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into consideration. In addition to the Chamber's recommendations, AGC would like to address a few key points that specifically concern construction employers.

First, because the construction industry lawfully employs a significant number of Spanish-speaking workers, AGC recommends that USCIS make the Spanish version of Form I-9 available for use throughout the United States, not just in Puerto Rico. According to a [U.S. Department of Labor 2012 report on the Latino labor force](#), Latinos account for nearly 25% of construction industry workers in the U.S. While not all Latinos in the U.S. claim Spanish as their first language, the number who do is presumably high. Offering both the Spanish and English versions of the form will add to a positive on-boarding experience for new employees who speak Spanish as their first language.

Second, AGC recommends that USCIS clarify, on the form itself in addition to including in the instructions, circumstances that would result in the completion of section three of the form with regard to the re-verification and re-hiring of employees. If not on the form itself, to include this information on same page as the list of acceptable documents would also be helpful, as this page is referred to often by employers. In panish-

- With regard to the Instructions for Employment Eligibility Verification, r947m