

## PREFACE

Welcome to the 2023 edition of *AILA's Guide to Permanent Labor Certification*. At the time of the last edition of this book, we were expecting that the Department of Labor (DOL) may have been ready to finally issue an updated ETA Form 9089. That has yet to happen, but DOL did replace the iCERT system with the FLAG system to submit prevailing wage determinations, and it continues to issue policy guidance to clarify certain issues that continue to vex PERM practitioners. New issues have come into focus as well, from the impact of state and local equal pay transparency laws on PERM applications to issues surrounding a more mobile workforce in the wake of COVID. And of course, the Board of Alien Labor Certification Appeals (BALCA) continues to shape our understanding of the PERM regulations through its decisions on particular issues.

All these developments and existing law are expertly analyzed by a distinguished collection of authors brought together for this edition of the *Guide*. The PERM process is looked at from every angle and in depth, from the things you should be considering before accepting a client to your options for challenging an adverse determination. Back for this edition, and perhaps most useful to practitioners new to PERM world, are the comprehensive articles explaining step-by-step what you need to know and do to handle a PERM case, and how to accurately and effectively submit an approvable ETA Form 9089. Once again the *Guide* contains an appendix with sample documents illustrating all the steps.

Special thanks go out to the members of the AILA DOL Liaison Committee and other AILA practitioners who generously dedicated their time and effort to creating this invaluable resource for PERM attorneys everywhere. We encourage you to keep up to date with PERM developments by availing yourself of AILA's resources through [www.aila.org](http://www.aila.org).

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