

Notice Concerning Protections Relating to the Confiscation of Individuals' Identification Documents

Employer, _____, or the employer's agent shall not demand, confiscate, retain, or otherwise require an individual who is an employee or an applicant for employment or who is performing work or seeking to perform work for the employer in any capacity, including a migrant worker or seasonal employee, to surrender the individual's government-issued identification card.

Employer or the employer's agent may:

- Request and temporarily retain an individual's government-issued identification card for the purpose of verifying the individual's employment eligibility status through completion of the employment eligibility verification form I-9, or its successor form, for employment in the United States;
- Retain an individual's government-issued identification card only for as long as is necessary to verify the individual's employment eligibility and make a copy of the card, and in no case for more than ten hours; and
- Retain a copy of an individual's government-issued identification card in the employer's records.

Employee

Date