



October 19, 2007

MEMORANDUM

TO: HR Representatives

FROM: Mark Walters
Steve Lund

RE: UPDATE on Immigration Rule on Social Security Mismatch – STILL NO ACTION ON YOUR PART

Last month we informed you that the new U.S. Immigration and Customs Enforcement (ICE) regulation on procedures for employers who receive Social Security “no match” letters or other indications that an employee may not have current work authorization was delayed by a federal judge while he considered a lawsuit challenging the regulation. The original stay was for ten days. The judge then continued the stay for another ten days.

On October 10, the judge issued a preliminary injunction that suspends ICE from implementing the regulation until further notice. That could be when the lawsuit is resolved or, if appealed, if an appeals court overturns the judge's decision.

We, along with folks from Administrative Legal Services, Payroll Services, Cultural Linguistics Services, the Service Center and International Faculty and Staff Services will continue to monitor the case and keep you informed.

In the meantime, we have not changed our processes for dealing with SS# mismatches. So, until we have a final decision on the regulation, please do not do anything different.

If you have any questions or concerns, please feel free to contact either one of us.

xc: Deb Ahlstedt
John Dowling
Colleen Kerl
Richard Laufenberg
Reynaldo Morales
Don Schutt
Jennie Taylor

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