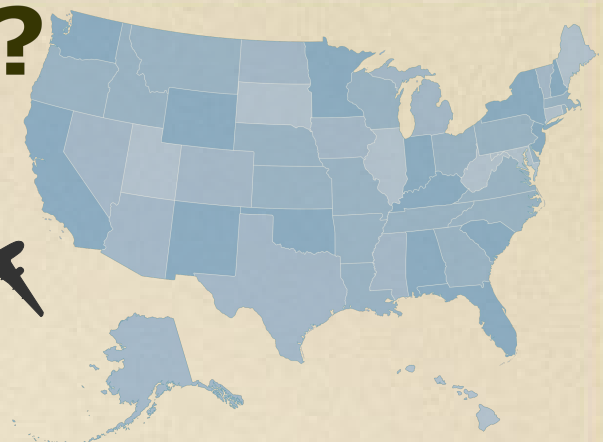


Ng Ngera Status er Ngak?

Our COFA and Employment Status Explained



Citizens of Palau are "Nonimmigrant COFA" noted "CFA/PAL."

The "D/S" - This code is short for Duration of Status which shows we can stay, work, and study in the U.S. indefinitely.

And are NOT U.S. Citizens or Nationals

You don't need a Visa or Green Card.

When Completing Employment Forms

What should I put for "status" and "expiration date"?

Citizens of Palau should mark "Alien Authorized to Work" and put "N/A" where it asks for expiration date.

Can an employer require me to provide extra proof of my status?

The Immigration and Nationality Act's (INA) anti-discrimination provision -- an employer cannot demand extra documents for citizenship verification once you have provided the docs required by law. Doing so violates the INA.

Can Employer Reverify My Documents?

Even though we have a "D/S" status, employers may need to verify certain documents that we provide them. These are docs from List A and C (See the Doc List) because they have expiration dates. List B docs should not be verified and doing so violates the INA.

How can I avoid problems with E-Verify?

Most problems with the E-Verify system that employers use to check our citizenship status can be avoided by making sure your employer puts in your correct full legal name and birth date in Month/Day/Year format. This prevents a lengthy hiring process.

Acceptable Documents for Identity and Status Verification

List A Docs (Combine with List C. Needs verification)

Permanent Resident Card or Alien Registration Receipt Card (Form I-551)



Employment Authorization Document (Card) that contains a photograph (Form I-766)



Palau Passport with I-94

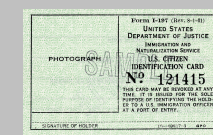


List C Docs (Combine with List A. Usually needs verification)

U.S. Social Security Card



U.S. Citizen I.D. Card (Form I-197)



List B Docs (Shouldn't be verified by employer)

U.S. State or Federal issued I.D. card including: State Issued Drivers License or I.D. Card



Military or Military Dependent I.D. Card



V.A. Card



Voters Registration Card



The Bottom Line

The Best Documents to Bring

In order to avoid employment verification problems, apply for a Social Security Card State Driver License/I.D. right away. You will need your Palau Passport, a Palau Driver License, and/or Birth Certificate (this varies by state so just make sure you bring at least 2 forms of Palau identification documents). Once obtained, use your State I.D. and SS card when applying for jobs. An employer cannot ask for extra docs once you provide a U.S. I.D. and Social Security Card for it violates the INA.

The Other Option

The other way is to obtain an Employment Authorization Documentation (EAD Form I-766). Use your EAD when applying for work in place of a U.S. I.D and Social Security Card. We have a right to choose which documents to present. An employer cannot ask for extra documents according to INA.

Whatever docs you decide to use make sure you don't lose your passport and especially your I-94. Think of your I-94 as your golden ticket.

Tip: FAFSA and Other Non-employment Forms

When filling out the FAFSA for college financial assistance, check the "Eligible Noncitizen" status.

For all other forms that ask for your "Alien Registration Number," enter the "Departure Number" printed on the top left corner of your I-94. That is your Alien Registration Number for official purposes.

Sources: www.state.gov; www.uscis.gov; and www.palauembassy.com

This infographic presents information applicable to Citizens of Palau only. Some documents may not be listed. For an exhaustive list and information, please check out the official website of U.S. Citizenship and Immigration Services under the U.S. Department of Homeland Security: www.uscis.gov. If you have further questions about the infographic, email to Joleen Ngoriakl at jngoriakl@facebook.com.

By Joleen Ngoriakl (@jngoriakl)



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