



Employer Fact Sheet

Information for Employers Hiring Citizens of the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau

The United States has Compacts of Free Association with the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau, which are collectively referred to as the Freely Associated States or FAS. The Compacts of Free Association allow most FAS citizens to live and work in the United States.

While FAS citizens may have another U.S. immigration status, such as lawful permanent residence, references in this fact sheet to “FAS citizens” are limited to non-immigrants under the Compacts of Free Association.

FAS citizens mark “A noncitizen authorized to work” in [Section 1 of the Form I-9](#). Because their permission to live and work in the United States does not expire, they write, “N/A” (“not applicable”) for the expiration date in Section 1.

As with all workers, FAS citizens can choose which acceptable documents to present from the Form I-9 Lists of Acceptable Documents to demonstrate their identity and permission to work in the United States.

Under the Form I-9 instructions, **all workers**, including FAS citizens, can choose to present any valid List A document (such as an Employment Authorization Document), or a combination of any valid List B document together with any valid List C document (such as a government-issued identification card with an unrestricted Social Security card) from the Form I-9 Lists of Acceptable Documents.

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FAS citizens receive **Social Security cards** with no employment restrictions. They are also eligible, but not required, to apply for an **Employment Authorization Document**. Employment Authorization Documents are subject to Form I-9 reverification. Alternatively, citizens of the Republic of the Marshall Islands or Federated States of Micronesia (but not citizens of Palau) sometimes choose to present an **RMI or FSM passport and a Form I-94/94a**, which is a [List A document](#) combination for Form I-9 purposes.

For reverification, **all workers**, including FAS citizens, may present any valid List A document (such as an unexpired passport with a Form I-94/94A in the case of Republic of the Marshall Islands or Federated States of Micronesia citizens) or valid List C document (such as a Social Security card without restrictions).

Please note, some FAS citizens may have Employment Authorization Documents that appear expired but qualify for an automatic extension and are still valid. If a FAS citizen's Employment Authorization Document (EAD) has expired but he or she has applied to renew the EAD, the worker may be able to keep working with the existing EAD. For a period of time after the expired date listed on the EAD, the FAS citizen can present the EAD with an I-797C receipt notice showing that the government received the EAD renewal application. Visit [I-9 Central](#) for more information on Employment Authorization Document automatic extensions.

Under the law that the Immigrant and Employee Rights Section (IER) of the Department of Justice's Civil Rights Division enforces, **employers can't demand more or different documents than necessary, request specific documents, or reject reasonably genuine-looking documents because of a worker's citizenship, immigration status, or national origin, when verifying a worker's permission to work in the United States.** This type of discrimination generally occurs during the Form I-9 and E-Verify processes. For more information about how to avoid discrimination under this law, please contact IER.

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Contact

Civil Rights Division Immigrant and Employee Rights Section (IER)



- Call the Employer Hotline at **1-800-255-8155**
- For people with hearing disabilities **1-800-237-2515**
- Calls can be anonymous.
- Free language services are available.



- To learn more, visit [justice.gov/ier](https://www.justice.gov/ier)