

Bruce Buchanan

Special Counsel

333 Commerce Street
Suite 1450
Nashville, TN 37201
main: +1 (615) 383-3033
direct: (615) 514-4122
fax: +1 (615) 383-3323
bbuchanan@littler.com



Focus Areas

Whistleblowing, Compliance and Investigations
Immigration and Global Mobility
Training - Compliance, Ethics, Leadership
Labor Management Relations
Wage and Hour

Overview

Bruce E. Buchanan counsels employers on immigration compliance issues, conducts internal I-9 audits, represents employers in U.S. Immigration and Customs Enforcement (ICE) inspections and audits, Immigrant and Employee Rights (IER)/Department of Justice investigations, E-Verify issues, and employment-based visas. Also, Bruce practices labor law where he represents employers before National Labor Relations Board and U.S. Department of Labor's Wage & Hour Division and in collective bargaining. Before focusing on immigration, Bruce served as senior trial specialist for the NLRB for 20 years, counseled clients on union-filed representation petitions, represented employers in collective bargaining, and advised on wage and hour and Family and Medical Leave Act matters.

In addition to his legal practice, Bruce regularly writes and speaks on immigration compliance and labor law issues for employers and served as Adjunct Professor at the University of Arkansas at Little Rock William H. Bowen School of Law for 10+ years. Among his many publications, Bruce co-authored the book, *I-9 and E-Verify Handbook*, 2017 and 2024 editions, and was an editor of the Employer Sanctions of Kurzban's *Immigration Law Sourcebook*, 2024 edition. He was a longtime member of the Verification and Documentation Liaison Committee of the American Immigration Lawyers Association (AILA).

Bruce has extensive experience representing companies in the following industries:

- Manufacturing

- Restaurants/Hospitality
- Healthcare
- Education
- Staffing
- Construction
- Food processing

Professional and Community Affiliations

- Member, Immigration Law and Labor & Employment Law sections, Tennessee Bar Association (TBA)
- Member, American Immigration Lawyers Association (AILA)
- Member, AILA Online Review Course Committee
- Former Member, AILA Verification & Documentation Liaison Committee
- Member, The Associated General Contractors of America – Middle Tennessee

Recognition

- Named, Best Lawyers in America, Tennessee, *Employment Law - Management*, 2016-2025

Education

J.D., Vanderbilt University Law School, 1982

B.S., Florida State University, 1979, *magna cum laude*

Bar Admissions

Tennessee

Florida

Georgia

Courts

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, D.C. Circuit

U.S. District Court, Middle District of Tennessee

U.S. District Court, Eastern District of Arkansas

U.S. District Court, Western District of Arkansas

U.S. District Court, Middle District of Georgia

Publications & Press

Penalties for DHS Immigration-Related Violations Rise Again in 2025

Littler ASAP

January 8, 2025

USCIS Will Destroy E-Verify Records 10+ Years Old on January 6, 2025

Littler ASAP

December 23, 2024

Election Impact: The Top Guest Articles Of 2024

Law360

December 23, 2024

Companies Prep for Immigration Audits Ahead of Trump's Return

Bloomberg Law

December 16, 2024

Punching In: Employers Brace for Trump Immigration Raids, Audits

Bloomberg Law

November 18, 2024

New Administration Likely to Result in Increased I-9 Audits and Raids

Littler ASAP

November 14, 2024

Illinois Guidance Finds Law Does Not Prohibit Private Employers from Using E-Verify

Littler ASAP

October 30, 2024

USCIS Has Introduced E-Verify+ — What Is It?

Littler Insight

October 22, 2024

Lessons from Recent IER Settlements

Littler ASAP

September 27, 2024

What, If Any, Impact Does SEC v. Jarkesy Have on Immigration Compliance and Adjudication?

Littler Insight

August 9, 2024

Littler Attorney Bruce Buchanan Publishes 2024 Edition of The I-9 and E-Verify Handbook

Littler Press Release

June 4, 2024

What Has Been Happening at OCAHO in 2023-2024?

Littler Insight

April 29, 2024

Current Issues in Immigration Compliance

Littler ASAP

April 17, 2024

Penalties for Immigration-Related Violations Continue to Rise in 2024

Littler ASAP

February 26, 2024

DOL Releases Annual Fine Increases for Immigration-Related Violations

Littler ASAP

January 23, 2024

New Form I-9 Required as of November 1, 2023

Littler ASAP

October 31, 2023

How Will a Possible 2023 Government Shutdown Impact U.S. Immigration?

Littler ASAP

September 29, 2023

Littler's Workplace Policy Institute Releases 2023 Labor Day Report

Littler Press Release

September 5, 2023

WPI Labor Day Report 2023

Littler WPI Report

September 5, 2023

Changes in the New Form I-9, Employment Eligibility Verification

Littler ASAP

August 15, 2023

USCIS Announces Alternative Procedure for Completion of Form I-9 – Permanent Virtual Verification

Littler ASAP

July 24, 2023

Bruce Buchanan: The Intersection of Labor & Immigration

Attorney at Law Magazine

July 24, 2023

The NLRB's 1st Half of 2023 Was Busy with Significant Decisions

Tennessee Bar Association

July 20, 2023

Florida Agency Provides Some Guidance on State's New Immigration Law (SB1718)

Littler ASAP

July 17, 2023

Tips on Physical Reverification of Virtually Verified Remote Employees

Littler ASAP

July 14, 2023

Companies Seek Reprieve From In-Person Work Verification Mandate

Bloomberg Law

July 10, 2023

Littler's Bruce Buchanan Reappointed to American Immigration Lawyer Association Committee

Littler Press Release

June 27, 2023

Employers Have 30 Days to Reach Compliance after I-9 COVID Flexibilities End on July 31, 2023

Littler ASAP

May 19, 2023

OCAHO Reduces I-9 Penalties by Average of 34% in 2022-2023

Littler Insight

March 24, 2023

Inflation Causes Significant Increase in Immigration-Related Fines

Littler ASAP

January 17, 2023

Recent Highlights in Immigration Compliance

Littler ASAP

January 5, 2023

Dear Littler: Can We Require Proof that Our Applicants Are Authorized to Remain in the United States Permanently or at Least for the Foreseeable Future?

Dear Littler

November 28, 2022

Employers Should Continue to Use Current Version of Form I-9 After Oct. 31, 2022

Littler ASAP

October 17, 2022

DHS/ICE Extends I-9 Remote, Virtual Verification until July 31, 2023

Littler ASAP

October 12, 2022

Will Virtual, Remote I-9 Verification Post-COVID Become a Reality?

Littler ASAP

October 4, 2022

Littler's Workplace Policy Institute Releases 2022 Labor Day Report

Littler Press Release

September 6, 2022

WPI Labor Day Report 2022

Littler WPI Report

September 5, 2022

Deadline for Updating Forms I-9 Involving Expired List B Document is July 31, 2022

Littler ASAP

July 28, 2022

Littler Adds Attorney Bruce Buchanan in Nashville

Littler Press Release

July 18, 2022

Tennessee Lowers the Employee Threshold to 35 for Mandatory Use of E-Verify

TBA's Labor & Employment Law Newsletter

June 2022

USCIS Seeking Public Comment on Use of Permanent Remote I-9 Verification

TBA's Labor & Employment Law Newsletter

November 2021

SSA No-Match Letters Discontinued Again

TBA's Labor & Employment Law Newsletter

May 2021

ICE Announces Another 30-Day Extension to I-9 Virtual Verification

TBA's Labor & Employment Law Newsletter

July 2020

Speaking Engagements

The Presidential Elections and the Immigration Consequences

October 8, 2024

Hiring of Foreign Nationals for Nursing-Related Positions and the New E-Verify+

Tennessee Hospital Association

September 19, 2024

Latest Developments in Immigration Compliance

Tennessee Annual Conference, PayrollOrg

August 8, 2024

Anti-discrimination Issues in Sponsorship Decisions, ITAR, and Verification – I-9s and E-Verify

American Immigration Lawyers Assoc. (AILA) Annual Conference, Chicago, IL

June 12, 2024

Immigration Compliance - Entering a New Age?

Greater Nashville Chapter, PayrollOrg

April 18, 2024

You "Audit" Know

AILA Webinar

March 12, 2024

Immigration Compliance - Virtual Verification of I-9 Documentation, New Form I-9, ICE Audits, Due Diligence and More

Georgia-Alabama AILA Chapter Conference

February 22, 2024

Immigration Compliance

December 7, 2023

What Employers Should Know: The New Alternative Procedure for I-9 Virtual Verification and the New I-9 Form

October 25, 2023

What Employers Should About the New Alternative Procedure – I-9 Virtual Verification Option and New I-9 Form

Associated General Contractors – Middle Tennessee Region

August 29, 2023

What Employers Should About the New Alternative Procedure – I-9 Virtual Verification Option and New I-9 Form

Tennessee Hospital Association, Brentwood, TN

August 25, 2023

What Employers Should Know About the New Form I-9 Permanent Virtual Verification Option

August 2, 2023

Form I-9 Notices of Inspection: What to Do When ICE Comes Knocking

American Immigration Lawyers Assoc. (AILA) Annual Conference; Orlando, FL

June 23, 2023

Answers to the Expat Riddle – How Do We Deal with the Employment of Non-US Expats in the US?

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Answers to the Expat Riddle - How Do We Deal with the Employment of Non-US Expats in the US

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

New NLRB - 2022-2023 Decisions and Where are They Headed?

Tennessee Bar Association's Labor & Employment Law Forum, Nashville, TN

April 5, 2023

McLaren Macomb and NLRB Cases for Non-Union Employers

Tennessee Senior Bankers Forum, Nashville, TN

March 30, 2023

Hot Topics in Immigration Compliance

AILA Georgia-Alabama Chapter Conference; Atlanta, TN

March 17, 2023

Steps to Ensure I-9 and Immigration Compliance

February 14, 2023

I-9 Form - How to Achieve Immigration Compliance

January 11, 2023

How to Maintain Immigration Compliance

December 6, 2022

Current Issues in Worksite Enforcement

AILA Annual Conference, New York City

June 2022

DHS/ICE Audits – from Receipt of NOI to Litigating Fine before OCAHO

Georgia-Alabama Chapter of AILA Annual Conference

March 2022

E-Verify Changes and Challenges

AILA Employer Compliance and Worksite Enforcement Conference

December 2021

Biden Administration and Employer Immigration Compliance

TSWB/APA

August 2021

1st 100 Days under President Biden – Where are we Headed in Immigration Law?

TBA Immigration Law Section Forum

May 2021

Immigration and Employment Issues under Biden

Associated General Contractors (AGC) of Middle Tennessee, Nashville

February 2021

I-9 / Worksite Enforcement Current Trends

AILA Mid-South Fall Conference

October 2020

Why I-9 Compliance Should be a Priority

Greater Nashville Chapter of APA, Nashville

November 2019

I-9 compliance Issues

AILA Mid-South Fall Conference, Chattanooga

October 2019

ICE Audits/Raids of Employers – Is Your Business ICE’s Next Target?

AGC - Construction HR & Training Professionals Conference, Chicago

October 2019

IER Investigations in the Era of BAHA

AILA Employer Compliance and Worksite Enforcement Conference, Park City, UT

September 2019

Books & Book Chapters

- *I-9 and E-Verify Handbook*, co-author with Greg Siskind, Alan House Publishing, 2017 and 2024
- *Kurzban’s Immigration Law Source Book*, editor of Chapter on Employer Sanctions, 2024-2025 edition