

CAVEAT

The sample documents in *AILA's Immigration Law Practice and Procedure Manual: A "Cookbook" of Essential Practice Materials* are just that—samples. Read each document carefully and adapt it to meet your specific needs; and don't forget that the law can change quickly. As a result, it is imperative that practitioners supplement the information provided in this publication in order to keep up to date. In addition to primary sources of law, practitioners are encouraged to review AILA's website for the latest information and developments in immigration law and policy.

Note on PERM changes:

This publication went to the printer shortly before the implementation of DOL PERM process changes, which will be effective on June 1, 2023. Notably, PERM labor certification application processing will be moved to the FLAG system, and the agency is releasing a substantially revised Form ETA-9089.

As a result, we have chosen to provide you with *Instructions and Tips for Completing Form ETA-9089 PERM Labor Certification* and the *Sample Completed Form ETA-9089*, items most substantially affected by the changes, as digital add-ons that will be available soon after this book is published, in addition to any other updates in this chapter if we find that substantive updates are warranted.

Please be on the lookout for further correspondence from AILA alerting you that the digital update is ready for download.