

# Immigration

Immigration enforcement is one of the government's top priorities and its best means of enforcement is through employer audits. Employers should be aware that these audits can be triggered by something as simple as an anonymous tip to a governmental tip line and, therefore, can happen to any business. Although immigration reform may be on the horizon, government enforcement agencies are increasing in size, capacity, and resources and employer audits will not stop.

The law requires all employers to complete a Form I-9 for every employee hired after November 6, 1986 who will be working in the United States. For employers who elect or who are required to participate in E-verify, there is no room for error in this process. The fines and penalties for non-compliance with the procedures of the Form I-9 or E-verify can be significant. Review of your company's immigration procedures is an imperative preventative measure to avoid costly penalties.

Our immigration attorneys are well-versed in immigration compliance and worksite enforcement issues including the following:

## Immigration Services

- Procedures for proper completion of the Form I-9
- Procedures for employment verification through E-verify
- I-9 audits to ensure workplace compliance with the Form I-9 and E-verify
- Analysis of current business policies and procedures for I-9 verification and internal I-9 audits
- Training and best practices for immigration compliance
- Response and action plan for Notice of Inspection (NOI) from DHS, ICE or DOL
- Response and action plan for investigation by US Office of Special Counsel for Immigration Related Unfair Employment Practices
- Defense of charge of discrimination relating to immigration status under state and federal laws
- Review and audit of H-1B public access files

In addition, our immigration attorneys assist in matters of employment-based immigration case management and worker VISAs, including:

- H-1B
- L-1A
- L-1B

## PROFESSIONALS

Heather A. Bailey  
Partner

Filip Chichevaliev  
Of Counsel

Michael F. Hughes  
Partner

Theresa A. Ortiz  
Of Counsel

Jeffrey A. Risch  
Partner

Sara Zorich  
Partner

## Immigration

- L-1 Blanket
- E-1/E-2
- Treaty NAFTA (TN)
- B-1/B-2
- F-1
- J-1 Students
- Researchers and Trainees
- Green Card process
- Labor Certification (PERM)
- I-140 (EB-1, EB-1a, EB-2, and EB-3)

Other areas served include marriage and family based Adjustment of Status applications, including Advance Parole and Employment Authorization, and Naturalization.

### Experience

Served as Counsel for a Metal Fabricating Company Securing Favorable Terms Related to Immigration Services

Served as Immigration and Labor and Employment Counsel for a Global Technology Company

### Firm News

Our Immigration Services Are Expanding!  
Firm News, November 12, 2025

93 Amundsen Davis Attorneys Recognized by Best Lawyers® in 2025 in America  
Firm News, August 15, 2024

Amundsen Davis Attorneys Included in the 2023 Illinois Super Lawyers and Rising Stars List  
Firm News, *Amundsen Davis*, January 23, 2023

36 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2023  
Firm News, August 18, 2022

Amundsen Davis Ranks on Crain's Chicago Business' 2018 Largest Law Firms List  
*Crain's Chicago Business*, October 25, 2018

Amundsen Davis Ranks on Crain's Chicago Business' Largest Law Firms List  
*Crain's Chicago Business*, September 15, 2017

24 Amundsen Davis Attorneys Included on 2017 Illinois Super Lawyers and Rising Stars Lists  
Firm News, January 13, 2017

Amundsen Davis Sponsors Institute for Law and the Workplace Scholarship for Chicago-Kent College of Law Students  
October 2016

Amundsen Davis Ranks on Crain's Chicago Business' Chicago Largest Law Firms List  
Firm News, *Crain's Chicago Business*, September 10, 2016

Six Amundsen Davis Attorneys Included in Best Lawyers in America© 2017  
Firm News, August 15, 2016

### In the Media

How Employment Regulation Might Shift Under the Biden Administration, and What Businesses and Workers Need to Know -- *Business Insider* Interviews and Quotes Beverly Alfon  
Media Mention, *Business Insider*, January 21, 2021

### Alerts

COVID-19 Employer Updates – Where Do We Stand Now?  
Article, *Amundsen Davis Labor & Employment Alert*, February 10, 2022

OSHA's COVID-19 Vaccination Mandate is Dead, Now What?  
Article, *Amundsen Davis COVID-19 Alert*, January 25, 2022

Federal Contractors' Alert: Your Vaccine Mandate Has Been Halted....Again  
Article, *Amundsen Davis COVID-19 Alert*, January 24, 2022

OSHA ETS: What Health Care Providers Need to Know  
Article, *Amundsen Davis Labor & Employment Alert*, June 18, 2021

STIMULUS 2.0: The Consolidated Appropriations Act 2021 – Key Provisions for Employers  
*Amundsen Davis Labor & Employment Alert*, December 22, 2020

CDC Now Provides Two Options for Shortened Quarantine Time  
*Amundsen Davis Labor & Employment Alert*, December 3, 2020

Employees Entitled to Leave Because Camp is Closed? Yes.  
*Amundsen Davis Labor & Employment Alert*, July 2, 2020

ATTENTION Paycheck Protection Program Loan Recipients: REVISED Forgiveness Application Issued  
*Amundsen Davis Labor & Employment Alert*, June 23, 2020

Key Takeaways for PPP Borrowers: The Forgiveness Application is Finally Out!!  
*Amundsen Davis Labor & Employment Alert*, May 18, 2020

Why You Need to Pay Attention to How the Feds Are Approaching the Meat and Poultry Processing Industry  
*Amundsen Davis Labor & Employment Alert*, April 28, 2020

Missouri Mandates Social Distancing and St. Louis County and City Order "Stay At Home"  
*Amundsen Davis Labor & Employment Alert*, March 23, 2020

Families First Coronavirus Response Act: What It Means For Employers  
*Amundsen Davis Labor & Employment Alert*, March 15, 2020

H-1B Visa Program Faces Heightened Scrutiny, Employers Beware  
Article, April 21, 2017

### Events

Breakfast Briefing Series - Immigration Compliance Updates: Key Legal Insights for U.S. Employers in 2025  
Event, Amundsen Davis, Webcast, May 21, 2025

Trump 2.0 – What Employers Must Recognize and Know in 2025 and Beyond  
Speaking Engagement, Connor & Gallagher OneSource; Webcast, March 6, 2025

Is Your Company Ready for a Form I-9 Audit? Form I-9 and E-Verify Compliance Review  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, February 20, 2025

How To Be Better Prepared if ICE Shows Up: Complying with the NEW I-9 and E-Verify Regulations  
Speaking Engagement, Illinois Manufacturers' Association, Webcast, February 12, 2025

Human Resources- Legal Updates  
Speaking Engagement, Valley Industrial Association (VIA), Webcast, December 11, 2024

Hot Topics in Labor & Employment  
Speaking Engagement, Employee Benefits Association of Northern Illinois, Seminar; Rockford, IL, December 4, 2024

11th Annual New Laws Forum  
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Lisle, IL, December 4, 2024

## Immigration

Amundsen Davis's Leadership & Management 2024 Certification Training Series  
Event, Webcast, September - November 2024

Overview to Stay Compliant Within Employment Laws  
Speaking Engagement, Lorman, Webcast, November 4, 2024

Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar  
Event, Amundsen Davis, Livestream, September 4, 2024

ABC Illinois Regional Meeting  
Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar;  
Quincy, IL, July 10, 2024

ABCIL Northwest Regional Luncheon Meeting  
Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar,  
July 9, 2024

Employee Benefits in 2024 — Innovative Trends Shaping Our Future  
Speaking Engagement, Brown & Brown, Seminar; Oak Brook, IL, February 28,  
2024

2024 Labor & Employment Law Update  
Speaking Engagement, Illinois Lumber & Material Dealers Association, ILMDA  
Expo; Bloomington, IL, February 15, 2024

2024 State and Federal Employment Law Update  
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Springfield, IL,  
February 13, 2024

10th Annual New Laws Forum  
Speaking Engagement, Illinois Chamber of Commerce, Seminar, Lisle, IL,  
December 5, 2023

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar  
Event, Livestream, September 13, 2023

Addressing Mental Health Issues in the Workplace  
Event, Amundsen Davis Webcast, August 8, 2023

Illinois, Wisconsin, and Federal Employment Law Update  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 27, 2023

Immigration & Compliance in a Post-Covid World  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 13,  
2022

Eighth Annual Labor & Employment Fall Seminar  
Event, Amundsen Davis, Live-stream, September 21, 2022

## Immigration

L&E Legal Updates + Business Succession Planning  
Independent Pharmacy Cooperative Conference 2022, Seminar; San Diego, CA,  
April 14, 2022

New Equal Pay Reporting Requirements for Illinois: Are You in Compliance?  
Event, Amundsen Davis, Webcast, March 8, 2022

How to be the Employer Everyone Wants to Work for in 2022: Recruitment,  
Retention and More  
Event, Amundsen Davis's Complimentary Indiana Labor & Employment  
Conference; Indianapolis, IN, March 3, 2022

COVID-19 Testing: What Employers Need to Know  
Event, Amundsen Davis, Webcast, January 10, 2022

The Very Latest on Vaccine Mandates for the Illinois Employer: Focusing on the  
Manufacturing Industry  
Illinois Chamber of Commerce, Webcast, December 8, 2021

Eighth Annual New Laws Forum 2021  
Speaking Engagement, Illinois Chamber of Commerce, Lisle, IL; Webcast,  
December 1, 2021

OSHA's Vaccine Mandate: What Does It Really Mean For Private Employers?  
Valley Industrial Association; Webcast, November 17, 2021

New COVID-19 Vaccine Mandates & Related Developments  
The Horton Group; Webcast, November 16, 2021

Vaccine Mandates- Their Impact on Your Business and What to Expect  
2021 NAMA Fly-In NE VOICE Advocacy Summit, Seminar; Washington, DC,  
November 16, 2021

Responding to EEOC & IDHR Charges of Discrimination  
Illinois Chamber of Commerce, Webcast, November 16, 2021

Rules, Tools, and Q&A - COVID Vaccine & Testing Mandate for the Workplace  
Connor & Gallagher OneSource; Webcast, November 11, 2021

COVID-19 Lawsuits: What Businesses Can Do to Diminish Risks & Avoid Liabilities  
Illinois Chamber of Commerce, Webcast, November 2, 2021

Biden Vaccine Mandates: What Employers Need to Know  
Illinois Chamber of Commerce, Webcast, October 28, 2021

Seventh Annual Labor & Employment Fall Seminar  
Event, Amundsen Davis, Seminar; Oak Brook, IL, September 29, 2021

New COVID-19 Vaccine Mandates & Related Developments  
The Horton Group; Webcast, September 17, 2021

## Immigration

Illinois/Missouri: Big Changes in 2020 & 2021 and What's Shaping Up for 2021  
Illinois Chamber of Commerce; St. Louis, MO, September 16, 2021

Illinois/Indiana: Big Changes in 2020 & 2021 and What's Shaping Up in 2021  
Illinois Chamber of Commerce, Webcast, September 14, 2021

Overview to Stay Compliant Within Employment Laws  
Lorman, Webcast, September 1, 2021

Recruiting & Retaining Employees in 2021  
Illinois Manufacturers' Association, Webcast, August 31, 2021

Illinois/Wisconsin: Big Changes in 2020 & 2021 and What's Shaping Up in 2021  
Illinois Chamber of Commerce, Webcast, August 25, 2021

New HR Forms for 2021-2022: What Every HR Manager Must Know!  
Illinois Chamber of Commerce, Webcast, August 19, 2021

NAMA Show - Diverse and Inclusive Workplaces: How to Effectuate a Culture That Benefits Everyone, Including the Employer  
New Orleans Ernest N. Morial Convention Center; New Orleans, Louisiana, August 18, 2021

NAMA Show - An Interactive Legal Workshop on Liability and HR Issues Facing Employers Today  
New Orleans Ernest N. Morial Convention Center; New Orleans, Louisiana, August 17, 2021

Recruiting & Retaining Employees in 2021: Being Creative while Avoiding Legal Pitfalls  
Event, Amundsen Davis, Webcast, August 10, 2021

New Pay Data Reporting Obligations & Criminal Conviction Restrictions Impacting Illinois Employers  
Illinois Chamber of Commerce, Seminar; Naperville, IL, June 3, 2021

The Biden Administration: What Businesses Need to Know  
Clear Law Institute, Webcast, May 19, 2021

What You Need to Know as You Transition Your Team Back to the Office  
AssuredPartners, Webcast, May 12, 2021

Negotiate, Persuade, and Close the Candidate  
Lorman Education Services; Webcast, May 5, 2021

NEW Illinois LEGAL MANDATES for Employers: Prohibition re Criminal Convictions & Equal Pay Certification Obligations  
Connor & Gallagher OneSource, Webcast, April 29, 2021

## Immigration

NEW Illinois Law Prohibiting Use of Criminal Convictions: An Employer's Guide  
Event, Amundsen Davis, Webcast, April 29, 2021

Model Employee Policies Handbook Update - What's Changed for Illinois  
Employers?  
Illinois Chamber of Commerce, Seminar; Naperville, IL, April 21, 2021

COVID-19 and the Biden Administration Proposed Immigration Changes and  
Impacts on Employment Based Immigration  
Illinois Chamber of Commerce, Webcast, April 20, 2021

2021 Educational Series: "2021 Labor & Employment Laws Updates Impacting  
Trucking Employers"  
Mid-West Truckers Association, Inc., Webcast, April 12, 2021

Gearing up for President Biden's Emergency COVID-19 Workplace Rules  
Illinois Chamber of Commerce, Webcast, March 23, 2021

American Rescue Plan: What Employers Must Know Now  
Event, Amundsen Davis, Webcast, March 23, 2021

Major Labor & Employment Changes Today and Tomorrow under the Biden  
Administration  
Event, Amundsen Davis, Webcast, March 17, 2021

COVID-19 Vaccine in the Workplace  
Aurora Regional Chamber of Commerce, Webcast, March 10, 2021

To Mandate Vaccines or Not: What Employers Need to Understand  
Illinois Landscape Contactors Association, Webcast, March 3, 2021

To Mandate Vaccines or Not: What Employers Need to Understand  
Illinois Chamber of Commerce, Webcast, March 2, 2021

Labor Law Hot Topics and COVID-19 – What It Means for Employers  
Illinois Lumber and Material Dealers Association; Webcast, February 25, 2021

Terminating the Problem Employee  
Illinois Chamber of Commerce, Webcast, February 23, 2021

A New Era of Workplace Regulation on Illinois Employers  
Illinois Manufacturers' Association, Webcast, February 16, 2021

COVID-19 Vaccinations and Employer Responsibilities  
Illinois Association Chamber of Commerce Executives, Webcast, February 11,  
2021

The Legal Implications of Managing a Remote Workforce  
AssuredPartners, Webcast, February 10, 2021



Berwyn Development Corporation Seminar on COVID-19 Vaccination and Required Testing

Berwyn Development Corporation, Webcast, February 2, 2021

COVID Safety & Health Concerns in the Workplace

Employee Benefits Association of Northern Illinois, Webcast, January 27, 2021

Mandatory Vaccines and Other Options for Employers During this Year's Cold & Flu Season

Rockford Chamber of Commerce, Webcast, January 13, 2021

How Employees Can Better Manage this Year's Cold & Flu Season

Illinois Chamber of Commerce, Webcast, December 4, 2020

Election 2020 and the Merit Shop: How Should Merit Shop Contractors Prepare for Upcoming DOL Policy and Regulatory Actions?

Associated Builders and Contractors' Legal and Policy Forecast Conference; Webcast, December 3, 2020

7th Annual New Laws Virtual Forum for Illinois Employers

Illinois Chamber of Commerce, Webcast, December 2, 2020

To Mandate Vaccines or Not: What Employees Need to Understand

Illinois Chamber of Commerce, Webcast, November 18, 2020

Reasonable Suspicion Training for Managers

Waubensee Community College, Webcast, November 11, 2020

Impact of the 2020 Election on the Workplace

Illinois Chamber of Commerce, Webcast, November 10, 2020

Business Owner's Guide to Preventing Gender Bias in the Workplace

Lorman Education Services, Webcast, November 3, 2020

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments

Event, Amundsen Davis, Webcast, October 29, 2020

Chicago Fair Workweek Ordinance: Separating Fact from Fiction

Illinois Chamber of Commerce, Webcast, October 28, 2020

Sexual Harassment and Discrimination in the Workplace for Employers – *Are You Prepared Both Proactively & Reactively for the Illinois Workplace Transparency Act?*

Event, Amundsen Davis, Webcast, October 22, 2020

The Illinois Prevailing Wage Certified Transcript of Payroll

Illinois Chamber of Commerce, Webcast, October 21, 2020

Illinois Mandatory Anti-Sexual Harassment Prevention Training

Chicago Healthcare Risk Management Society, Webcast, October 15, 2020

## Immigration

Illinois Minimum Wage & Overtime During these Unprecedented Times  
Illinois Chamber of Commerce, Webcast, October 13, 2020

Train the Trainer: Anti Sexual Harassment Training Mandatory in Illinois  
Illinois Chamber of Commerce, Webcast, October 8, 2020

Trends & Technical Issues Impacting Employment Based Immigration in Light of  
COVID-19 and the Election Year  
Illinois Chamber of Commerce, Webcast, October 6, 2020

Illinois Mandatory Anti-Sexual Harassment Prevention Training  
Chicago Healthcare Risk Management Society, Webcast, September 24, 2020

The 7 Deadly Sins of Documenting Discipline  
Clear Law Institute, Webcast, September 16, 2020

How to Confront and Discipline Employees in the Age of COVID-19  
Illinois Chamber of Commerce, Webcast, September 15, 2020

Conducting an Internal HR Audit in 2020 and Beyond  
Illinois Chamber of Commerce, Webcast, September 10, 2020

COVID-19 Executive Orders, Back-to-School and Other Concerns  
Finishing Contractors Association of Illinois, Webcast, September 1, 2020

Illinois Mandatory Anti-Sexual Harassment Training  
Lorman Education Services, Webcast, August 27, 2020

Race, Religion, and Politics in the Workplace: What Employers Need to Know  
Event, Amundsen Davis, Webcast, August 19, 2020

What Employers Need to Know Related to COVID-19 and Childcare  
Illinois Chamber of Commerce, Webcast, August 17, 2020

Re-Opening the Economy: Preparing to Return to the Workplace  
The Chamber of Manitowoc County, Webcast, May 19, 2020

How Family First Coronavirus Response Act and CARES Impact Your Business  
Aurora Regional Chamber of Commerce, Webcast, April 15, 2020

The Current and Potential Effects of the Coronavirus on Employers, Employees,  
and the Workplace  
Clear Law Institute, Webcast, April 6, 2020

Human Resources Legal Advice You Need to Know Now  
American Bus Association & USLAW Network, Webcast, April 3, 2020

COVID-19 Webinar Series: The Latest Local, State and Federal Mandates  
Impacting the Workplace  
Event, Presented by Amundsen Davis COVID-19 Task Force, March 18, 2020

## Immigration

Preparing for Tomorrow's Problems Today: Marijuana, Wellness, Benefits and More  
Event, Amundsen Davis, Seminar; Lombard, IL, September 25, 2019

New Illinois Sexual Harassment and Discrimination Legal Updates  
Speaking Engagement, Lorman Education Services; Webcast, September 18, 2019

Addressing Immigration Issues in 2019: ICE Audits, Raids, SSA No Match Letters, and Form I-9  
Illinois Chamber of Commerce; Webinar, August 27, 2019

How to Document and Terminate in YOUR Industry  
Event, Amundsen Davis, Webcast, August 21, 2019

Latest Labor Law Developments  
Illinois Chamber of Commerce; Webcast, August 6, 2019

41st Annual Public Officials Program  
Event, The Marq; De Pere, WI, April 29, 2019

Before the Job Offer: Pre-Hire Pitfalls  
Event, Green Bay, WI, February 26, 2019

40th Annual Public Officials Program  
Event, The Marq; De Pere, WI, April 30, 2018

Hiring and Firing: Doing it Right  
Illinois Chamber of Commerce; Glen Ellyn, IL, February 27, 2018

1-9 Completion/Immigration Compliance  
Illinois Chamber of Commerce; Webinar, October 17, 2017

Illinois One Day of Rest Law  
Illinois Chamber of Commerce; Webinar, July 25, 2017

Prevailing Wage in Illinois - What's Changed for Employers?  
Illinois Chamber of Commerce; Springfield, IL, July 19, 2017

Supervisor Training for Effective Management  
Illinois Chamber of Commerce; Naperville, IL, April 27, 2017

39th Annual Public Officials Program  
Speaking Engagement, The Marq; De Pere, WI, April 26, 2017

New President, New Cabinet, New Employment Laws: How Does This Impact Your Workplace?  
National Automatic Merchandising Association's OneShow; Las Vegas, NV, April 19, 2017

## Immigration

The New Administration: Impact on the Workplace Examined  
Amundsen Davis, Seminar; Chicago, IL, February 16, 2017

Recent Immigration Factors Impacting Employers  
Speaking Engagement, Oshkosh Chamber of Commerce; Oshkosh, WI, January 31, 2017

New HR Laws Update  
Illinois Chamber of Commerce; Webinar, January 31, 2017

Human Resource Law: What You Need to Know Now  
National Business Institute, Seminar; Chicago, IL, December 5, 2016

New Laws Forum for Illinois Employers  
Illinois Chamber of Commerce, Seminar, November 30, 2016

U.S. Department of Labor New Overtime Pay Rule  
National Automatic Merchandising Association, Webinar, November 15, 2016

ELECTION 2016: Impact on the Workplace Examined  
Amundsen Davis, Webcast; Chicago, IL, November 10, 2016

### Published Works

A Wisconsin Employer's Preparation Guide for Workplace ICE raids, Form I-9 Audits  
Publication, *The Business News*, October 6, 2025

Politicians Aim To Force Unionization In The Private Sector  
*The Illinois Manufacturer Magazine*, August 2, 2021

New HR Laws Impacting Illinois Manufacturers  
*The Illinois Manufacturer Magazine*, April 30, 2021

Illinois Employment Forms-Online Version  
Publication, *Illinois Chamber of Commerce*, March 2021

COVID Fatigue? What You May Have Missed Related to Employment Laws  
Publication, *InTouch Magazine – NAMA*, Summer 2020

Coronavirus... Tornadoes... Data Breach... Oh My! Is Your Workplace Prepared for a Pandemic or Other Catastrophe?  
Publication, *InTouch Magazine – NAMA*, Spring 2020

Illinois Employment Law Handbook - 5th Edition  
Publication, *Illinois Chamber of Commerce*, 2019

New Year's Resolution for Operators Should Include an HR Checklist!  
Publication, *InTouch Magazine – NAMA*, Winter 2019

Illinois Employment Law Handbook, 4th Edition  
*Illinois Chamber of Commerce*, 2016

## Blog Posts

Project Firewall Targets H-1B Employers: Best Practices for Compliance  
*Labor & Employment Law Update*, October 17, 2025

Navigating E-Verify's Status Change Report  
*Labor & Employment Law Update*, August 12, 2025

Top Takeaways – Immigration Compliance Updates: Key Legal Insights for U.S. Employers in 2025  
*Labor & Employment Law Update*, June 3, 2025

ICE at Health Care Facilities: Immigration Enforcement and Patient Privacy  
*Labor & Employment Law Update*, February 6, 2025

Workplace ICE Raids and Form I-9 Inspections  
*Labor & Employment Law Update*, January 24, 2025

H-1B Modernization Rule Finalized  
*Labor & Employment Law Update*, January 9, 2025

How Will the Trump Administration Impact Your Business?  
*Labor & Employment Law Update*, December 5, 2024

Illinois Establishes Additional Requirements for Employers Using E-Verify  
*Labor & Employment Law Update*, September 3, 2024

Register Now! Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar; September 4 @ Noon CT  
*Labor & Employment Law Update*

Local and State Employment Law Update  
*Labor & Employment Law Update*, June 6, 2024

8 Things You Need to Know About Getting a US Visa  
*Labor & Employment Law Update*, May 28, 2024

State and Local Employment Law Update – Family Leave, Fair Labor Standards Act, Religious Accommodations and More  
*Labor & Employment Law Update*, May 2, 2024

H-1B Travelers to Save Time, Money, and Heartache with Stateside Visa Renewal Pilot Program, Starting January 29  
*Labor & Employment Law Update*, January 29, 2024

## Immigration

Time is Running Out on Illinois Employers --- Better Have Your PAID LEAVE Policy in Place by 12-31-23!

*Labor & Employment Law Update*, December 18, 2023

Minimize Your Cost by Starting the Green Card Process Early

*Labor & Employment Law Update*, October 13, 2023

August 1st – New Form I-9 Version and Permanent Option for Remote Verification of Employees for Employers Using E-Verify

*Labor & Employment Law Update*, July 24, 2023

Good News Is on the Horizon for Green Card Applicants

*Labor & Employment Law Update*, June 21, 2023

Florida Mandates E-Verify for Private Employers

*Labor & Employment Law Update*, May 30, 2023

The Top 5 Mistakes Employers Make When Preparing H-1B Petitions

*Labor & Employment Law Update*, January 26, 2023

Avoid the Million Dollar Mistake - Five I-9 Immigration Compliance Tips That Can Save You Time, Money, and Trouble

*Labor & Employment Law Update*, December 2, 2022

Local and State Employment Law Update: Various Terms Redefined

*Labor & Employment Law Update*, June 27, 2022

USCIS Lengthens Work Permit Automatic Extensions and Expands Premium Processing Options

*Labor & Employment Law Update*, June 16, 2022

Form I-9 COVID-19 Document Relaxation Rule Coming to an End

*Labor & Employment Law Update*, March 30, 2022

Local and State Employment Law Updates: Wage Posters

*Labor & Employment Law Update*, March 11, 2022

Local and State Employment Law Updates: A Mass Issuance of New Labor Posters

*Labor & Employment Law Update*, March 7, 2022

Local and State Law Updates: From Minimum Wage to Medical Marijuana

*Labor & Employment Law Update*, February 23, 2022

Local and State Law Updates: New Posters and Revised Legislation

*Labor & Employment Law Update*, January 27, 2022

Local and State Law Updates: California and Oregon Issue New Posters

*Labor & Employment Law Update*, January 21, 2022

## Immigration

NOW is the Time to Assess H-1B Visas for 2022!

*Labor & Employment Law Update*, January 10, 2022

New Life for H-1B Petitions: Market Research Analyst Ruling a Good Sign for H-1B Petitioners

*Labor & Employment Law Update*, November 17, 2021

With US Easing Travel Restrictions, Foreign National Visa Holders Ask: Can I Go Home?

*Labor & Employment Law Update*, October 1, 2021

H-1B Filing Season: Time to Review Visa Status Expirations for Foreign National Employees

*Labor & Employment Law Update*, March 1, 2021

Biden Changes Immigration Outlook, H-1B Visa Details TBD

*Labor & Employment Law Update*, February 3, 2021

What to Expect on Immigration from the Biden Administration

*Labor & Employment Law Update*, November 25, 2020

Navigating the U.S. Immigration Labyrinth Right Now

*Labor & Employment Law Update*, September 30, 2020

Form I-9 Update – Employers May Accept an Alternative to an Employment Authorization Document in Light of Governmental Delays

*Labor & Employment Law Update*, August 25, 2020

Charting the Course for H-1Bs and Other Visas Through COVID-19

*Labor & Employment Law Update*, May 27, 2020

DHS Relaxes I-9 Requirements for New-Hires Impacted by COVID-19 and USCIS Extends Timeframe for E-verify TNCs

*Labor & Employment Law Update*, March 24, 2020

An H-1B Season of Transition Begins

*Labor & Employment Law Update*, February 10, 2020

USCIS Releases New Form I-9

*Labor & Employment Law Update*, February 6, 2020

Minimizing the Risks of GDPR for U.S. Academic Institutions

*Labor & Employment Law Update*, December 10, 2019

Legalized Marijuana, Non-Citizens and Immigration Risks

*Labor & Employment Law Update*, August 22, 2019

U.S. Citizenship and Immigration Services Policy Challenged on Third-Party Worksites

*Labor & Employment Law Update*, June 7, 2019

## Immigration

Social Security “No Match” Letters Are Back!  
*Labor & Employment Law Update*, April 5, 2019

H-1B Visas: What You Need to Know About Filing in 2019  
*Labor & Employment Law Update*, January 30, 2019

Universities and International Students May Still Benefit Amid Uncertain Immigration Future  
*Labor & Employment Law Update*, February 2, 2018

H-1B Applicants, Start Your Engines  
*Labor & Employment Law Update*, January 31, 2018

2018 Immigration Updates  
*Labor & Employment Law Update*, January 16, 2018

How Will the End of the Deferred Action For Childhood Arrival (DACA) Affect Employers?  
*Labor & Employment Law Update*, September 14, 2017

U.S. Citizenship and Immigration Services and Department of Labor Announce Further Measures to Detect H-1B Visa Fraud and Tighten Rules  
*Labor & Employment Law Update*, April 18, 2017

Strike4Democracy's National Day of Action and the Impact on the Workplace  
*Labor & Employment Law Update*, February 16, 2017

2017 Compliance Check Up  
*Labor & Employment Law Update*, January 19, 2017

EEOC Quietly Updates Strategic Enforcement Plan for 2017-2021  
*Labor & Employment Law Update*, January 3, 2017

USCIS Has Released the New Form I-9  
*Labor & Employment Law Update*, November 17, 2016

Proposed Rule Offers New Hope for Foreign Entrepreneurs  
*Labor & Employment Law Update*, September 14, 2016

The Waiting Begins: Will Your H-1B Case Be Selected in the Lottery This Year?  
*Labor & Employment Law Update*, April 19, 2016

Employing Students in the STEM OPT Program Just Got Much More Complicated for Employers  
*Labor & Employment Law Update*, March 28, 2016

USCIS Proposes New Form I-9  
*Labor & Employment Law Update*, December 11, 2015



## Immigration

When You Need An Amended H-1B Petition, Simeio Solutions Decision  
*Labor & Employment Law Update*, September 14, 2015

Form I-9 Compliance Update  
*Labor & Employment Law Update*, August 5, 2015

Navigating the H-4 EAD Process: Be Ready to File  
*Labor & Employment Law Update*, May 14, 2015

Executive Action on Immigration to Affect Millions  
*Labor & Employment Law Update*, November 25, 2014

E-Verify Update Regarding 10-Year Record Deletion  
*Labor & Employment Law Update*, November 6, 2014

Spousal H-4 Visa Holders: Important Changes on the Horizon Regarding  
Employment Authorization for Certain H-4 Dependent Spouses  
*Labor & Employment Law Update*, August 21, 2014

Going, Going, Gone! USCIS' FY 2015 H-1B Cap  
*Labor & Employment Law Update*, April 28, 2014