



Employee Fact Sheet



This Employee Fact Sheet has been created to list the eligibility requirements for President Obama’s Executive Action on Immigration Reform. Any employee who believes (s)he is eligible should consult with a licensed attorney authorized to practice law in the United States.

Deferred Action for Childhood Arrivals (DACA)

Who	<ul style="list-style-type: none"> • Current DACA recipients seeking renewal and new applicants, including individuals born prior to June 15, 1981, who meet all other DACA guidelines.
What	<ul style="list-style-type: none"> • Allows individuals born prior to June 15, 1981, to apply for DACA (removing the upper age restriction) provided • Requires continuous residence in the United States since January 1, 2010, rather than the prior requirement of June 15, 2007. • Extends the deferred action period and employment authorization to three years from the current two years.
When	<ul style="list-style-type: none"> • Approximately 90 days following President’s November 20, 2014, announcement.
How	<ul style="list-style-type: none"> • Visit the Consideration of Deferred Action for Childhood Arrivals (DACA) page for instructions which will be updated over the next several months. To receive updates by email, go to www.public.govdelivery.com/accounts/USDHSCIS/subscriber/new?topic_id=USDHSCIS_74

Deferred Action for Parents of U.S. Citizens and Lawful Permanent Residents (DAPA)

Who	<ul style="list-style-type: none"> • An undocumented individual living in the United States who, on the date of the announcement, is the parent of a U.S. citizen or lawful permanent resident and who meets the guidelines listed below.
What	<ul style="list-style-type: none"> • Allows parents to request deferred action and employment authorization if they: <ul style="list-style-type: none"> ○ Have continuous residence in the United States since January 1, 2010; ○ Are the parents of a U.S. citizen or lawful permanent resident born on or before November 20, 2014; and

- Are not an enforcement priority for removal from the United States, pursuant to the November 20, 2014, Policies for the Apprehension, Detention and Removal of Undocumented Immigrants Memorandum.

Notes: USCIS will consider each request for Deferred Action for Parents of Americans and Lawful Permanent Residents (DAPA) on a case-by-case basis. Enforcement priorities include (but are not limited to) national security and public safety threats.

When

- Approximately 180 days following the President's November 20, 2014, announcement.

How

- To receive updates by email, go to www.public.govdelivery.com/accounts/USDHSCIS/subscriber/new?topic_id=USDHSCIS_74

For the latest information regarding DACA or DAPA, please visit the USCIS website at www.uscis.gov.