

I-9 Compliance Update: U.S. CIS Issues Redesigned Green Cards



The U.S. Citizenship and Immigration Services (U.S. CIS) announced that it has redesigned the Permanent Resident Card ("Green Card") to incorporate several major new security features.

The U.S. CIS indicated that the Green Card redesign is the latest advance in its ongoing efforts to deter immigration fraud. State-of-the-art technology incorporated into the new card prevents counterfeiting, obstructs tampering, and facilitates quick and accurate authentication.

Effective immediately, the U.S. CIS will issue all Green Cards in the new, more secure format. The U.S. CIS will replace Green Cards already in circulation as individuals apply for renewal or replacement.

All U.S. employers are required by law to verify on Form I-9 the employment eligibility of employees within three days of hire. While the choice of what particular acceptable documentation to provide as proof of employment authorization is that of the employee, employers should expect to begin seeing the new Green Card as part of their routine Employment Eligibility Verification and I-9 Compliance.

Among the benefits of the redesign:

- (1) Secure optical media will store biometrics for rapid and reliable identification of the card holder.

- (2) Holographic images, laser engraved fingerprints, and high resolution micro-images will make the card nearly impossible to reproduce.
- (3) Tighter integration of the card design with personalized elements will make it difficult to alter the card if stolen.
- (4) Radio Frequency Identification (RFID) capability will allow U.S. Customs and Border Protection officers at Ports of Entry to read the card from a distance and compare it immediately to file data.
- (5) A preprinted return address will enable the easy return of a lost card to the U.S. CIS.

The contents of this Alert are for informational purposes only, and do not constitute legal advice. Questions regarding the new Green Card or employers' I-9 compliance requirements may be directed to Michael L. Kabik, Chairman of Shulman Rogers' Immigration, Nationality and Consular Practice Group at (301) 231-0937 or MKabik@ShulmanRogers.com. If you no longer wish to receive these Immigration Alerts, please reply with "REMOVE" in the subject line or click [HERE](#). Thank you.