not limited to, the FCRA. We strongly recommend that prior to use, you consult with your own attorney.

Colorado employers (should) all know that whenever they onboard a new employee, they must complete the Employment Eligibility Verification form ([Form I-9](#)) issued by U.S. Citizenship and Immigration Services ([USCIS](#)) within three (3) business days of hire.

Form I-9 is a federal requirement, the current version of which, (OMB No. 1615-0047), was set to expire on March 31, 2016. However, the USCIS is, as of the date of this writing, (July 13, 2016), still in the process of considering changes before issuing the new form, and recommends that “Until further notice, employers **should continue** using [Form I-9, Employment Eligibility Verification](#). This current version of the form continues to be effective even after...March 31, 2016.” and “To learn more about Form I-9 visit [I-9 Central](#).”

Colorado employers (should) also all know that whenever they onboard a new employee, as of the date of this writing, (July 13, 2016), in addition to Form I-9, they must **also** complete the [Colorado Affirmation Form](#).

The Affirmation Form is a state requirement specific to Colorado, which has been argued is somewhat duplicative of Form I-9. Currently, Colorado’s Employment Verification Law (8-2-122, C.R.S.) requires both public and private employers who transact business in Colorado, and for employees hired on or after January 1, 2007, to complete the Colorado Affirmation Form within 20 days of hire as well as keep copies of documents presented for purposes of Form I-9.

However, effective **August 10, 2016**, Colorado employers will **no longer** need to complete the Colorado Affirmation Form due to the passage of [House Bill 16-1114](#) by Colorado’s legislature. This legislation was signed by Colorado Governor, John Hickenlooper on June 8, 2016.

To be clear, until August 10, 2016, Colorado based employers **must continue** to complete the Colorado Affirmation Form and maintain copies of documents presented with Form I-9.