

# COMPARISON OF DEMOCRATS' CIR BILL TO OTHER PLANS/BILLS

Key Provisions	White House Plan	Hagel-Daschle Bill	House-Senate Bill
Earned legalization for undocumented workers in U.S.	None	Available if worked 3 years before introduction and 1 year after enactment	Available if worked 2 years before introduction, no future work requirement
Green cards for their spouses and kids	None	Yes	Yes
Transitional legalization program	None	Available if employed more than 2 years but less than 3 of the 5 years after introduction	Available if employed at least 2 years of the 5 years after introduction
Size of Temporary Worker Program	One program, unlimited number of visas per year	250,000 visas per year under H-1D, and 100,000 visas per year under H-2B, program sunsets in 5 years	250,000 visas per year under H-1D, and 100,000 visas per year under H-2B, no sunset
Labor Market Test	None	Calls for a study	Detailed study examining unemployment levels
Recruitment of U.S. workers	Attestation process, with few requirement	Attestation process, with stringent requirements	Attestation process, with more stringent requirements
Path to green cards for temporary workers	None	Yes, after 3 years of work	Yes, after 2 years of work
Enforcement scheme	Unknown	Complaint process before administrative law judge, FLSA-type enforcement	Complaint process before administrative law judge, plus right to challenge in courts FLSA-type enforcement and higher fines and penalties for violations
Wage calculation	Prevailing wage	Highest of Davis Bacon, Service Act, collective bargaining, or current prevailing wage calculation	Prevailing wage is highest of Davis Bacon, Service Act, collective bargaining, or strengthened DOL wage calculation
Hoffman Plastics fix	None	No	Yes
Family Reunification	None	Some provisions	More comprehensive provisions