



Office of Special Counsel for Immigration-Related Unfair Employment Practices

U.S. Department of Justice Civil Rights Division

Information for Employers Regarding Temporary Protected Status

United States Citizenship and Immigration Services (USCIS) has announced that Temporary Protected Status (TPS) for individuals from El Salvador has been extended until September 9, 2013. In addition, USCIS automatically extended employment authorization documents (EADs) for these individuals from March 9, 2012 until September 9, 2012. The EADs were extended to allow USCIS enough time to issue new EADs. These automatically extended EADs **CANNOT BE REJECTED** prior to September 9, 2012. The government announced the extension of TPS in the *Federal Register*, which can be found by visiting www.uscis.gov/tps.

Frequently Asked Questions About TPS for El Salvador:

1. How do I know that the EAD is covered by USCIS' automatic extension?

If the EAD expired on March 9, 2012 and if the "Category" field on the EAD is A12 or C19, the individual is covered by the extension of TPS. This is true even if the "Country of Birth" field does not say El Salvador.

2. Do I have to accept the expired EAD?

Yes. Because USCIS has automatically extended work authorization for people with TPS from El Salvador, employers **are required to accept** the expired EAD as proof of identity and work authorization (a "List A" Form I-9 document) until September 9, 2012. You may violate immigration law if you reject the document.

3. Do I need to find out if the employee reapplied for TPS?

No. You should not inquire into the details of your employee's TPS application. You may violate immigration law by requiring an employee to provide proof of his/her reapplication.

4. Whom can I call if I have questions about TPS renewal?

For more information about the extension of TPS for El Salvador, contact USCIS at 1-800-375-5283 or visit www.uscis.gov/tps. For additional guidance, you can also call the free **employer hotline (800-255-8155)** offered by the Department of Justice, Office of Special Counsel for Immigration-Related Unfair Employment Practices. The hotline is available Monday – Friday from 9am – 5pm Eastern Time.



1 This is where the "Category" field is located. For TPS, the category will be A12 or C19.

2 This is where the expiration date is located. TPS cards for El Salvador have the expiration date 03/09/12.