



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240



EMPLOYMENT ELIGIBILITY FOR THE U.S. INSULAR AREAS AND THE FREELY ASSOCIATED STATES

U.S. Insular Areas – An individual born in American Samoa*, Guam, the Commonwealth of the Northern Mariana Islands (main islands of Saipan, Tinian and Rota), or the U.S. Virgin Islands (St. Thomas, St. Croix, St. John) is eligible to work in the United States without restriction.

* An individual born in American Samoa is born a non-citizen national, unless that individual at his or her birth is the child of a U.S. citizen national. A U.S. citizen is a U.S. national, but a U.S. national may not necessarily be a U.S. citizen. U.S. non-citizen nationals may not vote in the several States or the District of Columbia. However, they may reside and work in the United States without restrictions and apply for citizenship under the same rules as other permanent resident aliens.

Freely Associated States – Individuals from all three of the Freely Associated States are eligible to work in the United States without restriction. Nationals of the Freely Associated States are not U.S. citizens or U.S. nationals and carry citizenship and passports from their respective countries: the Federated States of Micronesia, the Marshall Islands and Palau.

Federated States of Micronesia: Pursuant to the Amended Compact of 2003 (Public Law 108-188), individuals from the Federated States of Micronesia are eligible to work in the U.S. without need for the employment authorization document. They may be employed solely upon presentation of a valid passport and I-94 document. See attached Homeland Security letter.

The Marshall Islands: Pursuant to the Amended Compact of 2003 (Public Law 108-188), individuals from the Marshall Islands are eligible to work in the U.S. without need for the employment authorization document. They may be employed solely upon presentation of a valid passport and I-94 document. See attached Homeland Security letter.

Palau: Pursuant to the 1994 Compact with Palau (Public Law 99-658), individuals from Palau are required to have the employment authorization document for employment. As with citizens of the Federated States of Micronesia or the Marshall Islands, they may work, study and reside in the U.S. without a visa and may remain in the U.S. indefinitely or for the duration of their stay. See the attached letters issued by the U.S. State Department for further clarification.

For more information or further clarification, please do not hesitate to contact the Policy Division of the Office of Insular Affairs in the U.S. Department of the Interior at (202) 208-6816. The Office of the Insular Affairs administers the U.S. Department of the Interior's responsibilities in the U.S. insular areas of American Samoa, Guam, the U.S. Virgin Islands, the Commonwealth of the Northern Mariana Islands and the Palmyra Atoll Excluded Areas and the administration and oversight of Federal assistance provided to the Freely Associate States of the Federated States of Micronesia, the Marshall Islands and Palau under the Compacts of Free Association. The Office of Insular Affairs executes these responsibilities on behalf of the Secretary of the Interior. November 2006.