



LABOR BASED DEFERRED ACTION

WORKSHOP TRAINING

AGENDA

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DEFINING TERMS

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DEFERRED ACTION

03

WORKSHOP DETAILS

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FORM G-325A

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FORM I-765

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ASSEMBLING THE PACKET & MAILING

07

QUESTIONS

01

NO STATUS

Undocumented people who either never had status or who fell out of compliance with a visa. Not normally eligible for work authorization and could be removed.

02

VISA

Non-immigrant visa holders may or may not be eligible for work authorization depending on which visa they have. These visas are time limited. People with TPS or pending asylum cases may be in this category. Removable for certain offenses.

03

LPR

Lawful Permanent Residents are eligible for work authorization and they are allowed to live permanently in the United States. LPRs can be removed for certain offenses. An expired green card does NOT mean expired status.

04

CITIZEN

Unless citizenship is revoked, citizens cannot be removed. Naturalized citizens or people who have citizenship via birth are entitled to the full privileges of membership within the United States.

MAYORKAS & DOYLE MEMOS

National Security

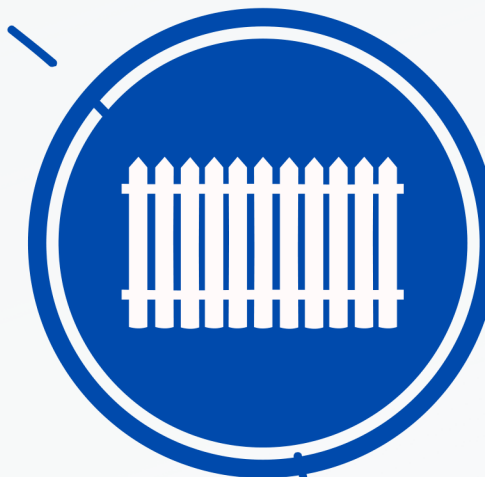
If the individual is suspected of terrorism or espionage activities, they will be considered a priority for removal.

Public Safety

Certain criminal activity -- CIMTs, drug offenses, and aggravated felonies -- may make someone a priority for removal.

Border Security

People who have crossed the border without permission *since* November 1, 2020 may also be considered a priority for removal.



If these do not apply to someone, they may be a candidate for prosecutorial discretion (PD).

DEFERRED ACTION 101

To “defer action” means to refrain from initiating or proceeding with removal proceedings.

Being granted deferred action does NOT mean a granting of status; rather, someone will acquire authorized presence. People with deferred action are eligible for work authorization. This is not infinite; it is time-limited.

LABOR-BASED DEFERRED ACTION

Who is eligible?



- If you were a worker at the company covered under the statement of interest during the specified time, you are eligible to apply for deferred action.
- The term “worker” extends to independent contractors, people working under an alias, and undocumented workers working without proper work authorization.

- If we apply for deferred action and win, the worker will be entitled to: (1) up to two years of protection from deportation while the labor agency investigates the claim, (2) work authorization for two years under the applicant’s true legal name, (3) a valid Social Security Number associated with that worker’s real name *for life*.

How do they benefit?



THE PROCESS:

How does a union even begin this process? Step one: identify a labor rights violation. Any violation. Some examples might include: wage dispute, hour disputes, anti-union punishments, etc.

Once you have evidence of the labor violation gathered, submit a complaint via email to a labor agency (NLRB, state agency) making the allegation.

SUBMIT A COMPLAINT

In your email, request a statement of interest to investigate the matter. From there, the labor agency will respond with their statement of interest.

STATEMENT OF INTEREST

Once the statement of interest is collected, we can begin organizing a workshop to apply for deferred action with the impacted workers.

APPLY FOR DA





OUR WORKSHOP

MARCH 30, 2024

1649 W ADAMS ST, CHICAGO, IL



Make sure the applicant has the required documents, have them identify potential issues with the attorney, make scans of their documents, and make sure they have their money order.

SCREENING



Once they have passed screening, they can begin filling out their forms G-325A and Form I-765 and Form I-765 worksheet. This process may take up to 45 minutes per applicant.

FORMS



Once the forms have been filled out, the individual can have their packet reviewed, copied, and prepared for mailing to the address listed on the cover letter along with their money order.

REVIEW & MAIL

G-325A



The purpose of G-325A is to collect all of the biographical details about the applicant. This is where we can connect their real name to their work alias.



Accuracy on this form is paramount: please make sure we are spelling names correctly, that we are filling out every box, and that we are putting "N/A" when something does not apply.

Department of Homeland Security
U.S. Citizenship and Immigration Services

G-325A, Biographic Information (for Deferred Action)

Family Name	First Name	Middle Name	<input type="checkbox"/> Male <input type="checkbox"/> Female	Date of Birth (mm/dd/yyyy)	Citizenship/Nationality	File Number A
All Other Names Used (include names by previous marriages)			City and Country of Birth		U.S. Social Security No. (if any)	
Family Name	First Name	Date of Birth (mm/dd/yyyy)	City, and Country of Birth (if known)		City and Country of Residence	
Father Mother (Maiden Name)						
Current Husband or Wife (If none, type or print "none") Family Name (For wife, give maiden name)	First Name	Date of Birth (mm/dd/yyyy)	City and Country of Birth	Date of Marriage (mm/dd/yyyy)	Place of Marriage	
Former Husbands or Wives (If none, type or print "none") Family Name (For wife, give maiden name)	First Name	Date of Birth (mm/dd/yyyy)	Date and Place of Marriage		Date and Place of Termination of Marriage	

Applicant's residence last five years. List present address first.

Street Name and Number	City	Province or State	ZIP Code/ Postal Code	Country	From Month	Year	To Month	Year
								Present Time

Applicant's last address outside the United States of more than 1 year.

Street Name and Number	City	Province or State	ZIP Code/ Postal Code	Country	From Month	Year	To Month	Year

Applicant's employment last five years. (If none, type or print "none.") List present employment first.

Full Name and Address of Employer	Occupation (Specify)	From Month	Year	To Month	Year
					Present Time

Last occupation abroad if not shown above. (Include all information requested above.)

This form is submitted for:		Signature of Applicant	Date (mm/dd/yyyy)
<input checked="" type="checkbox"/> Deferred Action Request			

If your native alphabet is in other than Roman letters, write your name in your native alphabet below:

Penalties: Severe penalties are provided by law for knowingly and willfully falsifying or concealing a material fact.

Applicant: Print your name and Alien Registration Number in the box outlined by heavy border below.

FORM I-765 (C)(14)



Form I-765 & the worksheet are used to apply for work authorization. We must apply for work authorization under category (c)(14).



Accuracy on this form is paramount: please make sure we are spelling names correctly, that we are filling out applicable every box, but we will be skipping most of this document.



Application For Employment Authorization

Department of Homeland Security
U.S. Citizenship and Immigration Services

Fo
OMB
Expir

For USCIS Use Only	<input type="checkbox"/> Authorization/Extension Valid From	Fee Stamp	Action Block
	<input type="checkbox"/> Authorization/Extension Valid Through		
	Alien Registration Number A-		
	Remarks		

To be completed by an attorney or Board of Immigration Appeals (BIA)-accredited representative (if any).	<input type="checkbox"/> Select this box if Form G-28 is attached.	Attorney or Accredited Representative USCIS Online Account Number
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► **START HERE - Type or print in black ink.**

Part 1. Reason for Applying

I am applying for (select **only one** box):

- 1.a. Initial permission to accept employment.
- 1.b. Replacement of lost, stolen, or damaged employment authorization document, or correction of my employment authorization document **NOT DUE** to U.S. Citizenship and Immigration Services (USCIS) error.

NOTE: Replacement (correction) of an employment authorization document due to USCIS error does not require a new Form I-765 and filing fee. Refer to **Replacement for Card Error** in the **What is the Filing Fee** section of the Form I-765 Instructions for further details.
- 1.c. Renewal of my permission to accept employment. (Attach a copy of your previous employment authorization document.)

Part 2. Information About You

Your Full Legal Name

- 1.a. Family Name (Last Name)
- 1.b. Given Name (First Name)

Other Names Used

Provide all other names you have ever used, including maiden name, and nicknames. If you need extra space to complete this section, use the space provided in Part 2.

Additional Information.

- 2.a. Family Name (Last Name)
- 2.b. Given Name (First Name)
- 2.c. Middle Name
- 3.a. Family Name (Last Name)
- 3.b. Given Name (First Name)
- 3.c. Middle Name
- 4.a. Family Name (Last Name)
- 4.b. Given Name (First Name)
- 4.c. Middle Name



FEES & MAILING

The current fee for applying is \$410.00 paid by money order to “U.S. Department of Homeland Security”

Mailing Address:
USCIS

ATTN: Deferred Action – Labor Investigations
10 Application Way
Montclair, CA 91763-1350

WHAT WE MAIL

01

COVER LETTER

02

MONEY ORDER

03

FORM G-325A

04

FORM I-765 & WORKSHEET

05

STATEMENT OF INTEREST

06

STATEMENT BY THE WORKER

07

BIOGRAPHICAL EVIDENCE &
EMPLOYMENT EVIDENCE

COMMON QUESTIONS



Will applying mean that ICE sees my application? Yes, but by applying you are in a better position to buy yourself two years of protection from deportation. You are just as much at risk driving to work.

RISK



The time between applying & receiving a response can be as short at 6 weeks. This means that applicants sent in late March may be decided by mid-May.

TIMLINESS



Can I re-apply for this protection & work authorization once my time is up? No, but you can submit a new complaint and receive a new statement of interest for a new application.

REAPPLYING



QUESTIONS:

Any questions that arise between now and the workshop date can be addressed via email at collin@novo-legal.com

