

PERM Labor Certification for Permanent Residence

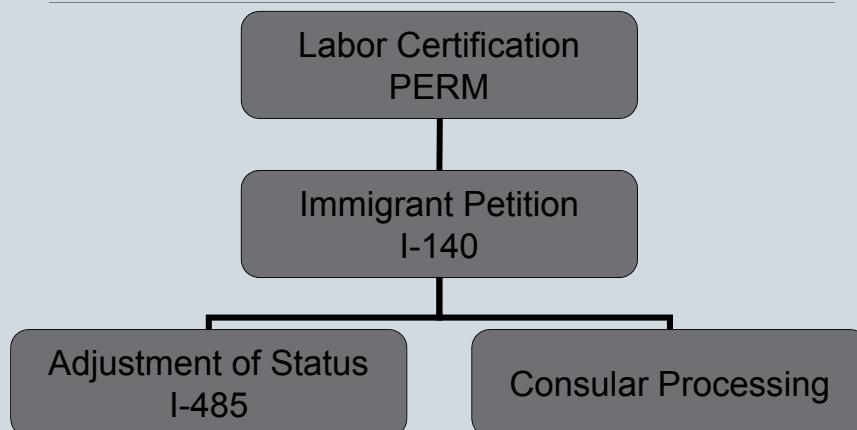
TERRY WEIR
DUNBAR HARDER, PLLC
HOUSTON, TEXAS

TWEIR@DUNBARHARDER.COM

MAGGIE MURPHY
JACKSON LEWIS P.C.
AUSTIN, TEXAS

MAGGIE.MURPHY@JACKSONLEWIS.COM

THREE PART PROCESS



PERM Labor Certification

A labor certification is required prior to petitioning USCIS for permanent residence (“green card”) for certain employment-based immigrant visas.

If labor certification is granted DOL certifies:

- Not sufficient U.S. workers
- No adverse effect on U.S. workers

- *The Devil is in the Details (Anonymous)

General Overview – Pre Filing

Define job description and minimum requirements

Obtain prevailing wage determination

Conduct required recruitment and maintain evidence of recruitment

Review recruitment results and interview applicants as necessary

Register the Company with the DOL

General Overview – Post Filing

File form with DOL Electronically

DOL will check employer's existence

- Tax I.D. no.
- Public database

DOL will confirm Company wants to proceed with application filed

DOL will approve, deny or select case for audit

Documentation must be kept for 5 years (form, proof of recruitment, etc.)

Defining the Job Description and Minimum Requirements

Job description:

- Core duties of position
- Consistent with DOL description of position
- Consult to employer's job description, DOL job description

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Title search: PERM Labor Certification for Permanent Residence

Also available as part of the eCourse

[Business-Based Immigration: Visas, PERM, and Worksite Enforcement](#)

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38th Annual Conference on Immigration and Nationality Law session
"Straightening out PERM"