

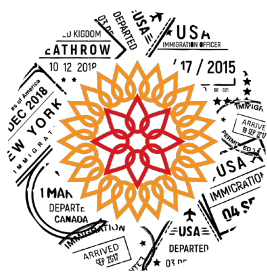
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Immigration Law

Immigration 101

October 10, 2024, 12:30pm Eastern
Women's Bar Association of Massachusetts

Zoom: (<https://us02web.zoom.us/j/82045256634?pwd=A0dp1Xz10SEPVbHmciZtQNESgd1ZH7.1>)

Ellen Sullivan, Esq. and
Sara Mason Trefethen, Esq.

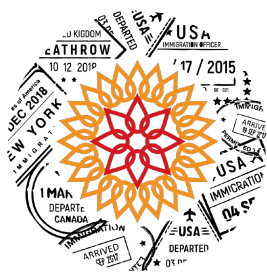


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Immigration 101: Four Categories of Immigration

- Family
- Work
- Humanitarian
- Immigration Court
- Investments



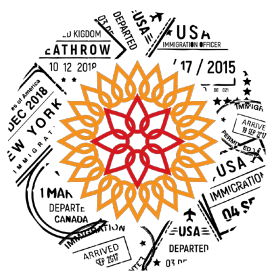
Immigration 101: Types of Immigration Benefits

Permanent

- Conditional Permanent Green Card
- Permanent Green Card
- Asylum
- Refugee Status
- US Citizenship

Temporary

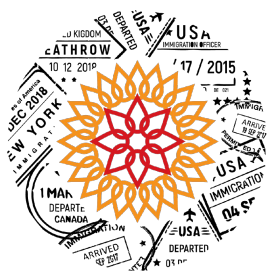
- Tourist Visa
- Student Visa
- H1B Visa
- L Visa
- OPT
- Haitian Parole
- Ukrainian Parole
- Temporary = 2 weeks to 3 decades or more



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Immigration 101: The Only Family That Matters

- Spouse
- Children
- Parents
- Siblings

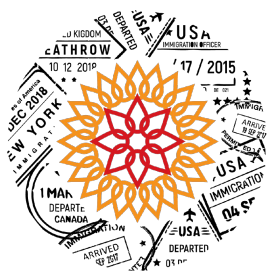


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Immigration 101: Types of Work That Matter

- High tech
- Highly educated
- Highly specialized
- Physicians and nurses
- Artists, scientists, businesspeople
- Certain lower-level workers
- Certain nonprofit (usually university/hospital/research employees)

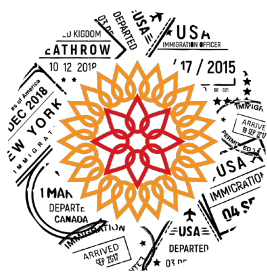
NOT EVERYONE IN THESE GROUPS CAN GET VISAS



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Immigration 101: Humanitarian and Court

- Asylum
- Refugee status
- Children without a parent in US
- Temporary Protected Status: El Salvador; Haiti; Yemen (15 countries)
- Parolees: Ukraine, Afghanistan
- Certain long-time residents of the US (only in court)



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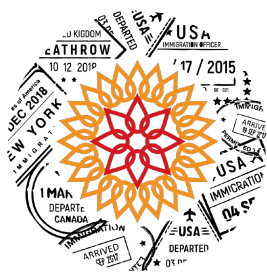
Immigration 101: Investments

Temporary Visas

- Available to citizens of certain countries who start or buy business that will create jobs (even a few) in the US
- OR
- Entrepreneurs with over \$250,000 from qualified investors

Green Cards

- Available for investments over over \$900,000

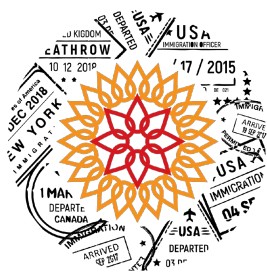


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Immigration 101: For Employers

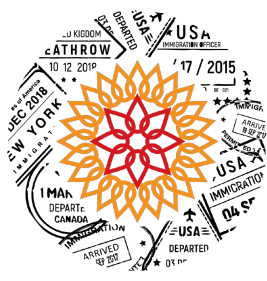
- **Hiring practices**
 - Discrimination
 - Immigration Status
 - Country of Origin
 - Are you authorized to work in the US?
- **I-9 Practices**
 - Discrimination
 - Document inspection
 - Document acceptance
- **Social Security Numbers**



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Immigration 101: For Employers Who Want to Sponsor

- **It is not easy: This is not for the faint of heart!**
- **Candidate**
 - Near perfect immigration history in US
 - Disqualifications for certain criminal violations
- **Job**
 - Only certain jobs qualify for most temporary visas
 - Visa usually ends up being tied TO THE JOB, ROLE, and EMPLOYER
- **Process**: Long-process; lotteries, limits, certain start dates

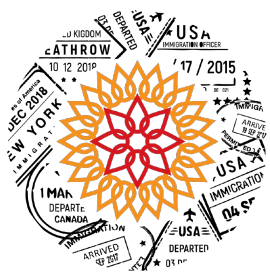


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Green Cards: More Info

- Ways to Get “Green Card”
 - Qualifying Family Member (easiest situation is marriage to a US citizen or through a US citizen child who is over 21)
 - Qualifying Employment (“EB”)

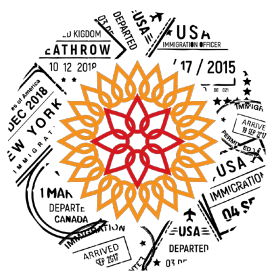


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Ways to Get a “Green Card”

- EB1
 - **Extraordinary ability**
 - Self-petition allowed
 - **Outstanding Researcher/Professor**
 - Requires job offer
 - Requires Company to have qualifying affiliation with teaching institution
 - **Multinational Manager or Executive**
 - Requires job and non-US experience in the same company
 - This is not for starting new site in US

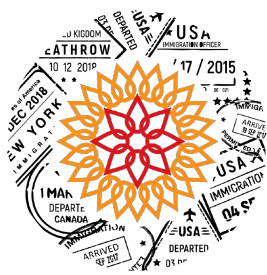


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Ways to Get a “Green Card”

- **EB2**
 - **Advanced Degree**
 - 5 years’ work experience or master’s degree/PhD
 - Requires “PERM” (testing US market for availability of US qualified workers—low bar for qualified US workers)
 - **Exceptional Ability**
 - Lower standard than EB1
 - Requires “PERM” (testing US market for availability of US qualified workers—low bar for qualified US workers)
 - **National Interest Waiver**
 - Lower standard than EB1, but requires a national interest showing
 - Allows for self-petition



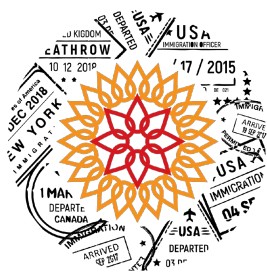
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Ways to Get a “Green Card”

- **EB3**

- Requires “PERM” (testing US market for availability of US qualified workers—low bar for qualified US workers)
- Generally, college degree or years experience for job
- Skilled Workers
- Professionals
- Unskilled Workers



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If you would like to download it, please visit the link below.

www.cambridgeimmigrationlaw.com/WBALunch