



## Jorge R. Lopez

Shareholder  
Chair, Immigration and Global Mobility  
Practice Group

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## Focus Areas

Immigration and Global Mobility  
International Employment Law  
Healthcare  
Workplace Policy Institute

## Overview

Jorge R. Lopez has practiced immigration law for more than 30 years and focuses on corporate immigration, processing temporary and permanent corporate visa petitions, and all aspects of the Immigration and Nationality Act regarding visa benefits and Federal I-9 immigration compliance. Jorge often appears before the Department of Homeland Security on immigration benefits and compliance matters, as well as before the Department of State and other state entities regulating immigration compliance. He also represents clients in international forums on global migration issues.

Board-certified in immigration and nationality law by the Florida Bar, Jorge has advised multinational companies on how to meet their global workforce needs and on the management of I-9 audits and federal investigations. He also has actively managed the worldwide transfer of staff for a number of multi-national companies.

Additionally, Jorge provides advice on immigration-related employment discrimination, as regulated by the Office of the Special Counsel for Immigration Related Employment Discrimination. He has developed training programs for in-house legal teams and managers at client sites related to immigration compliance modules involving I-9 and visa issues.

Jorge has published numerous articles on immigration law and frequently presents regionally, nationally and internationally at seminars and training programs addressing immigration issues. He works with a diverse selection of clients that span the following industries:

- Healthcare
- Technology
- Education
- Finance
- Manufacturing
- Airlines
- Hospitality
- Media and publishing
- Retail

A shareholder of Littler Mendelson and a chair of the Global Mobility & Immigration Practice Group, Jorge previously worked in private practice.

## Professional and Community Affiliations

- Former Member, Nursing Advisory Council, Florida International University School of Nursing
- Former Member, Board of Governors, Greater Miami Chamber of Commerce
- Former Director, American Immigration Lawyers Association, South Florida Chapter
- Former Vice-Chair, Florida Bar Certification Committee
- Former Member, Presidential Rank Review Board, US Office of Personnel Management
- Former Director, Immigration Related Employer Compliance Program (sponsored by the US Department of Justice), Greater Miami Chamber of Commerce

## Recognition

- Named, The Best Lawyers in America®, 2023-2024
- Recipient, The Nation's Most Powerful Employment Attorneys, Top 15 for Immigration Law, *Human Resource Executive Magazine*, 2010
- Named, Top Lawyers in South Florida, *South Florida Legal Guide*, 2009-2015
- Named, Florida's Legal Elite, *Florida Trend Magazine*, 2007
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

## Education

J.D., University of Miami School of Law, 1985

B.S., New York University, 1982

## Bar Admissions

Florida

## Languages

Spanish

## Publications & Press

### **USCIS Announces Upcoming H-1B Cap Lottery Dates and New Beneficiary-Centric Selection Process**

*Littler ASAP*

February 14, 2024

### **DHS Announces Special Immigration Protection for Workers Who Help in Labor and Employment Agency Investigations**

*Littler ASAP*

February 2, 2024

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

*Littler ASAP*

September 29, 2023

### **New Federal Lawsuit Against DHS Alleges APA Violations, Erroneous H-1B Visa Denials**

*Littler ASAP*

September 6, 2023

### **Employer Considerations For New I-9 Virtual Verification**

*Law360*

August 18, 2023

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

*Littler ASAP*

August 15, 2023

### **New I-9 Verification Procedure Replaces ‘Clunky, Cumbersome’ Process**

*WorldatWork*

August 3, 2023

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

*Littler ASAP*

July 24, 2023

**USCIS announces new Form I-9, will allow permanent remote review for E-Verify users**

*HR Dive*

July 21, 2023

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

*Littler ASAP*

July 17, 2023

**What Does the End of Title 42 and I-9 Flexibility Mean for Employers?**

*Littler ASAP*

May 15, 2023

**How Will Florida's New Immigration Law Affect Private Employers?**

*Littler ASAP*

May 10, 2023

**Employers Should Purge Old I-9s**

*SHRM Online*

May 4, 2023

**USCIS Clarifies Guidance on O-1B Extraordinary Ability Visa Eligibility and Updates USCIS Policy Manual**

*Littler ASAP*

March 8, 2023

**DHS Announces Process Enhancements for Supporting Labor Enforcement Investigations**

*Littler ASAP*

February 13, 2023

**4 Things Attys Should Know About H-2A Disciplinary Rules**

*Law360*

October 7, 2022

**Help Wanted in Understanding What Types of Advertising Outreach Employers Must Do Before Hiring Foreign Nationals**

*Littler Podcast*

August 9, 2022

**Curricular and Optional Practical Training: A Primer on Employment Opportunities for Students with an F-1 Visa**

*Littler ASAP*

April 13, 2022

**USCIS Announces Efforts to Increase Efficiency and Reduce Burdens**

*Littler ASAP*

April 7, 2022

**USCIS Provides Updated Work Authorization Documentation Guidance for Certain Nonimmigrant Spouses**

*Littler ASAP*

March 28, 2022

**USCIS Now Processing AOS-Based EAD and AP Applications Separately**

*Littler ASAP*

March 22, 2022

**State Department Temporarily Waives In-person Interview Requirement for Certain Visas**

*Littler ASAP*

February 2, 2022

**H-1B Cap Season is Fast Approaching**

*Littler ASAP*

January 31, 2022

**Sources blame pandemic, bureaucracy — not demand — for H-1B decline**

*HR Dive*

December 21, 2021

**Biden Administration Issues New Executive Order to Restrict International Travel in Response to Omicron Variant of COVID-19**

*Littler ASAP*

November 29, 2021

**USCIS Settlement Agreement Will Expand Work Eligibility Authorization for L-2 and H-4 Visa Holders**

*Littler ASAP*

November 12, 2021

**Update on Resumption of Global Travel During the COVID-19 Pandemic**

*Littler ASAP*

November 11, 2021

**WPI Labor Day Report 2021**

*Littler WPI Report*

September 6, 2021

**U.S. Department of State Announces More Flexible National Interest Exemptions for Students and Academic Travelers**

*Littler ASAP*

May 4, 2021

**India Travel Ban Means U.S. Visa Workers Remain Stuck Abroad**

*Bloomberg Law*

May 3, 2021

**White House Issues Proclamation Restricting Travel from India**

*Littler ASAP*

May 3, 2021

**Biden Administration Allows COVID-Related Temporary Worker Visa Ban to Expire and Issues New I-9 Flexibility Extension Through May 31, 2021**

*Littler ASAP*

April 1, 2021

**Labor dept. aims to push wage-level adjustment rule for H-1B visas to 2022**

*HR Dive*

March 23, 2021

**State Department Further Limits Incoming Business Travel from Europe, United Kingdom, Ireland, China, Iran, Brazil, and South Africa**

*Littler ASAP*

March 10, 2021

**Biden Administration Unveils Immigration Reform Bill**

*Littler Insight*

March 3, 2021

**White House Lifts COVID-19 Executive Order that Banned Entry on Certain Permanent Immigrant Visas**

*Littler ASAP*

March 2, 2021

**H-1B Cap Selection Process Update – DHS Postpones Effective Date of Final Rule**

*Littler ASAP*

February 5, 2021

**President Biden Issues New Executive Orders and Supports Comprehensive Reform of Immigration Policy**

*Littler Insight*

January 23, 2021

**White House Lifts Certain Travel Bans and Issues New COVID-19 Testing Requirement**

*Little ASAP*

January 19, 2021

**DOL Changes Wage Guidelines For H-2A Agricultural Visas**

*Law360*

January 15, 2021

**DOL finalizes H-1B wage rule, adjusting pay bands**

*HR Dive*

January 13, 2021

**New Florida E-Verify Requirements are in Effect for 2021**

*Little ASAP*

January 11, 2021

**DOL Confirms It Will Comply with New Court Order on Wage Rates**

*Little ASAP*

December 7, 2020

**U.S. District Court Sets Aside New Immigration Rules on Specialty Occupation and Wage Levels**

*Little ASAP*

December 2, 2020

**Breaking Down the New DOL and DHS H-1B Rules**

*Little Insight*

November 23, 2020

**What Will the Biden Administration Mean for U.S. Immigration Policy?**

*Little Podcast*

November 18, 2020

**Biden Vows to Roll Back Trump's Immigration Policies**

*SHRM Online*

November 18, 2020

**Little WPI's Election Report: How Voters Have Shaped Workplace Policy**

*Little WPI Report*

November 6, 2020

**U.S. Agencies Issue Interim Final Rules with Major H-1B Reforms for Legal Definition of Specialty Occupation Workers and Wage Rates**

*Littler ASAP*

October 7, 2020

**White House Orders Review of Foreign Hiring by Federal Contractors**

*SHRM Online*

August 13, 2020

**U.S. Agencies Agree to Share Information in New Enforcement Initiative Targeting H-1B and Immigrant Workers**

*Littler ASAP*

August 5, 2020

**Executive Order Limits Federal Contractors' Use of Foreign Labor**

*Littler ASAP*

August 4, 2020

**Bar on Online-Only Nonimmigrant Students Faces Court Scrutiny**

*Littler ASAP*

July 14, 2020

**As the Dust Settles: Unpacking the Recent Presidential Proclamation on Visa Entry Restrictions**

*Littler Podcast*

June 30, 2020

**New Proclamation Formalizes Temporary Ban on Entry for Nonimmigrants Seeking to Enter on H-1B, H-2B, L-1, and J-1 Visas**

*Littler ASAP*

June 23, 2020

**Supreme Court Rules in Favor of DACA**

*Littler ASAP*

June 18, 2020

**Administration Implements New Entry Restrictions on Chinese Students and Researchers Affiliated with China's "Military-Civil Fusion Strategy"**

*Littler Insight*

June 2, 2020

**Administration Issues New Travel Restrictions for Brazil**

*Little ASAP*

May 26, 2020

**Employers May Now Accept Expired List B Documents for Form I-9**

*SHRM Online*

May 11, 2020

**USCIS Announces COVID-19 Temporary Policy for List B Identity Documents**

*Little ASAP*

May 4, 2020

**New Proclamation Formalizes Temporary Ban on Entry for Certain Immigrants**

*Little ASAP*

April 23, 2020

**President Announces Potential Temporary Suspension of Immigration to the United States**

*Little ASAP*

April 21, 2020

**Immigration Update During Pandemic: Visa Sanctions, Extensions of Nonimmigrant Status, and Visa Premium Processing**

*Little ASAP*

April 15, 2020

**Virus Rebate for Guest Workers Hinges on Defining 'Nonresident'**

*Bloomberg Law*

March 26, 2020

**Immigration Compliance for Employers with H-1B Workers During COVID-19 Work-From-Home Initiatives**

*Little Insight*

March 21, 2020

**COVID-19 and Immigration Updates: Form I-9 Guidance, Border Closures, and More**

*Little ASAP*

March 20, 2020

**DHS Issues Notice of Arrival Restrictions for Travelers Returning from Impacted Countries**

*Little ASAP*

March 16, 2020

**Administration Issues Third Round of COVID-19-Related Travel Restrictions**

*Little ASAP*

March 12, 2020

**Little Lightbulb: Pressing Immigration Issues for Employers**

*Little Insight*

March 11, 2020

**H-1B Cap Registration Update**

*Little ASAP*

February 21, 2020

**USCIS Publishes New Form I-9**

*Little ASAP*

February 5, 2020

**USCIS Announces Timeline for FY 2021 H-1B Electronic Pre-Registration Process**

*Little Insight*

December 16, 2019

**Immigration Legal Tech Steps In As Clients Face Mounting Complexity**

*Legaltech News*

September 10, 2019

**WPI Labor Day Report 2019**

*Little WPI Report*

September 3, 2019

**How to Manage an ICE Site Visit**

*Little Insight*

August 21, 2019

**Will Mississippi Employers Face Charges After Massive ICE Raid?**

*XpertHR*

August 15, 2019

**New York Seeks to Add Protections for Discrimination and Retaliation Based on Immigration Status**

*Little ASAP*

July 18, 2019

**How To Avoid Immigration Pitfalls Of 'No-Match' Letters**

*Law360*

May 24, 2019

**Trump Administration Announces Plan for Immigration Reform**

*Little ASAP*

May 20, 2019

**High Court Case Could Expand State Immigration Enforcement**

*Law360*

May 15, 2019

**Potential Changes to U.S.-Canadian Border Policy**

*Little Insight*

May 7, 2019

**Panicked Over Social Security Administration No-Match Letters? This Action Plan Can Help**

*Corporate Counsel*

May 2, 2019

**Social Security Mismatch Letters: Action Items for Employers**

*Little Podcast*

April 24, 2019

**Census Citizenship Question Could Hurt Tech's Public Policy Efforts**

*Corporate Counsel*

April 19, 2019

**Protecting Yourself From ICE**

*Law.com*

April 17, 2019

**How to Protect Your Company From ICE's Increasing Target**

*Corporate Counsel*

April 12, 2019

**Supreme Court Could Open Immigration Enforcement 'Pandora's Box'**

*Bloomberg Law*

March 28, 2019

**DOL Issues Guidance on Complying with the H-1B LCA Posting Requirement Electronically**

*Little ASAP*

March 26, 2019

**H-1B Cap: Critical Filing Dates for FY 2020**

*Little ASAP*

March 7, 2019

**Shutdown Woes Aren't Over for Immigration Courts**

*Law360*

February 4, 2019

**E-Verify is Back in Operation, but Post-Shutdown Delays and Concerns Remain**

*Little ASAP*

January 29, 2019

**E-Verify Procedures During the Government Shutdown**

*Little ASAP*

January 14, 2019

**Potential Immigration Consequences for Workers and Investors in the Canadian Cannabis Industry**

*Little Insight*

November 20, 2018

**Little's WPI Labor Day Report 2018**

*Little WPI Report*

August 30, 2018

**H-1B Visa Denials, RFEs Swelled in Q4 2017**

*HR Dive*

July 30, 2018

**Visa Denial Results in Imminent Deportation for Foreign Nationals**

*Little ASAP*

July 23, 2018

**District Court Preliminarily Enjoins Some Components of California Sanctuary Laws Impacting Employers**

*Little ASAP*

July 13, 2018

**SCOTUS Upholds Travel Restrictions**

*Littler ASAP*

June 28, 2018

**Immigration Issues a Major Concern for Employers in the Upcoming Year**

*HR Daily Advisor*

June 19, 2018

**Employers Skate on Thin Ice With Immigration Compliance, Bias**

*Bloomberg Law*

June 1, 2018

**ICE Worksite Enforcement Increases as Promised During Fiscal Year 2018**

*Littler ASAP*

May 21, 2018

**Littler Survey: Employers Reeling from Regulatory Shifts, New Forces Impacting Workplace**

*General Counsel News*

May 18, 2018

**Harassment, Pay Equity Top the Minds of Employer Concerns**

*Employee Benefit News*

May 16, 2018

**USCIS and DOJ Partner to Protect U.S. Workers from Hiring Policies that Favor Foreign Visa Workers**

*Littler ASAP*

May 16, 2018

**USCIS Issues Changes to Off-Site Placement of STEM OPT F-1 Visa Holders**

*Littler ASAP*

May 8, 2018

**MALDEF files lawsuits, alleging discrimination based on DACA status**

*NBC Latino*

May 4, 2018

**Littler Survey Finds Employers Reeling from Regulatory Shifts and New Forces Impacting the Workplace**

*Littler Press Release*

May 2, 2018

**DOJ Challenges California Law Placing Restrictions on Employers' Ability to Allow ICE into the Workplace**

*Little ASAP*

March 12, 2018

**H-1B Cap: Critical Filing Dates for FY 2019**

*Little ASAP*

February 8, 2018

**An Increase in Work Site Enforcement and Raids**

*Bloomberg Law*

February 1, 2018

**4 Tips for Employers About ICE Undocumented-Worker Raids Under Trump**

*Corporate Counsel*

January 23, 2018

**Little and ComplianceHR Launch Travel Ban Navigator**

*Little Press Release*

January 23, 2018

**Shutdown Fight A Prelude For Immigration Battle**

*Law360*

January 23, 2018

**2018 Begins With Early Signs of Increased Worksite Enforcement Action**

*Little ASAP*

January 10, 2018

**Prepping for the H-1B Hiring Cycle: New Administration, New Rules**

*HR Dive*

January 4, 2018

**Employers Should Prepare Now for Increased ICE Enforcement**

*Little ASAP*

November 8, 2017

**USCIS's Updated Policy on Adjudications of Nonimmigrant Worker Visa Petitions Rescinds Former Deferential Policy**

*Little ASAP*

October 30, 2017

**New Law Governs Immigrant Worksite Enforcement Actions in California**

*Little ASAP*

October 19, 2017

**Immigration Compliance: Anticipated Changes Call for Employer Diligence**

*Little Podcast*

September 27, 2017

**New Presidential Proclamation Restricts Travel from Eight Countries**

*Little ASAP*

September 26, 2017

**Mandatory Use of New Form I-9 to Begin Soon**

*Little ASAP*

August 25, 2017

**Changes to Foreign Affairs Manual and Developments in the Adjudications of Nonimmigrant Visas Signal Increased Scrutiny of Visa Petitions**

*Little ASAP*

August 17, 2017

**The RAISE Act Unveiled**

*Little ASAP*

August 10, 2017

**U.S. Supreme Court Partially Lifts Injunction on President Trump's March Executive Order on Immigration Policy**

*Little ASAP*

June 26, 2017

**Labor Secretary Announces Aggressive Stance on Visa Fraud and Abuse**

*Little ASAP*

June 20, 2017

**Congressional Spending Bill Reauthorizes Important Immigration Programs**

*Little ASAP*

May 10, 2017

**New Executive Order Addresses H-1B Visas**

*Little ASAP*

April 19, 2017

**USCIS Issues New Guidance on H-1B Work Visas for Computer Programmers**

*Littler ASAP*

April 3, 2017

**DOJ Appeals Injunction of President's New Executive Order Banning Nationals from Certain Countries**

*Littler ASAP*

March 20, 2017

**E-Verify Records Will Soon Be Purged**

*Littler ASAP*

March 16, 2017

**President Trump Signs New Executive Order on Immigration Policy**

*Littler ASAP*

March 6, 2017

**U.S. Announces Suspension of Premium Processing for all H-1B Petitions**

*Littler ASAP*

March 5, 2017

**Dear Littler: Does an Employer Have to Report Discrepancies Identified in Old I-9 Forms?**

*Dear Littler*

February 22, 2017

**Possible Changes to U.S. Business Immigration Law and Policy Under the New Administration**

*Littler Insight*

February 21, 2017

**Temporary Restraining Order Halts the Executive Order Suspending the Entry of Immigrants and Non-Immigrants from Seven Countries**

*Littler ASAP*

February 4, 2017

**Updates and Guidance on the Executive Order Suspending the Entry of Immigrants and Non-Immigrants from Seven Countries**

*Littler ASAP*

February 3, 2017

**What Does the President's Executive Order Blocking Foreign Nationals From Seven Countries Mean for Employment-Based Visas?**

*Littler ASAP*

January 29, 2017

**Critical Filing Dates for FY 2018 H-1B Cap**

*Littler ASAP*

January 20, 2017

**Employers Must Use the New Form I-9 Starting January 22, 2017**

*Littler ASAP*

January 17, 2017

**With the Election (Mercifully) Behind Us, What Will a Trump Administration Mean for Employers?**

*Littler Report*

November 9, 2016

**Reducing Redundancy: Colorado Repeals its State-Specific Employment Verification Requirement**

*Littler ASAP*

August 17, 2016

**Fifth Circuit Overturns \$226,000 Fine Imposed on a Staffing Company for Completing Section 2 of Form I-9 Remotely**

*Littler ASAP*

August 12, 2016

**Important Reminders for Employers Regarding this Year's H-1B Cap**

*Littler ASAP*

February 26, 2016

**Critical Filing Dates for FY 2017 H-1B Cap**

*Littler ASAP*

January 20, 2016

**DHS Proposes New Rule for Certain Immigrant and Nonimmigrant Programs Affecting Employment**

*Littler Insight*

January 19, 2016

**DOL Misclassification Guidance on Independent Contractors Could Affect Certain Nonimmigrant Visa Classifications**

*Littler Insight*

October 23, 2015

**USCIS Issues New Procedures for Determining Time for Filing Green Card Application**

*Littler ASAP*

September 18, 2015

**Critical Filing Dates for FY 2016 H-1B Cap**

*Littler ASAP*

February 5, 2015

**H-1B Cap: Critical Filing Dates for FY 2015 Requiring Immediate Employer Action**

*Littler ASAP*

March 14, 2014

**Current Immigration Consequences of the Government Shutdown**

*Littler Insight*

October 2, 2013

**Immigration Reform Dealt a Setback as Talks Hit Impasse**

*Workforce Management*

June 7, 2013

**Gang of Eight Introduces Comprehensive Immigration Reform Bill**

*Littler ASAP*

April 18, 2013

**The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute**

*Littler Report*

February 21, 2013

**Workplace Policy Institute: Immigration Reform in 2013 - What U.S. Employers Can Expect**

*Littler Insight*

February 5, 2013

**Despite Legal Challenge, Effective Date Approaches for Key Provisions of Alabama Immigration Legislation**

*Littler Insight*

November 11, 2011

**Littler Attorneys Recognized as Nation's Most Powerful Employment Lawyers**

*Littler Press Release*

June 30, 2010

**Recent USCIS Memo on Employer-Employee Relationship Requirements for H-1B Visa Petitions: Regulation by Memorandum?**

*Littler Insight*

March 29, 2010

**Federal Contractors: Be Aware of New E-Verify Requirements in Contracts**

*Littler Insight*

September 8, 2009

**An Employment Law Guide for Federal Contractors in the Wake of the American Recovery and Reinvestment Act of 2009**

*Littler Report*

August 21, 2009

**Latest Developments in Employment Verification Enforcement**

*Littler Insight*

July 10, 2009

**State Department Publishes New Exchange Visitor Skills List**

*Littler ASAP*

May 4, 2009

**State Department Publishes New Exchange Visitor Skills List**

*Littler Insight*

May 4, 2009

**A Basic Guide to E-Verify and Related Immigration Compliance: Everything Federal Contractors and Others Need to Know to Comply with E-Verify Requirements**

*Littler ASAP*

April 18, 2009

**A Basic Guide to E-Verify and Related Immigration Compliance: Everything Federal Contractors and Others Need to Know to Comply with E-Verify Requirements**

*Littler Insight*

April 14, 2009

**Countdown to Effective Date of New I-9**

*Littler Insight*

March 24, 2009

**Illinois Court Considers Constitutional Challenge to E-Verify Program**

*Little ASAP*

March 23, 2009

**Effective Date of Federal Contractor E-Verify Regulation Pushed Back to May 2009**

*Little Insight*

January 28, 2009

**Effective Date of E-Verify Federal Contractor Regulation Postponed Until February 20, 2009**

*Little Insight*

January 9, 2009

**USCIS Issues Interim Final Rule on I-9 Employment Verification**

*Little Insight*

December 17, 2008

**E-Verify Rule for Federal Contractors Published**

*Little Insight*

November 14, 2008

**USCIS Reverts to Prior Edition of Form I-9**

*Little Insight*

July 23, 2008

**DHS Jacking Up Fines for Employing Illegal Aliens**

*Little Insight*

March 4, 2008

**ICE and Local Police Join Forces to Ramp Up Immigration Enforcement**

*Little Insight*

January 23, 2008

**DHS Appeals No-Match Preliminary Injunction, SSA Forgoes No-Match Letters for 2006, and Updated I-9 Form Must Be Used Beginning December 26, 2007**

*Little Insight*

December 13, 2007

**Federal Court "Ices" DHS's No-Match SSN Rule**

*Little Insight*

October 16, 2007

**DHS "No-Match" Rule on Hold After Federal Court Issues Temporary Restraining Order**

*Little Insight*

September 12, 2007

**DHS Publishes Final "Safe-Harbor" Procedures for Employers Who Receive SSA "No-Match" Letters and DHS Notices**

*Little Insight*

August 14, 2007

**Little Mendelson Welcomes Jorge Lopez to Miami Office**

*Little Press Release*

April 18, 2007

## **Speaking Engagements**

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

August 2, 2023

**I-9 Form - How to Achieve Immigration Compliance**

January 11, 2023

**Department of Labor and Immigration: A New Era of Compliance?**

September 15, 2020

**Immigration Considerations for Returning to Work**

May 28, 2020

**It's All Connected: Understanding the Tax Implications of Immigration Processing Issues**

April 9, 2020

**U.S. Immigration Perspective: Managing a Mobile Workforce Under COVID-19 Restrictions**

March 27, 2020

**Immigration Compliance Updates Under the Trump Administration**

Denver, CO

November 6, 2019

**Immigration Compliance Updates Under the Trump Administration**

Nashville, TN

November 4, 2019

**Employment and Labor Law Update: A Look at Recent Florida and Miami/Dade Case Law and Immigration Updates Under the Current Administration**

Florida Regional Employer Conference, Miami, FL

October 24, 2019

**How to Manage an ICE Site Visit**

October 2, 2019

**Immigration Compliance Updates Under the Trump Administration – Session Two**

Chicago, IL

September 20, 2019

**Immigration Compliance Updates Under the Trump Administration**

Chicago, IL

September 20, 2019

**Immigration Compliance Updates Under the Trump Administration**

Pittsburgh, PA

September 17, 2019

**Immigration Compliance Updates Under the Trump Administration**

Philadelphia, PA

September 10, 2019

**U.S. Labor & Immigration Update 2019 for Nordic-Based Companies**

Oslo

August 30, 2019

**It's a (Mis)match! Social Security Administration Reinstates No Match Policy**

June 25, 2019

**Immigration Compliance Updates Under the Trump Administration**

New York, NY

June 20, 2019

**Immigration Compliance Updates Under the Trump Administration**

Melville, NY

June 19, 2019

**Immigration Compliance Updates Under the Trump Administration**

Newark, NJ

June 18, 2019

**The Federal Government is Knocking on Your Door...Now What?**

Austin, TX

April 16, 2019

**Going Up in Smoke? A Look at U.S. Immigration, Tax and Workplace Issues Arising from the Legalization of Marijuana in Canada**

November 28, 2018

**Breaking Down the Basics: Defining the Fundamentals of Employer Compliance and Immigration Policy**

August 14, 2018

**Immigration Compliance Updates Under the Trump Administration**

Tysons Corner, VA

May 23, 2018

**Immigration**

Little Executive Employer, Phoenix, AZ

May 4, 2018

**Immigration Compliance Updates Under the Trump Administration**

Cleveland, OH

April 10, 2018

**Immigration Compliance Updates Under the Trump Administration**

Houston, TX

March 29, 2018

**Immigration Compliance Updates Under the Trump Administration**

Dallas, TX

March 28, 2018

**Immigration Compliance Updates Under the Trump Administration**

Los Angeles, CA

March 15, 2018

**Immigration Compliance Updates Under the Trump Administration**

Irvine, CA

March 14, 2018

**Immigration Compliance Updates Under the Trump Administration**

San Diego, CA

March 13, 2018

**Travel Bans and Border Walls: An Update on Legal Immigration Under the Trump Administration**

February 22, 2018

**Immigration Compliance Updates Under the Trump Administration**

Fairport, NY

October 25, 2017

**2017 Florida Employer Conference**

Miami, FL

October 17, 2017

**DACA – An Employer’s Perspective**

October 5, 2017

**Immigration Mobility: Changes, Observations and Current Issues**

August 22, 2017

**Immigration Compliance Updates Under the Trump Administration**

2017 Mid-Atlantic Employer Conference, Washington, D.C.

June 6, 2017

**Global Migration in the Age of Nationalism**

May 11, 2017

**Immigration Compliance Updates Under the Trump Administration**

April 12, 2017

**2017 Littler Global Puerto Rico Conference**

San Juan, PR

April 7, 2017

**What Does a Trump Administration Mean for Employers?**

Miami, FL

January 31, 2017

**The Revised Form I-9: Understanding the Changes and Handling the Transition**

January 18, 2017

**The Affordable Care Act and Immigration: Imperatives for Employers in 2017**

December 8, 2016

**Second Annual Conference in Central America**

Panama City

October 12, 2016

**Preventing Discrimination Claims: Who is Protected and How to Maintain Compliance**

August 31, 2016

**Anticipating Immigration-Related Audits: How to Navigate an Unpredictable DOL**

April 5, 2016

**Immigration Law and Employment Issues: The Basics and More**

December 10, 2015

**International Transfers: What Each Company Needs to Remember**

August 27, 2015

**Prospective Employee and New Hire Screening: Legal Landmines and Best Practices**

April 9, 2015

**Prospective Employee and New Hire Screening: Legal Landmines and Best Practices**

April 7, 2015

**Navigating the Waters of Immigration Compliance: What employers can do to avoid fines and stay compliant in a changing field**

December 10, 2014

**The 2014 Charlotte Employer — International Edition**

Charlotte, NC

September 23, 2014

**Compliance and Liability Fundamentals**

Association of Corporate Counsel, South Florida Chapter  
May 2, 2014

**The Re-Emergence of the Social Security Mismatch Issue: Why this is happening and what steps employers can take to avoid future penalties and claims**

February 27, 2014

**New I-9 Form and Compliance Developments**

April 16, 2013

**New I-9 Form and Compliance Developments**

April 4, 2013

**The Time is Nigh! Restructure your Global Mobility Program**

Littler Mendelson, Washington D.C.  
November 9, 2012

**An Employer's Perspective: The Supreme Court Decision on Arizona's Statute and Illegal Immigration**

July 20, 2012

**The Bewildering Landscape of State and Federal Immigration Compliance: From E-Verify to Incentivized IMAGE Enrollment**

Littler Mendelson, Scottsdale, AZ  
May 11, 2012

**The Bewildering Landscape of State and Federal Immigration Compliance - Immigration Webinar Series**

October 21, 2011

**Borderline Calls: Upon Further Review, the State Law Stands as Written (State Immigration Compliance)**

ERR Mid Winter Meeting - American Bar Association  
March 23, 2011

**When ICE Comes Calling: Will You Be Ready?**

November 18, 2010

**The Immigration Compliance Module and Its Relationship with Employment Law**

2010 Conference & Expo - SHRM-HR Florida State Council  
September 1, 2010

**The Labor & Employment Compliance Costs of Federal Contracting**

November 13, 2009

**Staying Compliant in a Time of Increased Enforcement**

SHRM-HR Florida State Council

August 18, 2009

**Immigration Law and Law Enforcement**

2009 Houston Spring Accounting Expo Planning

May 27, 2009

**Failure to Comply: Immigration Compliance Issues including I-9, E-Verify, and Other Recession Implications**

Cleveland, OH

May 19, 2009

**Management Perspective - Issues and Remedies in Representing or Defending Against Immigrant Employees**

Section of Labor and Employment Law Conference - American Bar Association

September 10, 2008

**Demystifying Immigration: Spot the Issues**

Melville, NY

June 10, 2008

**Recent Development in Immigration Law**

Sterling Education Services

April 24, 2008

**U.S. Poultry and Egg Association**

Immigration Compliance Seminar

April 21, 2008

**Managing I-9 Compliance**

2008 Space Coast HR Conference

April 16, 2008

**State and Local Immigration Laws: An Open Dialogue**

Littler Mendelson, Washington, D.C.

December 7, 2007

## Books & Book Chapters

- *Navigating the Waters of Immigration-Related Employment Discrimination & Compliance Issues, an I-9 compliance handbook for employers*