

Immigrations Eligibility Guidelines

Per LB198 passage March 19, 2024

The plan employer shall maintain at least one of the following documents which shall be unexpired (if applicable to that form of proof), 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:

➤ State-issued driver's license
➤ State-issued identification card
➤ State-issued motor vehicle learner's permit
➤ Certified copy of a birth certificate or delayed birth certificate
➤ Consular Report of Birth Abroad
➤ U.S. passport
➤ Foreign passport with a U.S. visa
➤ Certificate of Naturalization
➤ Certificate of Citizenship
➤ Tribal certificate of Native American blood
➤ USCIS Employment Authorization Document (Form I-766)
➤ USCIS Permanent Resident Card (Form I-551)
➤ Any document issued by DHS or USCIS that's been classified over time and that remains valid