

# Immigration Eligibility Guidelines

Per LB198 passage March 19, 2024

The plan employer **must** review the employee's immigration status and then maintain at least one of the following **unexpired** documents to demonstrate United States citizenship or lawful presence in the United States, when an employee is hired. Employers should be able to produce this document/copy if requested by NPERs.

**Note: Employees with a C33 status receiving deferred action (DACA) are not eligible to participate.**

Documents that adequately prove citizenship or lawful presence for this purpose are:

➤ <b>State-issued driver's license.</b>
➤ <b>State-issued identification card.</b>
➤ <b>Certified copy of a birth certificate or delayed birth certificate issued in any state, territory, or possession of the United States.</b>
➤ <b>Consular Report of Birth Abroad issued by the United States Department of State.</b>
➤ <b>United States passport.</b>
➤ <b>Foreign passport with a United States visa.</b>
➤ <b>United States Certificate of Naturalization.</b>
➤ <b>United States Certificate of Citizenship.</b>
➤ <b>Tribal certificate of Native American blood or similar document.</b>
➤ <b>United States Citizenship and Immigration Services Employment Authorization Document, Form I-766.</b>
➤ <b>United States Citizenship and Immigration Services Permanent Resident Card, Form I-551.</b>
➤ <b>Any other document issued by the United States Department of Homeland Security, or the United States Citizenship and Immigration Services granting employment authorization in the United States and approved by the Public Employees Retirement Board.</b>