

# PERMANENT RESIDENCY OVERVIEW FOR LABOR CERTIFICATION CASES

## SPECIAL HANDLING AND STANDARD LABOR CERTIFICATION

### Stage 1

**UA Department  
Initiates PR  
Sponsorship**

Departments  
will initiate  
using the PR  
Process  
Approval Form

See UA PR  
Policy  
regarding  
who can be  
sponsored

### Stage 2

**Attorney & UA file  
PERM Labor  
Certification**

Obtain Official  
Prevailing Wage  
Determination  
from DOL

Complete  
Recruitment,  
Ads and  
Postings

File PERM  
Application with  
DOL - this sets  
the Priority  
Date

### Stage 3

**Attorney & UA file  
I-140 Immigrant  
Petition with USCIS**

The I-140 is the  
University's  
sponsorship of  
the employee

Establishes their  
eligibility for  
Permanent  
Residency

### Stage 4

**Attorney &  
Employee file  
I-485 USCIS**

The I-485 is the  
actual Green  
Card application

Employee and  
eligible family  
may file  
depending on  
their case's  
Priority Date

Employee and  
eligible family  
may  
concurrently file  
for:

### Stage 5

**USCIS Interview**

For information on  
eligibility to file the  
I-485, see Visa  
Availability and  
Priority Dates,  
Adjustment of Status  
Filing Charts, and the  
Visa Bulletin

- I-765 Employment  
Authorization  
(Work Permit)
- I-131 Travel  
Authorization  
Document  
(Advanced Parole)

### Stage 6

**Permanent  
Residency  
Approved**

Employee  
receives Green  
Card

UA ISSS and HR  
Update Files  
and I-9