



Work authorization for refugees and asylees

Employer resources for the Form I-9

Refugees and asylees have permanent permission to live and work in the United States. They have been granted this right because of their experience or fear of persecution due to race, religion, nationality, membership in a particular social group or political opinion, and have been through an extensive security screening process. Refugees, asylees and lawful permanent residents are protected by the federal Immigration and Nationality Act from citizenship status discrimination in hiring, firing and recruitment.

Section 7.3 of the U.S. Citizenship and Immigration Service’s Handbook for Employers is about hiring refugees and asylees. The handbook is available at www.uscis.gov/book and contains guidance on employment authorization.

- People granted asylum and with refugee status can work before they receive a Social Security number or an I-766 Employment Authorization Document.
- The Internal Revenue Service and Social Security Administration allows you to use “000-00-0000” or “applied for” in payroll until the employee provides a Social Security number.
- Refugees and asylees receive a Social Security card with no employment restrictions because of their indefinite work authorization status.
- Refugees and asylees should choose the “alien authorized to work” box in Section 1 of Form I-9. Refugees and asylees should write “N/A” for their expiration date in Section 1 because their employment authorization does not expire.
- An I-94 printout is a List A document for refugees and is valid for 90 days from the date of hire. After 90 days, the employee must show another List A document or a combination of one List B and one List C document. For an asylee, the I-94 is a List C document.



The Immigrant and Employee Rights Section of the U.S. Department of Justice offers a free, anonymous hotline for employers to ask questions at 1-800-255-8155. For further guidance on what employers should know about hiring refugees and asylees, visit the immigrant and employee rights section of the Department of Justice fact sheet at <https://www.justice.gov/crt/file/865651/download>.

To see picture examples of valid documents, refer to the U.S. Citizen and Immigration Services Handbook for Employers at www.uscis.gov/book/export/html/59502/en.

For further resources and support regarding Form I-9, re-verification and E-Verify, visit the I-9 central webpage at <https://www.uscis.gov/i-9-central>.

An employer should not reject valid work authorization documents and cannot require the I-766 Employment Authorization Document.

- The employee can choose the documentation they want to show to an employer.
- An employer cannot ask for proof of citizenship, to see a person's green card or to see an I-766 Employment Authorization Document.
- Refugees and asylees can show any combination of List B and List C documents for Form I-9. An example of this is a state identification card (List B) and an unrestricted Social Security card (List C).
- If the I-766 Employment Authorization Document used for a Form I-9 expires, the employee may show another List A or List C document of their choice, such as an unrestricted Social Security card.
- If an employee shows a state identification card (from List B) and unrestricted Social Security card (from List C), the employee does not need to show documents again. The expiration of the I-766 Employment Authorization Document only has relevance if it is used as a List A document for Form I-9.



651-431-5643

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ملاحظة: إذا أردت مساعدة مجانية لترجمة هذه الوثيقة، اتصل على الرقم أعلاه.

သတိ။ ဤစာရွက်စာတမ်းအားအခမဲ့ဘာသာပြန်ပေးခြင်း အကူအညီလိုအပ်ပါက၊ အထက်ပါဖုန်းနံပါတ်ကိုခေါ်ဆိုပါ။

កំណត់សំគាល់ ។ បើអ្នកត្រូវការជំនួយក្នុងការបកប្រែឯកសារនេះដោយឥតគិតថ្លៃ សូមហៅទូរស័ព្ទតាមលេខខាងលើ ។

請注意，如果您需要免費協助傳譯這份文件，請撥打上面的電話號碼。

Attention. Si vous avez besoin d'une aide gratuite pour interpréter le présent document, veuillez appeler au numéro ci-dessus.

Thov ua twb zoo nyeem. Yog hais tias koj xav tau kev pab txhais lus rau tsab ntaub ntauv no pub dawb, ces hu rau tus najnpawb xov tooj saum toj no.

ဟ်သုဉ်ဟ်သးဘဉ်တက့ၢ်. ဝဲန့ၢ်လိဉ်ဘဉ်တၢ်မၤစၢၤကလိလၢတၢ်ကကျိးထံဝဲဒဉ်လၢ် တီလံာ်မိတခါအံၤန့ၢ်,ကိးဘဉ်လိဝဲစိနီၢ်ဂံၢ်လၢထးအံၤန့ၢ်တက့ၢ်.

알려드립니다. 이 문서에 대한 이해를 돕기 위해 무료로 제공되는 도움을 받으시려면 위의 전화번호로 연락하십시오.

ໂປຣດຊາບ. ຖ້າຫາກ ທ່ານຕ້ອງການການຊ່ວຍເຫຼືອໃນການແປເອກະສານນີ້ພຣີ, ຈົ່ງໂທໂປທີ່ໝາຍເລກຂ້າງເທິງນີ້.

Hubachiisa. Dokumentiin kun tola akka siif hiikamu gargaarsa hoo feete, lakkoobsa gubbatti kenname bilbili.

Внимание: если вам нужна бесплатная помощь в устном переводе данного документа, позвоните по указанному выше телефону.

Digniin. Haddii aad u baahantahay caawimaad lacag-la' aan ah ee tarjumaadda qoraalkan, lambarka kore wac.

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Chú ý. Nếu quý vị cần được giúp đỡ dịch tài liệu này miễn phí, xin gọi số bên trên.

LB2 (8-16)



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