



# *On The Move*

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## **SEPTA Drops The Ball Yet Again... Destroys Employees Federal I-9 Forms**

Since 1986, all U.S. employers have been required to have an I-9 form on file for all their employees. This form is used to verify the identity and legal authorization of individuals to work in the United States. Federal law mandates that all employers, including public agencies like SEPTA, maintain accurate and up to date I-9 documentation for each employee throughout their period of employment.

At some point in 2004, SEPTA inadvertently destroyed many of these forms. As a result of this administrative error, some employees may now be asked to complete a new I-9 form to ensure SEPTA remains in compliance with federal immigration and employment regulations. While this may seem inconvenient, it is a necessary step to correct a past mistake and avoid potential legal and financial penalties.

It is important to understand that completing the I-9 form is a legal obligation under federal law. As such, TWU Local 234 cannot and will not instruct any member to refuse to complete the form. Maintaining compliance with federal law protects both the individual, employee and the union as a whole.

## **WE MUST & WE WILL**