

“Immigration Facts”

Immigration Service has announced that they will be coming forth with verification law forms. At present all that is necessary for having new employees is to obtain the documentation that I will list below. However, once the forms are available, employers would have to conduct retrospective verification of all employees hired after November 6, 1987. If that verification reveals that an alien is not authorized to work, the employers will be required to comply with the new law's paper work. I will advise your association when the forms are available.

The documents needed to verify authorization to work are documents either from group a) or one document from both group b) and c).

Group a): The individual must have either a United States passport; certificate of US citizenship; certificate of naturalization; unexpired foreign passport, if the passport has an appropriate unexpired endorsement of the Attorney General authorizing employment in the United States; or resident alien card, if the card contains a photograph of the individual and an evidence of employment authorization in the United States.

Group b): A social security card which does not prohibit employment in the United States; a birth certificate in the United States or a certificate establishing US nationality at birth which is certified by the Attorney General or other documentation authorizing employment which has been accepted by the Attorney General.

Group c): A driver's license or similar document issued for purposes of identification by a state, if it contains a photograph of the individual or other personal identification information relating to the individual as the Attorney General finds acceptable or in the case of individual under 16, any other identification authorized by the Attorney General.

If the individual has any of the documents listed in paragraph a), that is sufficient. However, if there are none of the documents present in paragraph a), there must be both documents found in paragraph b) and c). In addition, the individual must attest under the penalty of perjury that he is authorized to work or is a citizen of the United States lawfully admitted for permanent residence.

Although it is not authorized to photostate a citizenship certificate or a permanent residence card, they may be photostated solely for this purpose.

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