



# Employment Authorization and Immigration Status Learning Opportunity

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#### Goals

Immigration
Status/Classification
Work Authorization
Who to ask for help

- There are many ways a person can be in the U.S. lawfully
- There are many different versions of work authorization that can change throughout a person's immigration journey
- We in the Resettlement Programs Office want to build bridges and work more closely with partners to help non-citizens receive supports for work.

8/12/2024

### Immigration 101



#### **Immigration Hotel**

- Virgil Wiebe, University of St. Thomas School of Law Director of Clinical Education and Professor
  - https://www.youtube.com/watch?v=7lNtcl8Q-64

- Hotel Graphic:
  - <a href="https://prezi.com/edxkgmpafijy/immigration-hotel-focus-on-refuge-april-2020/">https://prezi.com/edxkgmpafijy/immigration-hotel-focus-on-refuge-april-2020/</a>

Wiebe, Virgil, The Immigration Hotel (January 1, 2016). 68 Rutgers Law Review 1673 (2016); U of St. Thomas (Minnesota) Legal Studies Research Paper No. 14-41. Available at

SSRN: https://ssrn.com/abstract=2528343 or http://dx.doi.org/10.2139/ssrn.2528343.

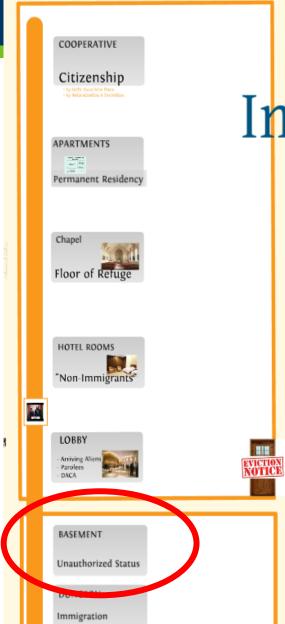


The US
Immigration
Hotel

### DUNGEON

- People in Immigration Detention
  - Caught on the way in
  - Detained and the federal government intends to deport them
    - People in immigration jail are also "In Removal Proceedings"

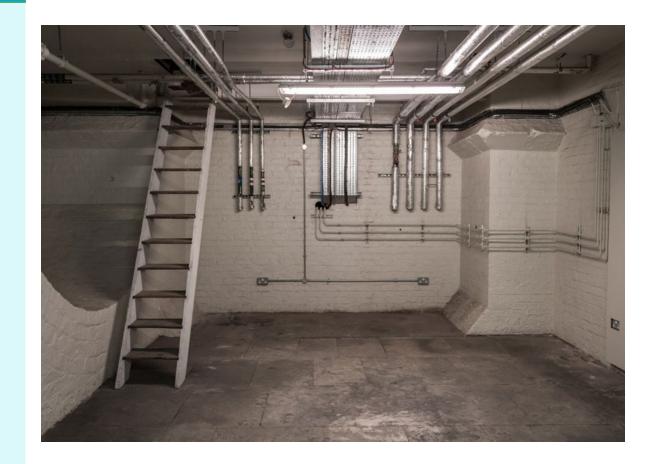


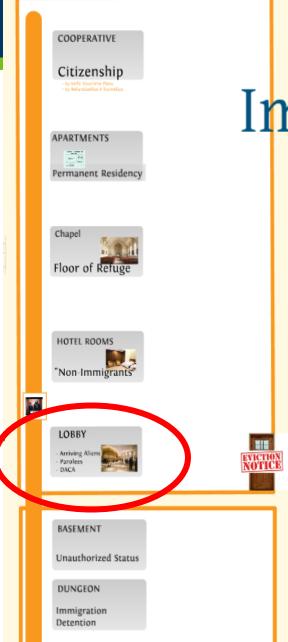


# The US Immigration Hotel

#### **BASEMENT**

- People who are Undocumented or without papers
  - Entered the U.S. Without Inspection (EWI)
  - Visa overstay/violation
  - People who are in Removal Proceedings
     & have no other immigration status or classification





# The US Immigration Hotel

#### HOTEL LOBBY

- Permission to be in the U.S. vs. legal immigration status
  - Going in or out? Unknown
  - What floor they are going to? Unknown
  - People who are asking for a room = applicants for immigration benefits
- Known to USCIS
- Could possibly hang out there indefinitely



#### Lawfully Residing People

#### **Applicants for Immigration Benefits**

- Applicants for Asylum
- Applicants for Lawful Permanent Residence

Deferred Action for Childhood Arrivals (DACA)

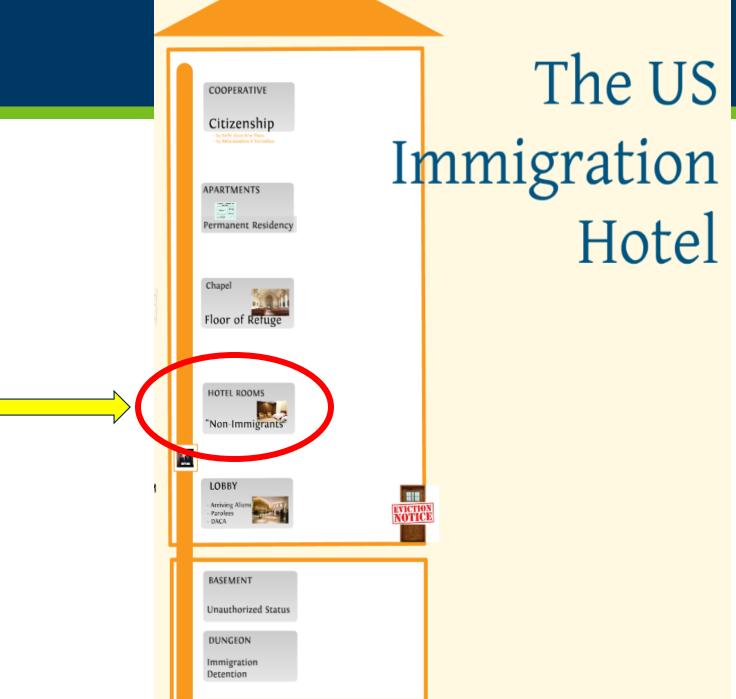
Special Immigrant Juvenile Status (SIJS)

Temporary Protected Status (TPS)

People Paroled for less than one year

ALL must have a current documents – no expired documents

• If expired, ineligible and undocumented



## HOTEL ROOM FLOOR

- Non-immigrant visas
  - A-Z visas
  - B1/B2 tourist visas
  - F-1 Student Visas
- Temporary Stay
- Specific purpose



#### Non-Immigrants

A-Z visas

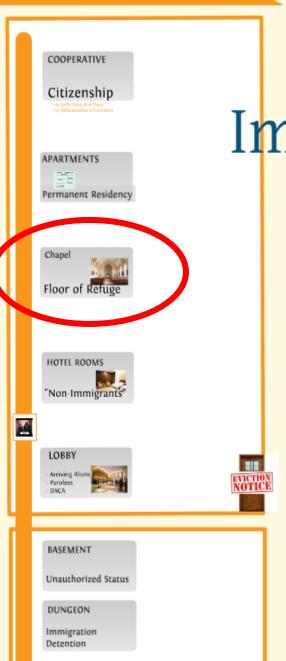
Personal or Business Travel

Student visas

H-1B Specialty Occupation

Generally not eligible

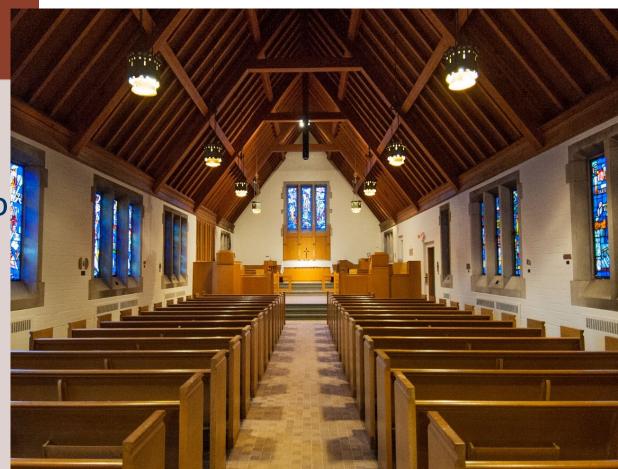




The US
Immigration
Hotel

# CHAPEL or SANCTUARY

- Seeking protection and refuge in the United States
- Many groups are granted permission to stay indefinitely, some are not
- Some people are only on this floor for public benefits eligibility and on other floors regarding immigration status
- Focus in this section is on public benefits and ORR eligibility



#### ORR Populations Eligible to the same extent as Refugees

Refugees - People fleeing persecution who apply for protection from a third country.

Asylees - People fleeing persecution who apply for protection from within the U.S.

Iraqi or Afghan Special Immigrant Visa Holders

#### Victims of Trafficking

- Children who are applicants for a T-visa
- Adults who have been granted a T-visa

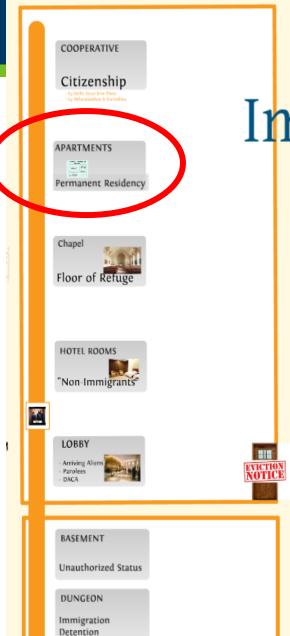
#### Amerasians

Lawful Permanent Residents who adjusted from an ORR-Eligible status

**Cuban/Haitian Entrants** 

Afghan Humanitarian Parolees

Ukrainian Humanitarian Parolees



# The US Immigration Hotel

#### **APARTMENTS**

- Permanent Residents (LPR)
- More Secure
  - People have ridden the elevator up and can ride up to citizenship in time
- Risk:
  - If committed a serious crime, could be put in removal proceedings and/or ride the elevator down to the dungeon



#### Lawful Permanent Residents





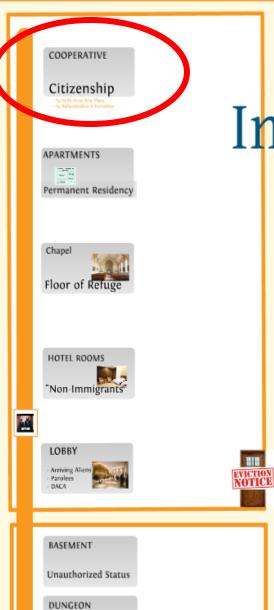


Temporary I-551 ADIT stamp (CBP)

Temporary I-551 ADIT stamp (USCIS)







Immigration

Detention

# The US Immigration Hotel

#### CONDO

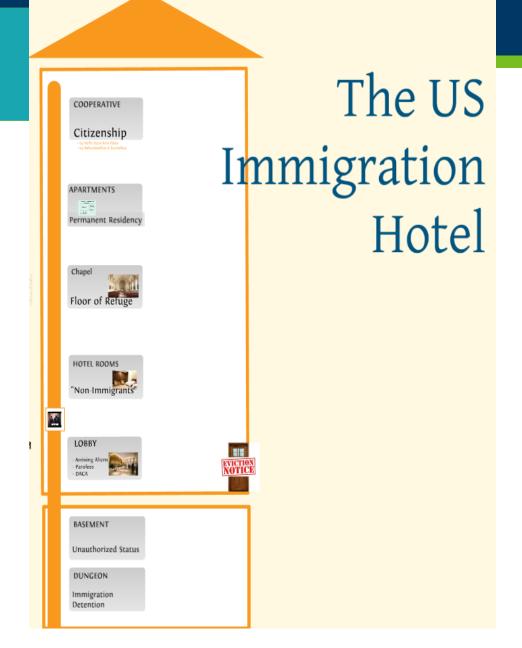
- Citizenship
- Penthouse of Immigration
   Statuses
- Ownership
- Very difficult for the U.S. government to kick people out
- Done riding the elevator
  - Exception: fraud



# Hypothetical 1:

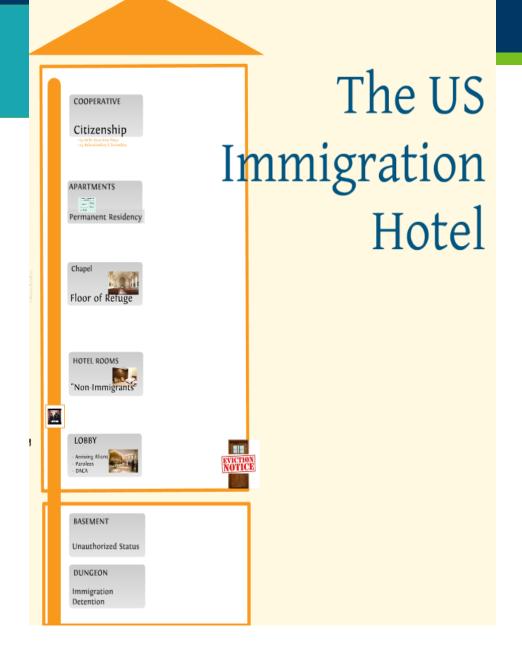
- Refugee enters the U.S.
- Becomes Lawful Permanent Resident after one year.
- Naturalizes five years later.

 How did the Refugee move in the immigration hotel?



# Hypothetical 1:

- Refugee enters the U.S. Chapel
- Becomes Lawful Permanent Resident after one year. - Apartment
- Naturalizes five years later. Co-op or Penthouse



## Hypothetical 2:

- Citizen of Venezuela enters U.S. on parole.
- Apply for Temporary Protected
   Status after entry.
- Granted Temporary Protected
   Status.
- How did they move in the immigration hotel?



## Hypothetical 2:

- Citizen of Venezuela enters U.S. on parole. - Lobby
- Apply for Temporary Protected
   Status after entry. Lobby
- Granted Temporary Protected
   Status. Lobby



# Hypothetical 3:

- Citizen of Somalia flies into Brazil, walks through Central America, crosses southern border into the U.S., is detained for a week.
- They are released and granted 2 months of parole.
- During this time they applied for asylum.
- Five years later they were granted asylum.
  - Where are they now?

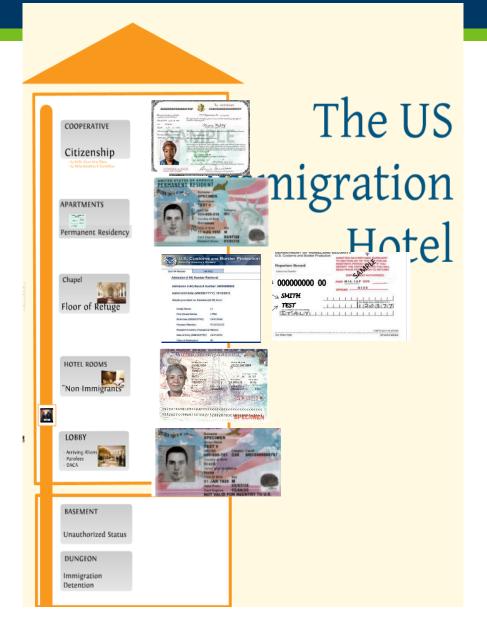


# Hypothetical 3:

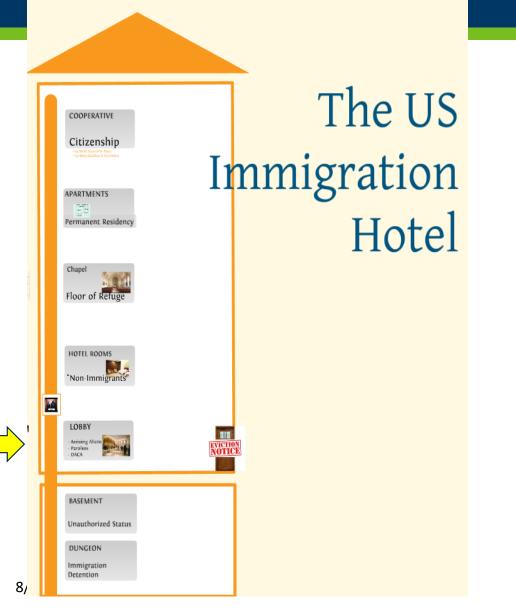
- Citizen of Somalia flies into Brazil, walks through Central America, crosses southern border into the U.S., is detained for a week. - Dungeon
- They are released and granted 2 months of parole. - Lobby
- During this time they applied for asylum. Lobby
- Five years later they were granted asylum. –
   Chapel/Sanctuary
  - Where are they now?

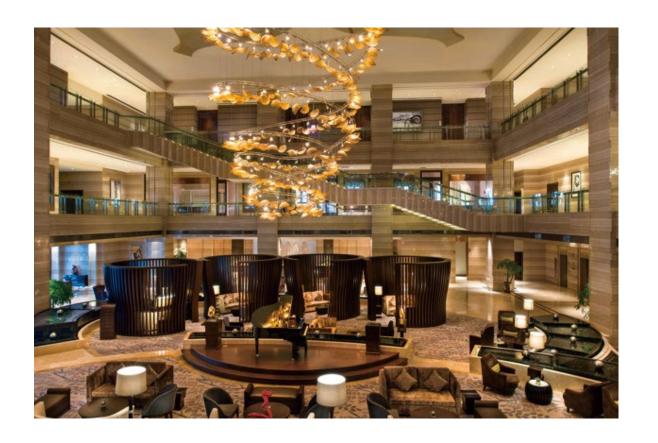


#### **Immigration Hotel**



# Immigration Hotel Lobby: Most common evidence of Work Authorization





#### HOTEL LOBBY

- Permission to be in the U.S. vs. legal immigration status
- Known to USCIS
  - Eligible for work authorization at some point, will have an expiration date
- Could possibly renew work authorization every 18 to 24 months for decades



#### Hotel Lobby: Lawfully Residing People

#### **Applicants for Immigration Benefits**

- Applicants for Asylum
- Applicants for Lawful Permanent Residence

Deferred Action for Childhood Arrivals (DACA)

Special Immigrant Juvenile Status (SIJS)

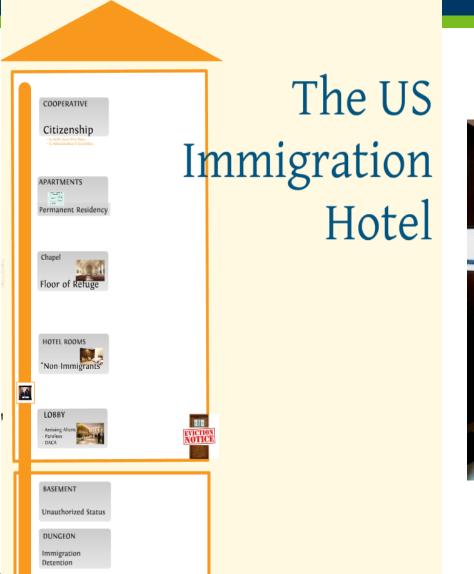
Temporary Protected Status (TPS)

People Paroled for less than one year

ALL must have a current documents – no expired documents

• If expired, ineligible and undocumented

# Non-Immigrants: Most common evidence of Work Authorization





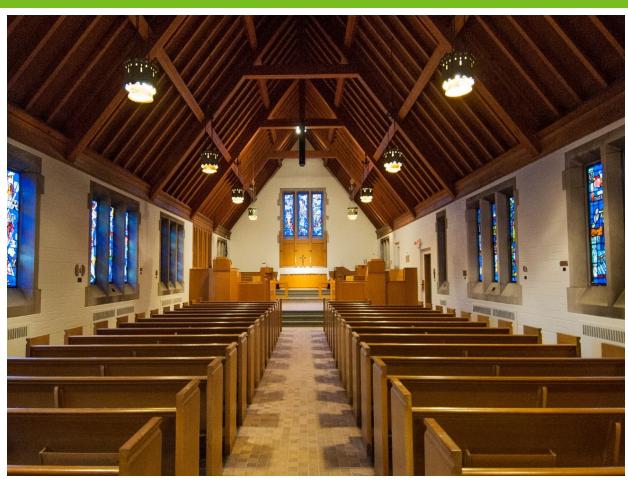
### HOTEL ROOM FLOOR

- Non-immigrant visas
  - The visa lists a specific employer the company the person can work for.
    - If the business closes, typically have 10 days to leave the country.
  - They are authorized to work incident to their visa



Immigration Hotel Sanctuary (Refugees): Most common evidence of Work Authorization





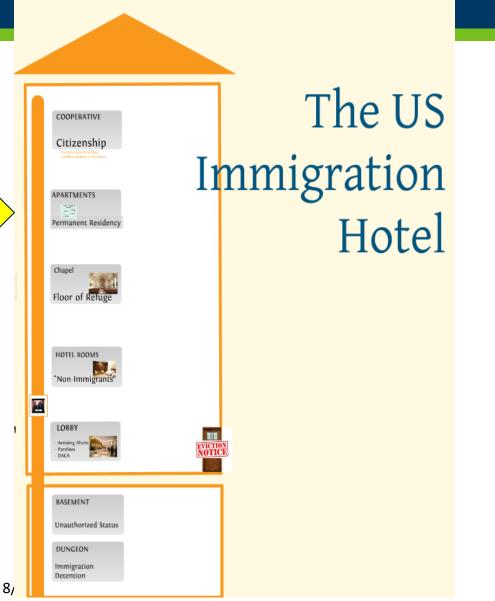
# CHAPEL or SANCTUARY

- People who are seeking protection in the United States
- Some groups are work authorized incident to I-94 (U.S. entry doc) for the first 90 days
  - People typically do not have an SSN within these 90 days, it is not required.
  - Employers need to follow the <u>I-9 Handbook for Employers</u> and only require the documents necessary for completing the I-9.
  - Discrimination laws protect people from employers who try to require specific documents.

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The same of the same of	U.S. Customs and Border Protection Securing America's Borders
	Most Recent I-94
	Admission (I-94) Record Number .
	Most Recent Date of Entry: 2022 May 20
	Class of Admission : UHP
	Admit Until Date : 05/18/2024
	Details provided on the I-94 Information form:
	Last/Surname :
	First (Given) Name :
	Birth Date :
	Document Number :
	Country of Citizenship: Ukraine
	Get Travel History
ķ	► Effective April 26, 2013, DHS began automating the admission process. An alien lawfully admitted or paroled into the U.S. is nonger required to be in possession of a preprinted Form I-94. A record of admission printed from the CBP website constitutes a awful record of admission. See 8 CFR § 1.4(d).
	<ul> <li>If an employer, local, state or federal agency requests admission information, present your admission (I-94) number along with any additional required documents requested by that employer or agency.</li> </ul>
	Note: For security reasons, we recommend that you close your browser after you have finished retrieving your I-94 number.
	CAME No. 1651-6 Expiresson Date: 56/51/2
	For inquiries or questions regarding your I-94, please click here

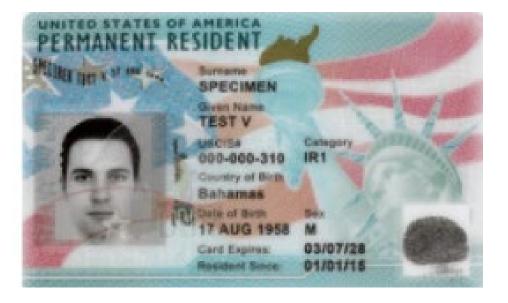
# Immigration Apartments: Most common evidence of Work Authorization

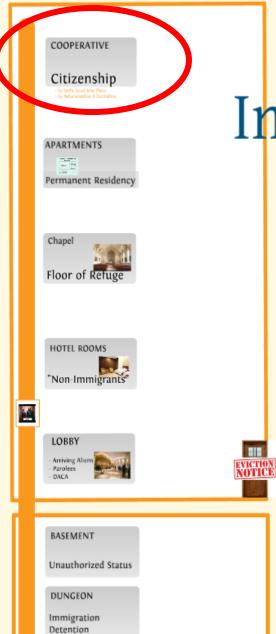




#### **APARTMENTS**

- Permanent Residents (LPR)
  - Secure immigration status
- LPR card or green card is evidence of work authorization
  - No time limitations
  - No limitation on what company a person can work for.





# The US Immigration Hotel

### CONDO

- Citizenship
- No additional work authorization document needed based on immigration status
  - Same I-9 requirements as all other U.S. citizens



# Hypothetical:

- Refugee enters the U.S.
- Becomes Lawful Permanent Resident after one year.
- Naturalizes five years later.

 What document do they have to show work authorization?

## Hypothetical:

- Refugee enters the U.S. I-94
- Becomes Lawful Permanent Resident after one year. – Green Card
- Naturalizes five years later. Typical I-9 rules, same as all USC.

#### Summary

Immigration
Status/Classification

Work Authorization

Who to ask for help

- There are many ways a person can be in the U.S. lawfully
- There are many different versions of work authorization that can change throughout a person's immigration journey
- We in the Resettlement Programs Office want to build bridges and work more closely with partners to help noncitizens receive supports for work.

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# Thank You!

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