

## **New Puerto Rico Birth Certificate**

*September 15, 2010*

Beginning July 1, 2010, the Commonwealth of Puerto Rico began issuing new, more secure birth certificates. Effective October 1, 2010, Puerto Rico Birth Certificates issued before July 1, 2010 will no longer be valid. This will not affect the citizenship status of individuals born in Puerto Rico.

*What does this mean to you?* Beginning on October 1, 2010, you can no longer accept a Puerto Rico birth certificate that was issued prior to July 1, 2010 as a List C document for the Form I-9 Employment Eligibility Verification ("Form I-9"). On or after October 1, if a new hire presents a birth certificate from Puerto Rico, you must look at the issuing date to ensure that the certificate is valid and if it was issued prior to July 1, 2010, you may not accept it for the Form I-9. You can instruct the employee to provide a different List C document or the employee must obtain a new Puerto Rico birth certificate that meets the eligibility requirements.

*Do I need to re-verify employment eligibility for existing employees?* You must not re-verify employment eligibility of employees who completed the Form I-9 prior to October 1, 2010 and used a Puerto Rico birth certificate.

If you have any questions about this or any other HR matter, please feel free to contact the Human Resources Department at WorkLife HR.

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