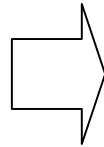


Immigration Process for RN's Residing in US For Non – Union Hospitals

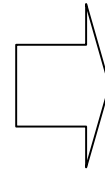
1st Step

- Review intake, meet with RN, determine eligibility;
- If eligible, give RN VisaScreen application;
- Collect required documents, and give online ID/password;
- E-mail HR requesting employment verification and CFO letters.



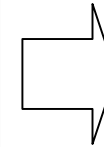
2nd Step

- Obtain prevailing wage from State Workforce Agency (SWA), if necessary;
- Send sample posting notice to HR for posting; OR
- If Hospital has a permanent posting, request a copy of posting with a current signature and date from HR.



3rd Step

- Send I-140 & ETA-9089 packet to HR;
- Send I-485 & ETA-9089 packet with instructions to RN and dependents;
- Request any required documents that are still missing.

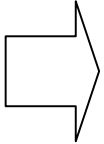


4th Step

- Once packets are received from RN and HR, prepare case for filing with USCIS;
- Log case for filing 30 days after the 10 business days posting period;
- Final Attorney review;
- File Case.

Immigration Process for RN's Residing in US For Non – Union Hospitals

5th Step



- Receive Receipt Notices from USCIS (approximately 2-3 weeks);
- I-765 (work permit) approval takes approximately 2 to 3 months;
- I-131 (travel permit) approval (if eligible) takes approximately 3 months;
- I-140 (visa petition signed by sponsoring hospital) approval takes approximately 7 months;
- I-485 (application for permanent residence) approval takes approximately 8 months;
- Sometimes, CIS requests additional information (RFE – Request for Evidence) before deciding whether to approve or deny a particular application. There is usually an 84-day response period. RFE's will delay processing times. RN must have VisaScreen certificate before I-485 can be approved;
- Sometimes, CIS transfers cases to local District office for an interview.
- GREEN CARD APPROVAL

Prepared by: Law Offices of Carl Shusterman (February 14, 2006)