



**SIDE BY SIDE COMPARISON OF IMMIGRATION REFORM PROPOSALS (April 5, 2007)**

		Senate Judiciary Committee	Specter-Hagel (S.2611)	Flake-Gutierrez
<b>Worksite Enforcement</b>	<b>Mandatory Verification</b>	Mandatory verification for all employers, but <u>DHS has authority to exempt any employers and to change verification procedures</u> (§ 301)	Mandatory verification for all employers, <u>but only after \$400 million is appropriated to fund system; DHS may change procedures to improve system</u> (§ 301).	Mandatory verification for all employers, except verification is not required for domestic employees, employees provided by an agency, or independent contractors (§ 301); DHS may waive for any class of employers (§ 301). DHS certification that certain features are operable (including SSA verification within one business day) is required before employer participation is mandatory (§ 301).
	<b>Verification System Required</b>	Requires DHS and SSA to implement a system that provides for electronic verification of work eligibility (§ 301); maintains I-9 system with a few changes (§ 301)	Requires DHS and SSA to implement an Employer Eligibility Verification System (§ 301); <u>streamlines I-9 system</u> (§ 301).	Requires DHS and SSA to implement an EEVS (§ 301); streamlines I-9 system, but allows for broad exceptions.
	<b>Documents Authorized to Verify Work Eligibility</b>	Acceptable documents are essentially the same as I-9 system except some (but not social security card) must have security features (§ 301)	<u>Streamlines acceptable documents; requires security features for alien documents; allows transition until new system is implemented</u> (§ 301).	Streamlines acceptable documents, but then authorizes DHS to create broad exceptions, allowing use of any identification document that is tamper-resistant. Permissible documents depend on status (i.e. citizen, LPR, or temporary alien). Social security cards must be upgraded to be used as proof of work authorization (§ 301).
	<b>Implementation schedule</b>	5 years for all employers, sooner for larger employers and employers at critical sites; <u>DHS may waive provisions for any employer or a class of employers</u> (§ 301)	All employers must comply <u>18 months after \$400 million is appropriated to DHS for implementation</u> (§ 301); DHS <u>may</u> require critical employers to comply <u>“on a priority basis”</u> (§ 301).	5 years for all employers, sooner for larger employers and critical infrastructure employers (§ 301); DHS may waive implementation for any class of employers (§ 301).
	<b>Worksite Enforcement</b>	Adds 10,000 DHS worksite investigators over 5 years; Adds 1,000 DHS immigration enforcement agents to detect immigration fraud over 5 years (§ 303)	<u>Adds 11,000 ICE agents over 5 years; requires that at least 25% of ICE work hours be dedicated to worksite enforcement</u> (§ 303); Annually adds 2,000 DOL compliance investigators to enforce H-2C program (§ 412).	Adds 11,000 ICE agents over 5 years; requires that at least 25% of ICE work hours be dedicated to worksite enforcement and fraud detection (§ 305); Annually adds 2,000 DOL compliance investigators to enforce H-2C program (§ 409).
	<b>Employer Penalties for Hiring Illegal Aliens</b>	Increases <b>civil penalties</b> for hiring unauthorized aliens: range for 1 <sup>st</sup> offense is increased from \$250-\$2,000 to \$500-\$4,000; range for 2 <sup>nd</sup> offense is increased from \$2,000-\$5,000 to \$4,000-\$10,000; range for 3 <sup>rd</sup> offense is increased from \$3,000-\$10,000 to \$6,000-\$20,000. Employers who fail to keep records or use system are subject to a civil penalty of: for 1 <sup>st</sup> offense, \$200- \$2,000; for 2 <sup>nd</sup> offense, \$400-\$4,000; for 3 <sup>rd</sup> offense, \$6,000; <u>Gives DHS discretion to reduce penalties</u> (§ 301(e)). Increases <b>criminal</b> fine from \$3,000 to \$20,000 (§ 301).	Increases <b>civil penalties</b> for hiring unauthorized aliens: range for each offense is increased from \$250-\$2,000 to \$500-\$4,000; range for 2 <sup>nd</sup> offense w/n 12 months is \$4,000-\$10,000; range for 3 <sup>rd</sup> offense w/n 24 months is \$6,000-\$20,000. Employers who fail to keep records or use system are subject to a civil penalty of: for 1 <sup>st</sup> offense, \$200-\$2,000; for 2 <sup>nd</sup> offense, \$400-\$4,000; for 3 <sup>rd</sup> offense, \$600-\$6,000; <u>Gives DHS discretion to reduce penalties</u> (§ 301(e)). Increases <b>criminal</b> penalty <u>from 6 months to 3 years</u> and increases the fine from \$3,000 to \$20,000 (§ 301).	Increases <b>civil penalties</b> for hiring unauthorized aliens: range for each offense is increased from \$250-\$2,000 to \$500-\$4,000; range for 2 <sup>nd</sup> offense w/n 12 months is \$4,000-\$10,000; range for 3 <sup>rd</sup> offense w/n 12 months is \$6,000-\$20,000. Employers who fail to keep records or use system are subject to a civil penalty of: for 1 <sup>st</sup> offense, \$200-\$2,000; for 2 <sup>nd</sup> offense w/n 12 months, \$400-\$4,000; for 3 <sup>rd</sup> offense w/n 12 months, \$6,000; <u>Gives DHS discretion to reduce penalties</u> . Increases <b>criminal</b> penalty from 6 months to 3 years and increases the fine from \$3,000 to \$20,000 (§ 301).

Blue text denotes provisions added by amendment.

		Senate Judiciary Committee	Specter-Hagel (S.2611)	Flake-Gutierrez
<b>Enforcement Provisions</b>	<b>Border Enforcement</b>	Authorizes replacing old and building new fencing along urban areas of the Arizona border (§ 106); Allows use of DOD equipment for aerial surveillance (§ 102); Directs DHS to develop a Surveillance Plan for the border (§ 111); Directs DHS to develop a “National Strategy for Border Security” (§ 112); Directs DHS and State Dept. to work with Mexico, Guatemala, and Belize to improve Mexico’s southern border (§ 114).	Authorizes replacing old and building new fencing (370 miles) along urban areas of southern border, but requires prior consultation with Mexico (§§ 106, 117); Authorizes use of National Guard to supplement border patrol at southern border (§ 133); Allows use of DOD equipment for aerial surveillance (§ 102); Directs DHS to develop a Surveillance Plan for the border (§ 111); Directs DHS to develop a “National Strategy for Border Security” (§ 112); Directs DHS and State Dept. to work with Mexico, Guatemala, and Belize to improve Mexico’s southern border (§ 114).	Directs use of DOD equipment for aerial surveillance (§ 102); Directs DHS to develop a border surveillance plan (§ 111); Directs DHS to develop a national strategy for border security (§ 112); Requires DHS to report on progress made by Canada, Mexico and the U.S. in coordinating visa policy, including exploring ways to waive visa requirements for nationals and citizens of the same, and developing a common security perimeter (§ 113); Requires U.S. government to establish a program relating to Central American security needs (§ 121); Requires consultation with Mexico on a variety of issues, including “border security structures” (§123); Authorizes use of National Guard to supplement border patrol at southern border (§ 124)
	<b>Customs and Border Protection</b>	Authorizes 4,000 new border patrol agents over 5 years (above Intel Reform Act) (§101); Adds 2,500 point of entry inspectors over 5 yrs (§ 101).	Authorizes 5,000 new border patrol agents over 5 years (§101); Adds 2,500 point of entry inspectors over 5 years (§ 101). Increases Border Patrol helicopters and power boats (§ 162).	Authorizes 5,600 new border patrol agents (above Intel Reform Act) and 250 new deputy U.S. Marshals (§ 101(b)); Adds 2,500 point of entry inspectors (§ 101(a)); Creates new crime for evasion of border inspection personnel (§ 136).
	<b>Immigration and Customs Enforcement (ICE)</b>	Over 5 years adds 1,000 ICE investigators to pursue INA violations; adds 1,000 new DHS investigators to detect fraud and alien smuggling (§ 101).	Over 5 years adds 1,000 ICE investigators to pursue INA violations; adds 1,000 new DHS investigators to detect fraud and alien smuggling (§ 101).	Authorizes 1,000 new ICE investigators (§ 101(c)(1)); Adds another 1,000 ICE agents to investigate alien smuggling (§ 101(c)(2)).
	<b>Local and State Authorities</b>	Affirms state and local law enforcement authority to enforce <u>criminal</u> immigration laws (§ 229).	Affirms state and local law enforcement authority to enforce <u>criminal</u> immigration laws (§ 229).	Affirms state and local law enforcement authority to enforce <u>criminal</u> immigration laws (§ 215).
	<b>Detention Facilities</b>	Requires the acquisition or construction of 20 detention facilities with combined capacity of 10,000 beds (§ 233).	Requires the acquisition or construction of at least 20 detention facilities with combined capacity of 20,000 beds (§ 233).	Authorizes DHS to construct/acquire at least 20 detention facilities with a combined capacity of at least 20,000 beds (§ 217).
	<b>Expedited Removal</b>	Requires use of expedited removal for OTMs who are apprehended within 100 miles of the border within 14 days of entry (§ 227); Permits use of expedited removal on incarcerated aliens (§ 227).	Requires use of expedited removal for OTMs who are apprehended within 100 miles of the border within 14 days of entry (§ 227); Permits use of expedited removal on incarcerated aliens (§ 227).	Requires DHS to establish “quality assurance procedures” to ensure accuracy of statements made by DHS agents exercising expedited removal (§ 172); Allows DHS to release aliens on their own recognizance without bond or to “secure alternatives to detention” (§ 173); Requires DHS to provide written explanations of custody decisions to aliens within 72 hours of detention (§ 173); Allows alien to request re-determination of custody decision by immigration judge at any time (§ 173); Creates new office of detention oversight to oversee and account for detention standard compliance (§ 176) ; Provides for “secure alternatives to detention” (§ 177).

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<b>Document Reform</b>	<b>Document Integrity</b>	Adds anti-fraud measures and biometric data to all visa and immigration documents (§ 126); Requires collection of fingerprints from each alien required to submit them under IIRAIRA (§ 121).	Adds anti-fraud measures and biometric data to all visa and immigration documents (§ 126); Requires collection of fingerprints from each alien required to submit them under IIRAIRA (§ 121).	Requires immigration documents be machine-readable and tamper-resistant and incorporate a biometric identifier (§ 134); Authorizes DHS to collect biometric information from aliens (§ 135); Requires social security card to be biometric and made of durable plastic (§ 301).
	<b>Fraud Prevention</b>	Adds 1,000 fraud detection personnel to DHS over 5 years (§ 303); Directs DHS to train CBP officers in detecting fraudulent documents (§ 125).	Adds 1,000 fraud detection personnel to DHS over 5 years (§ 303); Directs DHS to train CBP officers in detecting fraudulent documents (§ 125).	Directs DHS to train CBP officers in detecting fraudulent documents (§ 133). Requires that at least 25% of ICE work hours be dedicated to worksite enforcement and fraud detection (§ 305).
	<b>Penalties for Document-Related Fraud</b>	Rewrites Ch. 75 of Title 18 (relating to passport, visa, and immigration fraud) adding new sections on seizure and forfeiture; additional jurisdiction; venue; and authorized law enforcement activities (§ 208).	Rewrites Ch. 75 of Title 18 (relating to passport, visa, and immigration fraud) adding new sections on seizure and forfeiture; additional jurisdiction; venue; and authorized law enforcement activities (§ 208).	Rewrites Ch. 75 of Title 18 (relating to passport, visa, and immigration fraud) adding new sections on additional jurisdiction; venue; and authorized law enforcement activities, but unlike S.2611, does not address marriage fraud, seizure and forfeiture, and creates new section on refugees and asylees. (§ 221).

Change in Status for Illegal Aliens

	Senate Judiciary Committee	Specter-Hagel (S.2611)	Flake-Gutierrez
<b>Amnesty Options Available to Illegal Aliens</b>	Conditional nonimmigrant status (§ 601); AgJobs (Subtitle B of Title VI); DREAM Act (Subtitle C of Title VI)	“ <b>Earned Adjustment</b> “ for illegal aliens present on/before April 5, 2001; <b>Deferred Mandatory Departure</b> for aliens present on January 7, 2004; <b>AgJobs</b> (see Subtitle B of Title VI); <b>DREAM Act</b> (see Subtitle C of Title VI)	<b>Conditional nonimmigrant status</b> for 6 years, then eligible for LPR status (§ 601). Before amnesty or guest worker program may begin, DHS must certify that improvements in border surveillance technology are being implemented; that the systems and infrastructure necessary to improve document security are ready; and that the first phase of the EEVS system requiring the participation of critical infrastructure employers has been implemented.
<b>Conditions for Participation</b>	For <b>conditional nonimmigrant status</b> , an alien must —submit application —establish that he/she has been present and employed in U.S. before and since January 7, 2004 (or has attended school full-time) —undergo background check —meet general admissibility criteria —pay \$1000 fine (§ 601)	For <b>earned adjustment</b> , alien must be present on/ before April 5, 2001 and not have departed since, except for brief periods; Must show general admissibility ( <u>numerous provisions are waivable</u> ); Must show employment for 3 yrs out of 5-yr period plus 6 years after date of enactment ( <u>part-time permissible, reduced for those under 21, college study qualifies</u> ); Must pay taxes since April 5, 2001; Must <b>learn English and civics (as required by INA § 312)</b> ; Must submit fingerprints for background check, register for selective service and pay <b>\$3,250 in fines</b> (§ 601). For “ <b>deferred mandatory departure status</b> ”, alien must be in U.S. on Jan. 7, 2004 and not have departed since except for brief periods. Must show employment before date ( <u>but does not have to be continuous or full-time</u> ) and employment continuously since ( <u>except for periods of 60 days or less</u> ). Must establish general admissibility ( <u>numerous provisions are waivable</u> ), undergo background check and pay <b>\$2,250</b> fee (§ 601).	For <b>conditional nonimmigrant status</b> , alien must establish presence before June 1, 2006, continuous presence since, and that the alien was not legally present as a nonimmigrant on that date (§ 601(b)). DHS must also determine that the alien is not generally inadmissible, has not participated in the persecution of others, has not been convicted of a felony or 3 or more misdemeanors under state or federal law, has not been convicted of “a particularly serious crime and constitutes a danger to the community of the United States”, or is a danger to the security of the U.S. (§ 601(d)). The alien must attest that he/she was employed full time, part time, or seasonally in the U.S. (or was self-employed) before June 1, 2006 and has been employed continuously since (§ 601(e)). The alien must submit fingerprints, undergo a background check (§ 601(f)) and pay application fees DHS sets and a fine of \$500 (§ 601(g)); Conditional nonimmigrant status lasts 6 years, before which DHS may not adjust status, but status may be extended while LPR application is pending (§ 601(g)).
<b>Eligibility for Legal Permanent Residence (LPR) Status</b>	<b>Conditional nonimmigrant</b> aliens may apply for LPR status after 6 years if they: establish any employment (need not be continuous) or attendance at school; undergo a medical exam and background check; pay taxes accrued since January 7, 2004; enroll in English/civics course; register with selective service and pay a \$1,000 fine (§ 602); Conditional nonimmigrant status may only be extended for pending LPR application (§ 601).	“Earned adjustment” automatically leads to LPR status, but note that there is no clear legal status granted in the interim (§ 601(b)). Aliens granted Deferred Mandatory Departure status may apply for any nonimmigrant or immigrant visa while in the U.S. (§ 601); <u>Note that caps for all nonimmigrant visas (including H-2Cs) are waived for applicants with Deferred Mandatory Departure Status</u> (§ 601).	To obtain LPR status, a conditional nonimmigrant alien (but not a dependent) must establish that during the 6-year period, the alien has been employed full-time, part-time, or seasonally in the U.S., has been self-employed, or has obtained certain educational level (§ 602(a)). Must pay a \$1,500 fine and a \$500 fee (§ 602(c)). <u>Must touch border within 6-year period (many exceptions)</u> (§ 602(e)); Must undergo a medical exam and pay taxes while a conditional nonimmigrant (like anyone else)(§ 602(f) and (g)); Must satisfy INA § 312 or be satisfactorily pursuing a course of study of English)(§ 602(h)); Must undergo background check (§ 602(i)); Must register for selective service (§ 602(j)).

**Guest Worker Program**

	Senate Judiciary Committee	Specter-Hagel (S.2611)	Flake-Gutierrez
<b>Type of Guest Worker Visa</b>	<b>H-2C visa</b> ; not sector specific , but excludes work falling under H-1B, H-2A and other visas (§§ 402, 403).	H-2C visa; not sector-specific, but excludes work falling under H-1B, H-2A (ag work) and other visas (§§ 402-403).	H-2C visa; not sector specific, but excludes work falling under H-1B, H-2A, H-1B1, etc. (§ 401)
<b>May Illegal Immigrants Apply Without Returning to Home Country?</b>	Yes (§ 403).	Yes. Illegal presence prior to enactment may be waived (§ 403).	Yes. Illegal presence prior to enactment may be waived (§ 402(c)).
<b>Requirements for Guest Worker Program</b>	For <b>H-2C visa</b> , must establish capacity to work; offer of employment; pay \$500 fee; undergo medical exam and background check (§ 403).	For H-2C visa, must establish capacity to work; offer of employment; establish general admissibility ( <u>numerous provisions are waivable</u> ); pay \$500 fee; undergo medical exam and background check (§ 403); <u>Note that numerical cap of 200,000 on H-2C visas is waived for applicants with deferred mandatory departure status</u>	For H-2C visa, must establish capability of performing work; an offer of employment; pay a \$500 fee; undergo a medical exam and background check (§ 402(b) and (c)). Number of H-2C visas capped at 400,000 the first year with a 20% escalator with a ceiling of 600,000 per year (§ 406).
<b>Ineligible Workers</b>	Terrorists and certain felons are ineligible; <u>certain removable aliens eligible for waivers</u> (§ 403).	Terrorists and <u>aliens with conviction of a felony or 3+ misdemeanors are ineligible</u> ; <u>certain removable aliens eligible for waivers</u> (§ 403).	Terrorists and certain felons are ineligible; certain removable aliens eligible for waivers (§ 402(c)).
<b>Length of Visa</b>	<b>H-2C</b> = 3 years (§ 403);	H-2C = 3 years (§ 403).	H-2C = 3 years (§ 402(d)).
<b>Renewable?</b>	<b>H-2C</b> is renewable once (§ 403).	H-2C is renewable once (§ 403).	H-2C is renewable once (§ 402(d)).
<b>Maximum Length of Admission</b>	<b>H-2C</b> visa has maximum admission period of 6 years (§ 403).	<b>H-2C</b> visa has maximum admission period of 6 years (§ 403).	H-2C visa has maximum admission period of 6 years (§ 402).
<b>Early Dismissal of Worker</b>	<b>H-2C</b> alien may remain unemployed 60 days, after which alien must return home before reapplying for H-2C status (but note the return requirement may be waived)(§ 403).	<b>H-2C</b> alien may be unemployed for 60 days, <u>or longer if resulting from circumstances not under alien's control</u> , after which alien must return home before reapplying for H-2C status ( <u>but return requirement may be waived</u> )(§ 403).	<b>H-2C</b> alien may be unemployed for 60 days (or longer if resulting from circumstances not under alien's control) after which alien must return home before reapplying for H-2C status (§ 402).

**Guest Worker Program (cont.)**

	<b>Senate Judiciary Committee</b>	<b>Specter-Hagel (S.2611)</b>	<b>Flake-Gutierrez</b>
<b>Opportunity to Adjust Status?</b>	Yes, anytime with employer sponsorship, or after 4 years in U.S. as H-2C worker (§ 408).	Yes, anytime w/ employer sponsorship; after 4 years in U.S. as H-2C alien; or if DOL certifies there are no U.S. workers available & alien establishes current employment (§ 408(h)).	Yes, anytime w/ employer sponsorship; after 5 years, H-2C alien may adjust to conditional LPR status for 2 years. The alien may then obtain regular LPR status if the alien shows continued employment, pays income taxes (already required by law), meets citizenship requirements of INA § 312, undergoes background checks, and registers for the selective service (§ 407). Conditional LPR status may be extended while LPR application is pending (§ 407).
<b>Portability of Visas</b>	Yes (§ 403).	Yes (§ 403).	Yes (§ 402).
<b>Employer Responsibilities</b>	Employers of H-2Cs must: file a petition; pay fee; attest that hiring H-2Cs will not depress wages of similar workers or cause layoffs of others. Must pay H-2Cs the greater of the actual wage of those similarly employed or the prevailing wage; must provide same benefits and conditions as similar workers; (§ 404). Provides it is unlawful to intimidate discriminate or retaliate against H-2C workers for reporting violations (§ 404). Employers are subject civil and criminal penalties for violating agreements with workers (§ 404).	Employers of H-2Cs must: file a petition; pay fee; attest that hiring H-2Cs will not depress wages of similar workers or cause layoffs. Must pay H-2Cs the greater of the actual wage of those similarly employed or the prevailing wage; must provide same benefits and conditions as similar workers; (§ 404). Provides it is unlawful to intimidate discriminate or retaliate against H-2C workers for reporting violations (§ 404). Employers subject civil and criminal penalties for violating agreements with workers (§ 404).	Employers of H-2Cs must file a petition, pay fees; recruit U.S. workers beginning 90 days prior; offer job first to U.S. worker who is eligible, qualified, and available; attest that hiring H-2Cs will not depress wages of similar workers or cause layoffs; pay the greater of the actual wage or prevailing wage, provide same benefits and conditions as similar workers (§ 403). Employers will be ineligible if workers are intended for non-agricultural work in a metropolitan area where the unemployment rate for those who have not completed education beyond a high school diploma averages more than 9.0% over 6-month period. Must notify DHS when H-2C employee departs (§ 403). Provides it is unlawful to intimidate discriminate or retaliate against H-2C workers for reporting violations (§ 403). Employers subject civil and criminal penalties for violating agreements with workers (§ 403).
<b>Advertisement of Jobs Prior to Hiring Guest Worker</b>	Must post on electronic job registry (§ 407).	Must post job opening at prevailing wage rate (§ 407); must send posting to state employment agency for posting and circulation; must post in conspicuous place at worksite (§ 404)	Must post job opening at actual wage rate (§ 403, p.340), but see posting with prevailing wage rate (§ 405, p.363); must send posting to state employment agency for posting and circulation; must post in conspicuous place at worksite (§ 403).
<b>Health Care for Guest Workers</b>	Must provide insurance if alien is not covered by workers' compensation laws (§ 404).	Must provide insurance if alien is not covered by workers' compensation laws (§ 404).	Must provide insurance if alien is not covered by workers' compensation laws (§ 403).
<b>Families May Visit the U.S.</b>	Spouse and children may accompany under H-4 visa (§ 403).	Spouse and children may accompany under H-4 visa (§ 403).	Spouse and children may accompany under INA § 101(a)(15)(H)(iv) (§ 401).

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<b>Employment-Based Visas (green cards)</b>	Increases employment based visas from 140,000 to 290,000 (§ 501); Provides that ceiling is automatically increased by any employment visas that were not issued the previous year (§ 501); Exempts family members of employment-based visa holders from cap (§ 501); Reallocates employment based visas to increase percentage given to skilled workers and unskilled workers (§ 503); exempts persons with advanced degrees + 3 years employment from cap (§ 508).	Increases employment-based visas from 140,000 to 450,00 for 10 years, then annual cap drops to 290,000 (§ 501(b)); Provides that cap automatically increases by unused employment visas from previous year (§ 501(b)); <b>Provides that family members may be admitted via employment based visas to the extent a 650,000 total ceiling is not exceeded (exempts visas issued for earned adjustment or deferred mandatory departure) BUT SEE § 524(a) which appears to contradict this;</b> Reallocates employment-based visas to increase percentage given to skilled workers and unskilled workers (§ 503(b)); Annually reserves 30% of unskilled immigrant visas for aliens present before Jan. 7, 2004 (§ 503(b)(7)); exempts persons with advanced degrees from cap (§§ 508, 524); <b>Adds \$500 fee for LPR adjustment (§ 527); Creates streamlined and expedited process for employers who file petitions (§§ 528-529); Requires DOL to process prevailing wage info for labor certification w/n 20 days (§ 530)</b>	Increases employment-based visas from 140,000 to 290,000, recaptures unused visas from previous years (§ 501(b)); Exempts spouses and children of employment immigrants from cap, but provides they may not exceed 800,000/yr (§ 501(b)); Reallocates employment-based visas to increase percentage given to skilled and unskilled workers (§ 503(b)); Annually reserves 30% of unskilled immigrant visas for aliens present before Jan. 7, 2004 (§ 503(b)(7)); Exempts employment-based immigrants in a DOL-certified “shortage occupation” from cap for 10 yrs. (§ 504(a)); Exempts aliens with a U.S. graduate degree, medical specialists with post-doctoral training, aliens who will perform in “labor-shortage” occupations, and aliens with a graduate degree in math, science, etc. from worldwide cap (§ 508); Adds \$500 fee for LPR adjustment (§ 511); Creates streamlined and expedited process for employers who file petitions (§ 512).
<b>Family-Based visas</b>	Reallocates family based visas (§ 503); expands definition of immediate family member (§ 504).	Reallocates family based visas to increase portion given to spouses and children (§ 503); expands definition of immediate family member (§ 504).	Reallocates family-based visas to increase portion given to spouses and children (§ 502); Expands definition of immediate family member (§ 516).
<b>Country Caps</b>	Increases country caps from 7% to 10% (for a single foreign state) and from 2% to 5% (for a single foreign dependent) (§ 502).	Increases country caps from 7% to 10% (for a single foreign state) and from 2% to 5% (for a single foreign dependent) (§ 502).	Increases country caps from 7% to 10% (for a single foreign state) and from 2% to 5% (for a single foreign dependent) (§ 502).
<b>Student Visas</b>	Authorizes F-4 visas for foreign students accepted to graduate programs in math and sciences (§ 507); allows F-4 holders who have earned degrees to apply for LPR status (§ 507); authorizes extension of F-4 visa for an additional year to give holder time to apply (§ 507); allows foreign students to work in off-campus jobs (§ 507).	<b>Expands F visas to include aliens engaged in certain professional training (§ 525);</b> Creates F-4 visas for foreign students accepted to graduate programs in math and sciences, <b>programs may be distance learning programs and aliens need only temporarily be in U.S.</b> (§ 507(a)); <b>expands J visas to include foreign students accepted to graduate programs in math and sciences (§ 507(b));</b> allows F-4 and J-2 aliens who have earned degrees to apply for LPR status (§ 507); authorizes extension of F-4 and J-2 visas to give holder time to apply (§ 507); allows foreign students to work in off-campus jobs (§§ 507, 525).	Expands F visas categories to include aliens engaged in certain professional training for a period of up to two years (§ 509); Creates new F-1 visa for foreign students accepted to undergraduate or graduate programs in math and sciences and does not require intent to return home (§ 509); Allows foreign students to work off-campus up to 20hrs/wk (§ 509).

<b>Temporary (Non-Immigrant) Work Visas</b>	Allows F-4 aliens classified as extraordinary ability, professors and researchers to apply for LPR status (§ 507); exempts alien graduates from U.S. universities from labor certification requirements (§ 508); exempts graduates from U.S. universities from H-1B cap (§ 508); Increases H-1B visa cap from 65,000 to 115,000 (§ 508); <a href="#">extends J-1 visa program for doctors (§ 226)</a> ; <a href="#">expands S visa program (§ 410)</a> ; <a href="#">Limits L-1 visa program (§ 411)</a> .	Allows F-4 <a href="#">or J-2</a> aliens classified as extraordinary ability, professors and researchers to apply for LPR status (§ 507); exempts graduates from U.S. universities from labor certification requirements (§§ 508, <a href="#">524</a> ); exempts graduates from U.S. universities from H-1B cap (§ 508); Increases H-1B visa cap from 65,000 to 115,000 <a href="#">with an automatic 20% escalator</a> (§§ 508, <a href="#">524</a> ); extends the J-1 visa program for doctors (§ 226); Puts limits on L-1 visa program (§ 411).	Increases H-1b visas from 65,000 to 115,000 with a 20% escalator to a ceiling of 180,000 (§ 507(c)); Broadens the exemption from H-1B cap for aliens who earned graduate degrees in the U.S.; Exempts from the H-1B cap aliens who are medical specialists with post-doctoral training; Exempts from the H-1B cap aliens with graduate degrees in science, engineering, math, etc. (§ 507(a)). Puts limits on L-1 visa program (§ 521). Creates new “fashion model” visa (O visa) with a cap of 1,000 per year (§ 522).
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