

Debate on Immigration Reform and Other Immigration Challenges



Moderator: William Taylor, Adobe Systems

**Ann Cun
Brandon Meyer**

**Addie Hogan
Julie Pearl**



H-1B ALTERNATIVES

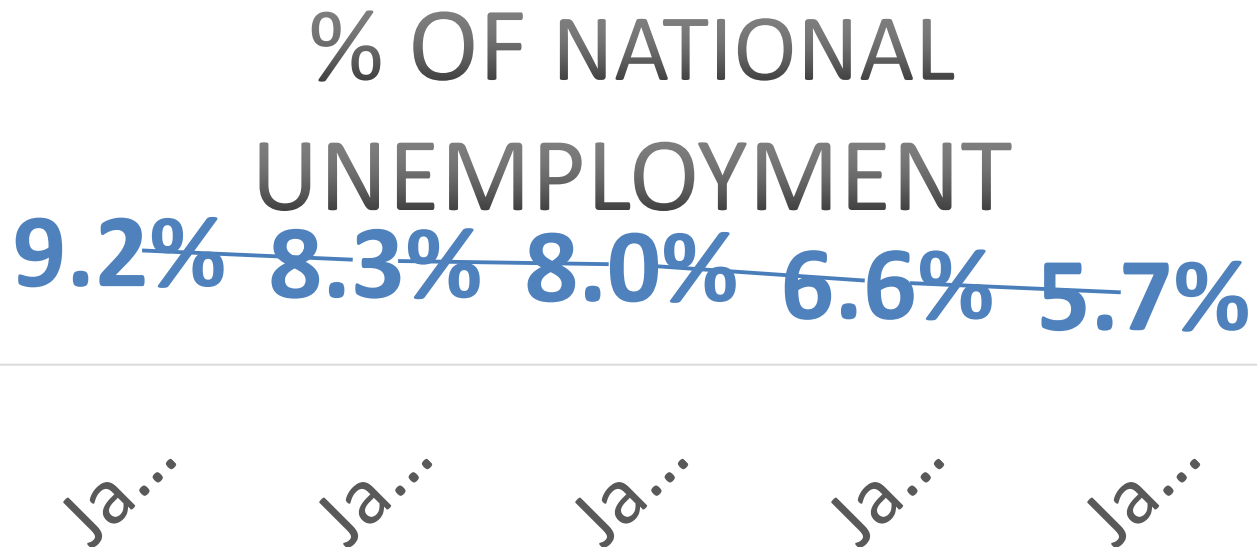


INNOVATE, INTEGRATE, MOTIVATE:
Together Towards Tomorrow



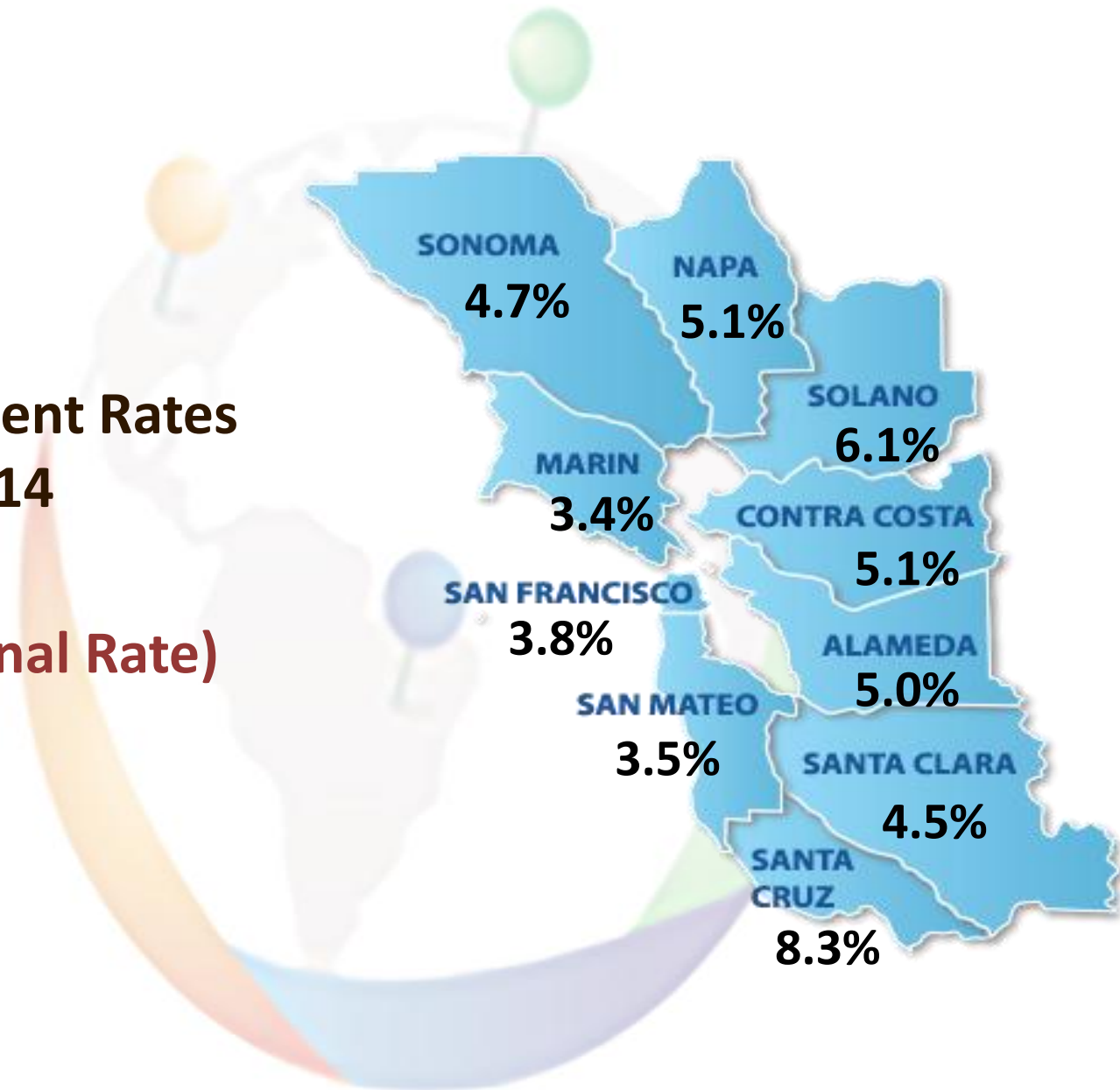
Ann Cun, Senior Attorney
MEYER LAW GROUP
IMMIGRATION AND NATIONALITY LAW



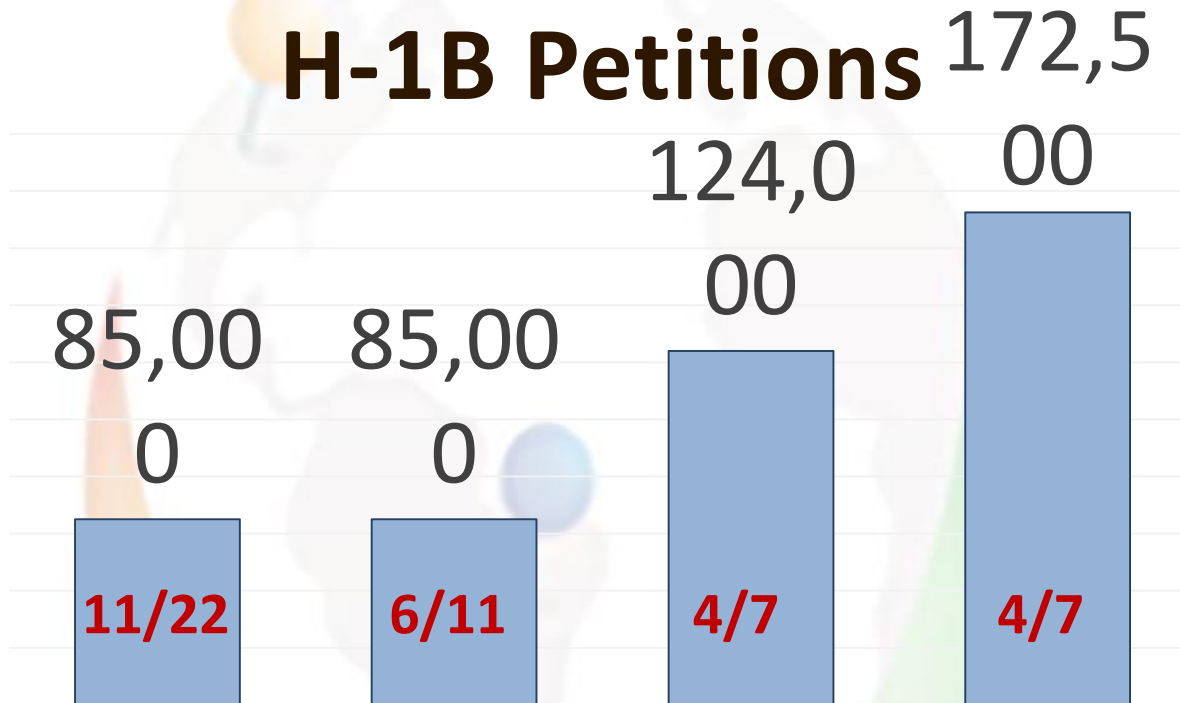


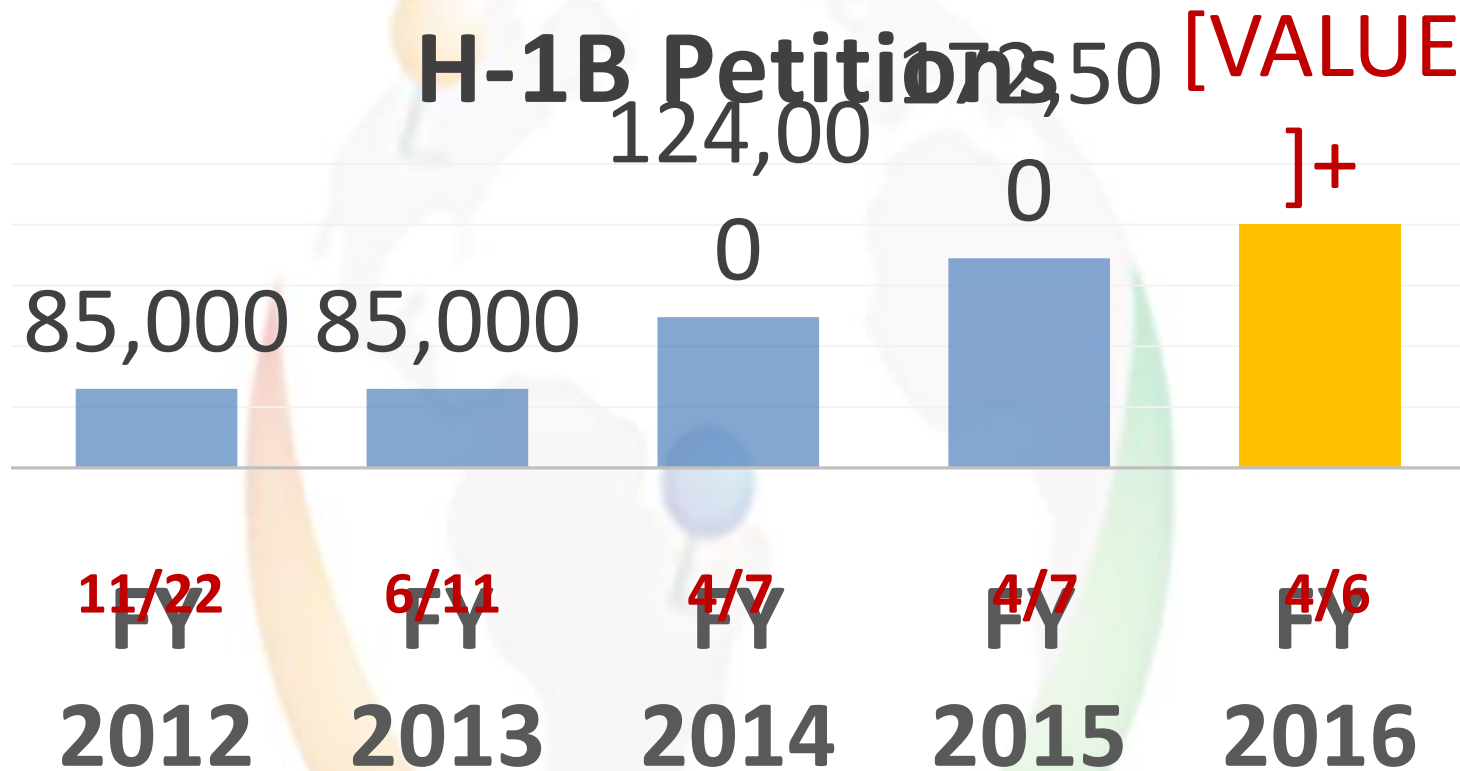
Bay Area Unemployment Rates as of Dec 2014

(5.7% National Rate)



H-1B Petitions





ALTERNATIVES

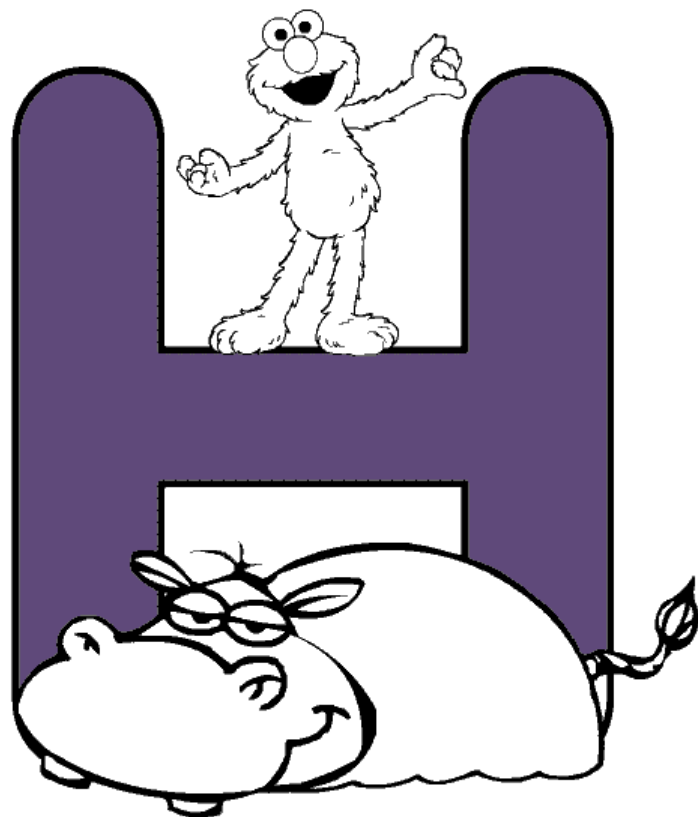


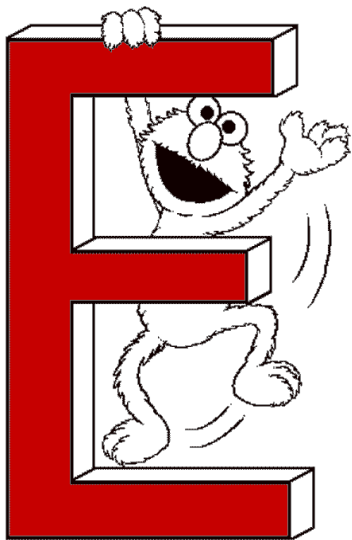


SINGAPORE





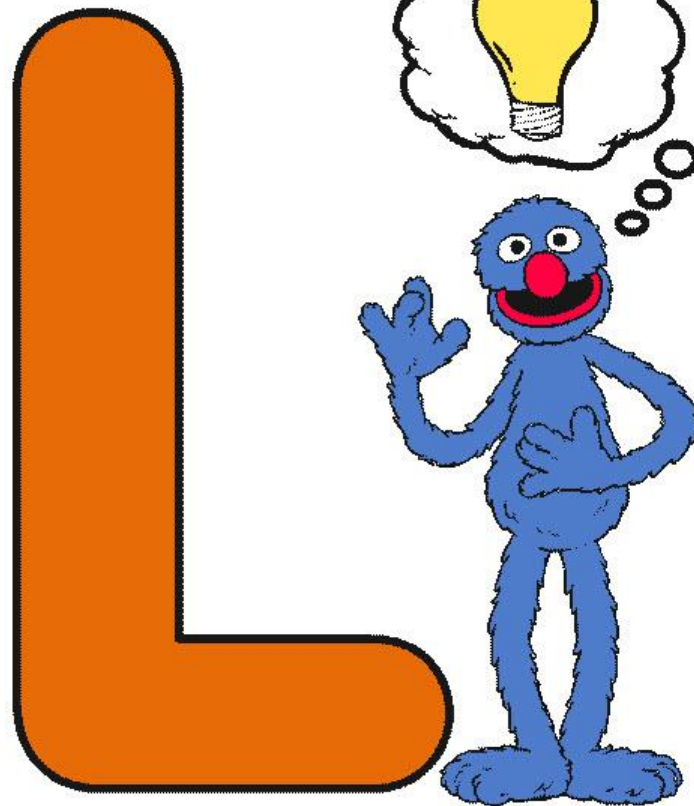


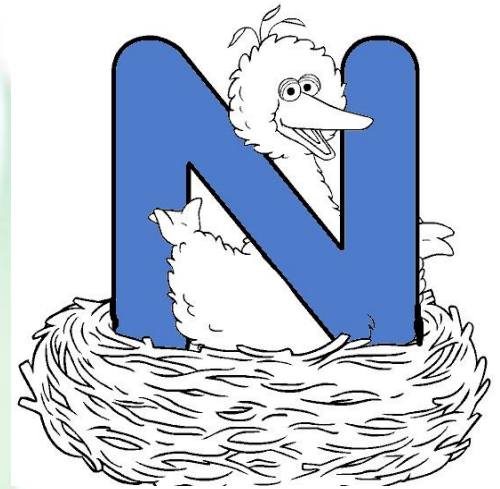
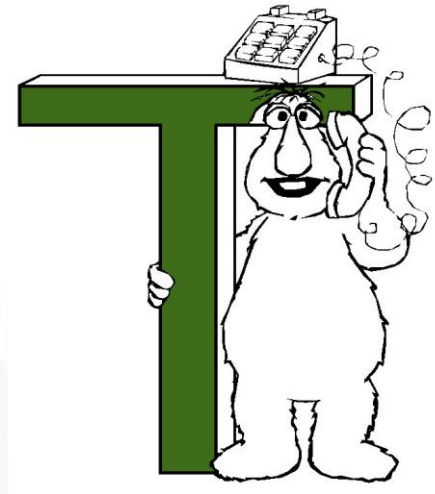


AUSTRALIA











Science Technology Engineering Math





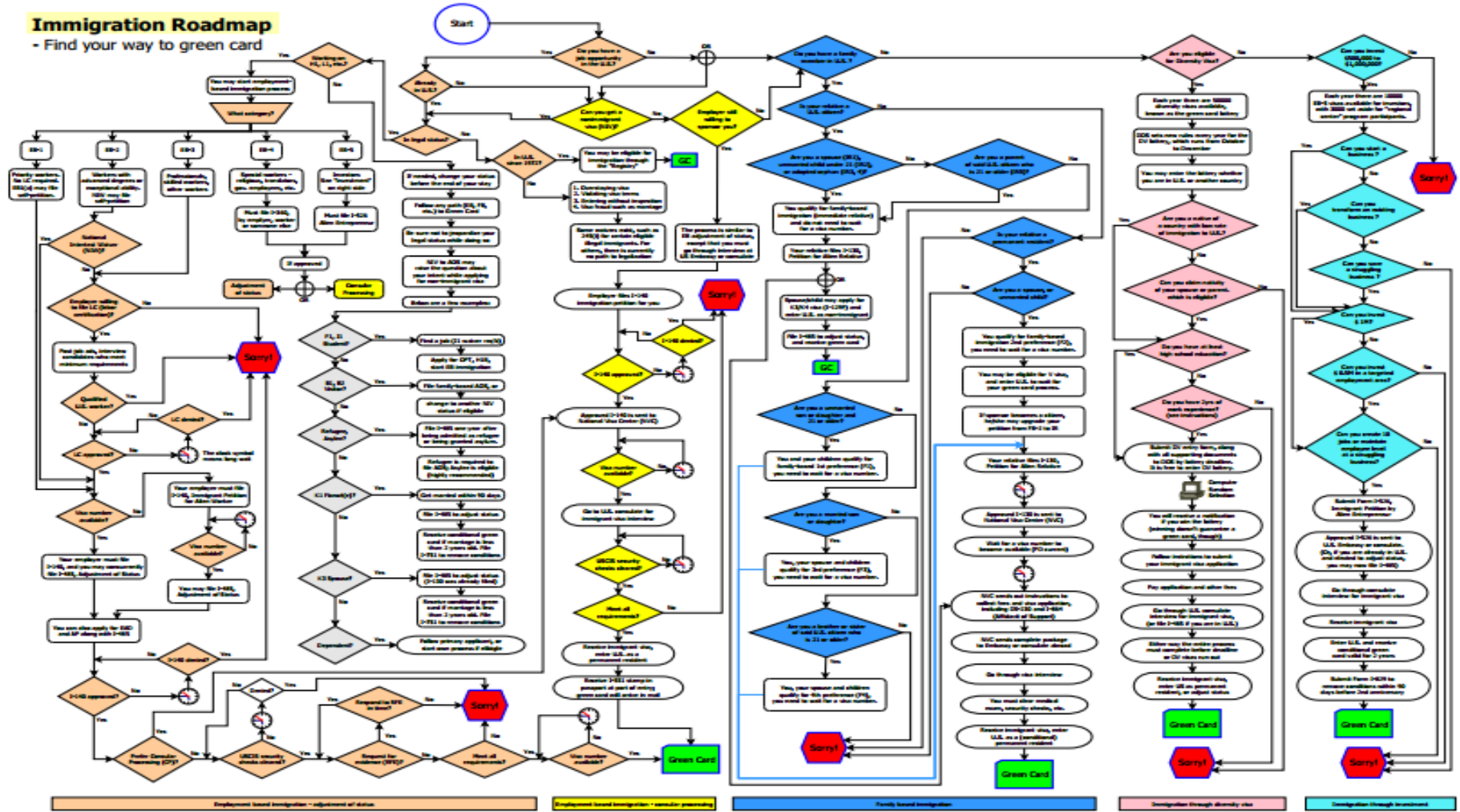
Green Card Challenges



The Path to US Permanent Residence

Immigration Roadmap

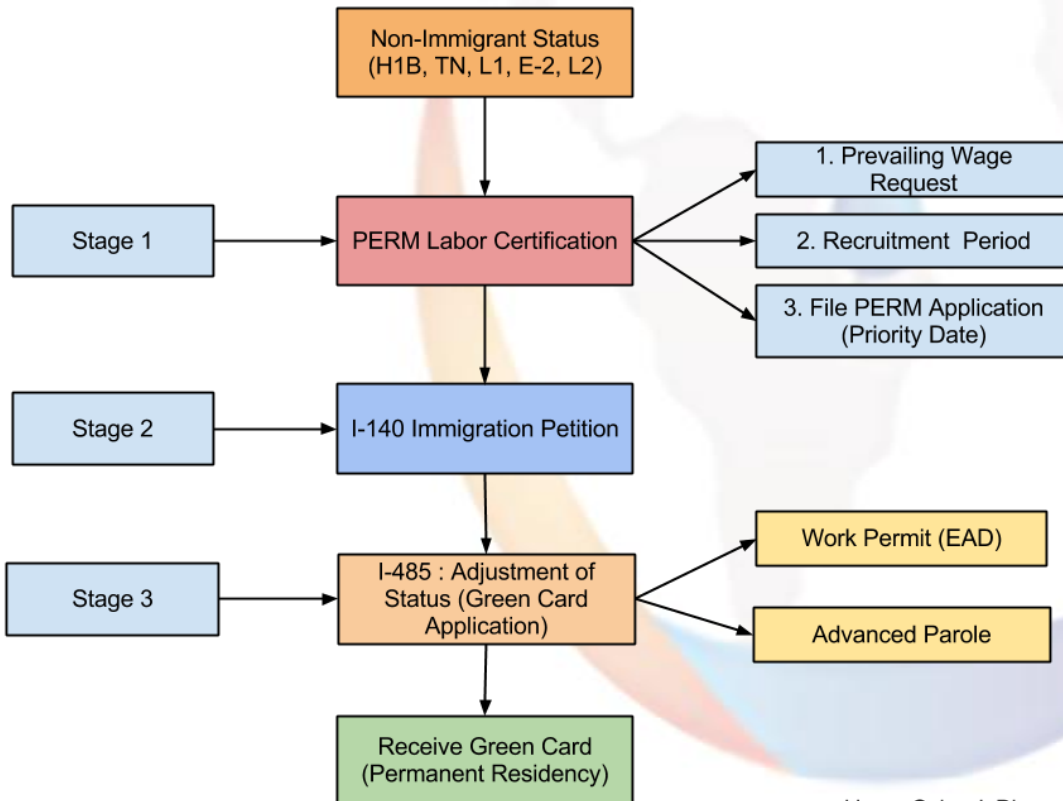
- Find your way to green card



Disclaimer: This immigration roadmap is for general guidance only and shall NOT be construed as legal advice. Immigration laws and regulations are ever changing, so always consult with an immigration attorney or a qualified professional with regard to your case. The accuracy of any information that all possible ways to GC are covered by this document, and responsibility to respond are not including. This may start multiple processes if you are eligible.

[illegible]

Stages of Green Card Process : Employment Based



Executive Order – How It Helps

Family-Sponsored	All Chargeability Areas Except Those Listed	CHINA-mainland born	INDIA	MEXICO	PHILIPPINES
F1	15OCT04	15OCT04	15OCT04	15APR93	15APR97
F2A	22APR09	22APR09	22APR09	22MAR09	22APR09
F2B	08SEP03	08SEP03	08SEP03	01DEC92	01SEP01
F3	01NOV01	01NOV01	01NOV01	22DEC92	15JUL92
F4	15AUG00	15AUG00	15AUG00	08MAY96	08OCT88

1. Green Card Backlogs – will give employees more flexibility after PERM is approved and will curb the national origin inequity in wait times

Other Ways the Orders Help Business

- 2. Pre-Registration will allow more portability of employees
- 3. **OPT is like a “Temporary Green Card”**



How big could the OPT expansion be?...

Expansion of OPT Employment Authorization (for Recent Graduates of US Universities)

President's Order says to explore expansion "For STEM and other degreed programs"

- **Range:** Include MBAs and Business Degrees?
Economics? BS in Sales – first job of most CEOs
- **Years:** Imagine if a recent grad could get 5 years
(instead of 1 year and maybe another 17 months)
How many more outliers would THIS attract?

What Only Congress Can Do

- Overhaul the immigration process (merit-based system)
- “Staple” green cards to STEM and other US diplomas
- Create a Trusted Employer program (streamlined I-140 Immigrant Petitions, etc.)
- Reduce the Immigrant Visa backlog by not counting dependents against the cap
- Authorize more H-1B visa numbers!



Divergent Viewpoints: President's Executive Actions



GOVT SHUTDOWN

CLOSURE
FOR
BUSINESS

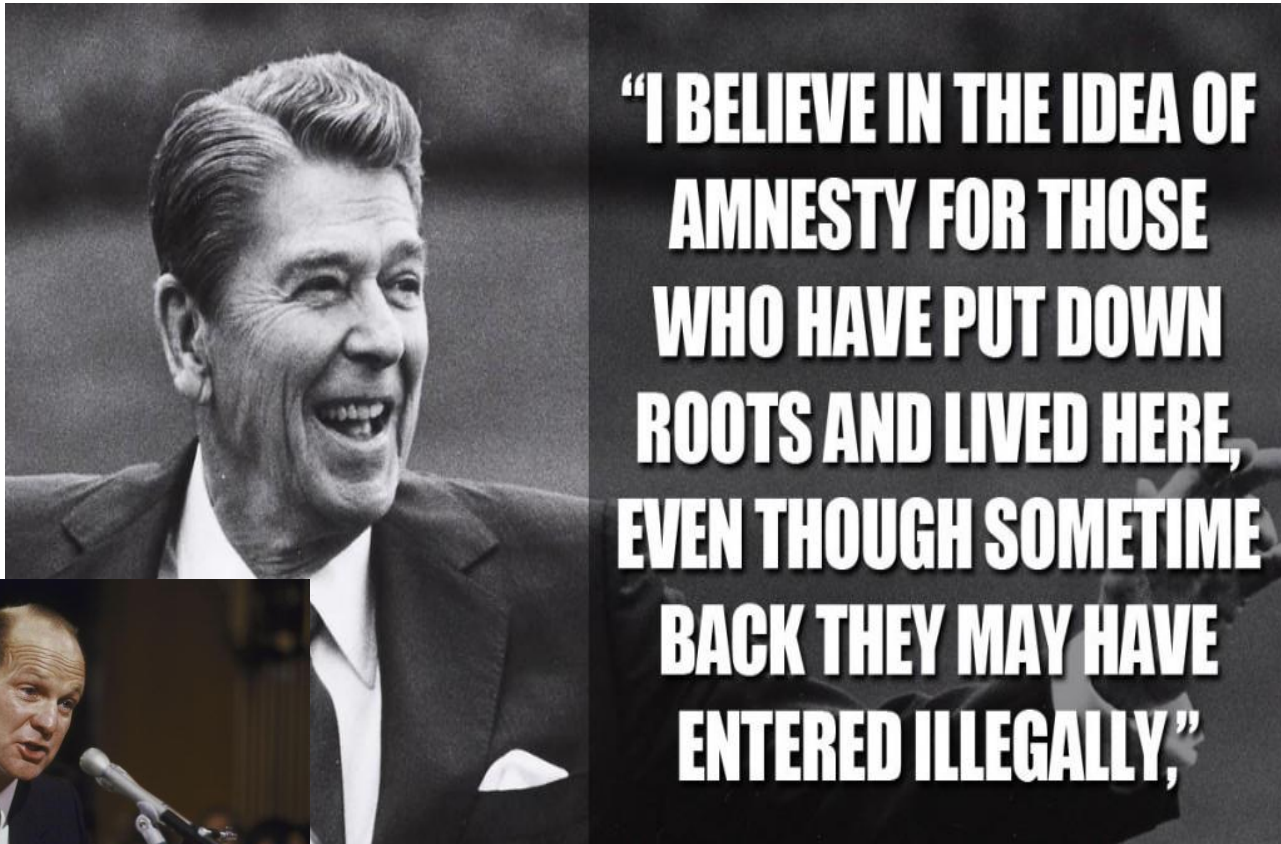
How did
we get to
this?



Last Amnesty: 1986

Prior Amnesty: 1965

The Significance of 21-Years



Even Babies Can “Protect” Their Parents from Deportation



2000+ Miles & Divergent Incomes



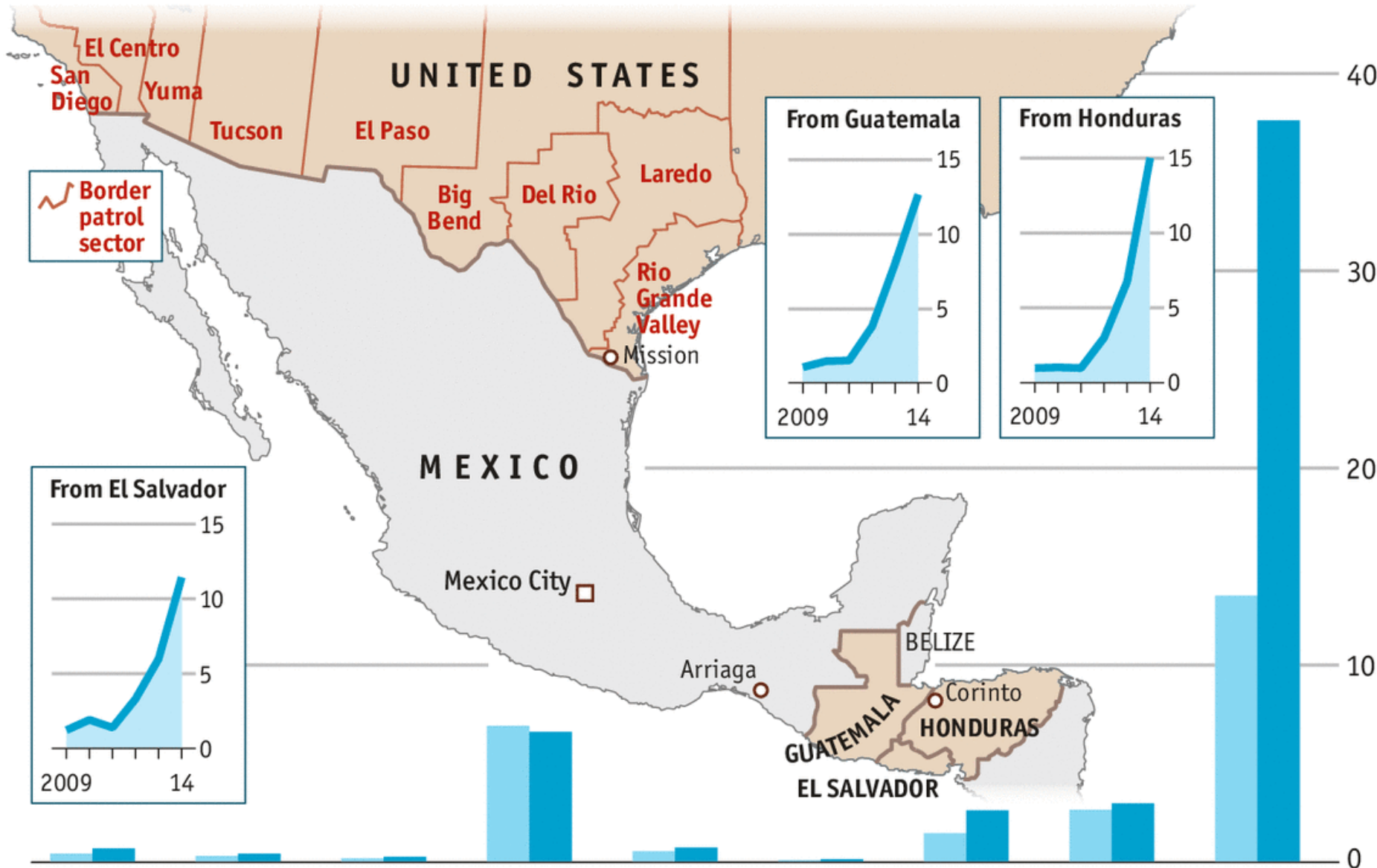
The surge from Central America

Unaccompanied children* caught crossing the US-Mexico border, '000

Fiscal years ending September 30th

2013†

2014†



Education and Poverty Levels

Foreign-Born

- **28%** Bachelor's degree
- **31%** No HS diploma

US-Born

- **29.4%**
- **10%**

-
- **Foreign-born = 12% of US population and 16% of workforce**
 - **But 31% of children living in poverty in US are immigrants' kids**



Who Gets Green Cards?

About 1M green cards are given a year

990,553 in 2013:

40% born in Asia (China, India, Philippines...)

32% born in North America (Mexico, DR...)

Only 15% are employment (skill) based!

66% Family-sponsored

15% Refugee/Asylee

4% Diversity Lottery

Canada: Emphasis on Skills

63.0%
Economic
164,500

26.1%
Family
68,000

10.9%
Humanitarian
28,400

Federal Skilled Workers (and Federal Skilled Trades) 47,300



Canadian Experience Class 15,000



Live-in Caregivers 17,500



Federal Business 6,000



Quebec Business 5,300



Quebec Skilled Workers 26,600



Provincial Nominees 46,800



Spouses, Partners and Children (includes Public Policy) 48,000



Parents and Grandparents 20,000



Protected Persons in Canada 7,500



Dependants Abroad 3,500



Government-Assisted Refugees 7,100



Visa Office Referred 500



Privately Sponsored Refugees 6,300



Public Policy - Federal Resettlement Assistance & Other 500

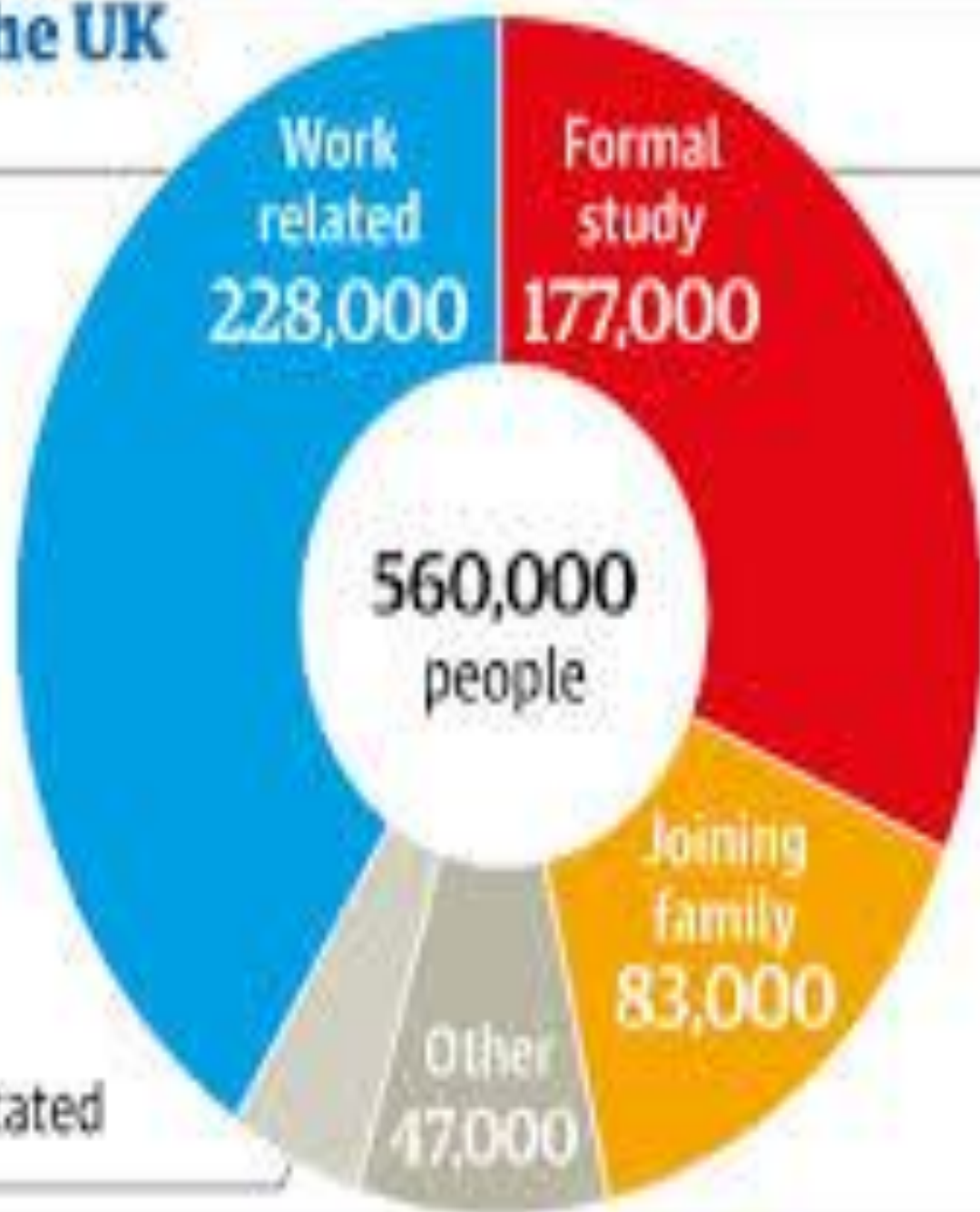


Humanitarian and Compassionate 3,000



Why people come to the UK

Main reasons for long term immigration, 12 months to end of March 2014



SOURCE: ONS

Australia – Increasing Skills Percentage by Design

61,000 Family
129,000 Skills

190,000 Total



Migration programme outcomes for 2010–11 to 2013–14 and planning levels for 2014–15					
Category	2010–11 Outcome	2011–12 Outcome	2012–13 Outcome	2013–14 Outcome	2014–15 Planning level ¹
Family stream					
Partner ²	41 994	45 150	46 325	47 752	47 825
Child ²	3 300	3 700	3 850	3 850	3 885
Other family ³	750	1 252	1 285	585	500
Parent ⁴	8 499	8 502	8 725	8 925	8 675
Total family	54 543	58 604	60 185	61 112	60 885
Family as per cent of total programme	32.3%	31.7%	31.7%	32.2%	32.0%
Skill stream					
Employer Sponsored ⁵	44 345	46 554	47 740	47 450	48 250
RSMS (included above)	11 120	16 471	20 510	16 538	
Skilled Independent	36 167	37 772	44 251	44 984	43 990
State and Territory Nominated	16 175	22 247	21 637	24 656	
Skilled Regional	9 117	11 800	8 132	5 100	
State/Territory and Regional Nominated ⁶					28 850
Distinguished Talent	125	180	200	200	200
Business Innovation and Investment Programme ⁷	7 796	7 202	7 010	6 160	7 260
1 November onshore	0	0	3	0	0
Total skill	113 725	125 755	128 973	128 550	128 550
Skill as per cent of total programme	67.4%	68.0%	67.9%	67.7%	67.7%
Total Special Eligibility	417	639	842	338	565
Total programme	168 685	184 998	190 000	190 000	190 000

Tale of Two Partners: 1995



**Reagan-Bush
Appointee as
Head of INS**



Card-Carrying Member

Tale of Two Families

- The “Whatever’s”
- (15-20 year wait)
- The “Pay-It-Forwards”
- 3-4 year wait



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