

Ever since passage of the Immigration Reform and Control Act in 1986, employers have had to verify the employment authorization of each employee they hire. This is done with the I-9 form, a copy of which must be completed for each newly-hired employee. IRCA is enforced by the U.S. Citizenship and Immigration Services (formerly known as the INS).

Following is a list of the acceptable documents as they appear on the Form I-9. **There has to be ONE from List A, or ONE document from both List B and ONE from List C.**

List A - Documents that Establish Both Identity and Employment Eligibility

1. U.S. Passport (expired or unexpired)
2. Unexpired foreign passport, with I-551 stamp or attached Form I-94 indicating unexpired employment authorization
3. Permanent Resident Card or Alien Registration Receipt Card with photograph (Form I-151 or I-551)
4. Unexpired Temporary Resident Card (Form I-688)
5. Unexpired Employment Authorization Card (Form I-688A)
6. Unexpired Employment Authorization Document issued by DHS that contains a photograph (Form I-688B)

List B - Documents that Establish Identity

1. Driver's license or ID card issued by a state or outlying possession of the United States, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address
2. ID card issued by federal, state, or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address
3. School ID card with a photograph
4. Voter's registration card
5. U.S. military card or draft record
6. Military dependent's ID card
7. U.S. Coast Guard Merchant Mariner card
8. Native American tribal document
9. Driver's license issued by a Canadian government authority
(For persons under age 18 who are unable to present a document listed above:)
10. School record or report card
11. Clinic, doctor, or hospital record
12. Day-care or nursery school record

List C - Documents that Establish Employment Eligibility

1. U.S. social security card issued by the Social Security Administration (other than a card stating it is not valid for employment)
2. Certification of Birth Abroad issue by the Department of State (Form FS-545 or Form DS-1350)
3. Original or certified copy of a birth certificate issued by a State, county, municipal authority, or outlying possession of the United States bearing an official seal
4. Native American tribal document
5. U.S. Citizen ID Card (INS Form I-197)
6. ID card for use of Resident Citizen in the United States (INS Form I-179)
7. Unexpired employment authorization document issued by DHS (other than those listed under List A).