

36th Annual Workforce Management Briefing

EPSTEIN
BECKER
GREEN

Managing Workforce Compliance in an Unpredictable World



36th Annual Workforce Management Briefing

Managing Workforce
Compliance in an
Unpredictable World

The Challenging Immigration Environment Under the Trump Administration

EPSTEIN
BECKER
GREEN

Panelists



Robert S. Groban, Jr.

Member

Epstein Becker Green
New York



John D. Hamill

Associate

Epstein Becker Green
New York



Jang Hyuk Im

Member

Epstein Becker Green
San Francisco



Jennifer L. Taler

Associate

Epstein Becker Green
New York

Overview

Employment-Based Visa Classifications

NAFTA

01

“America
First”: The
Immigration
Implications

02

03

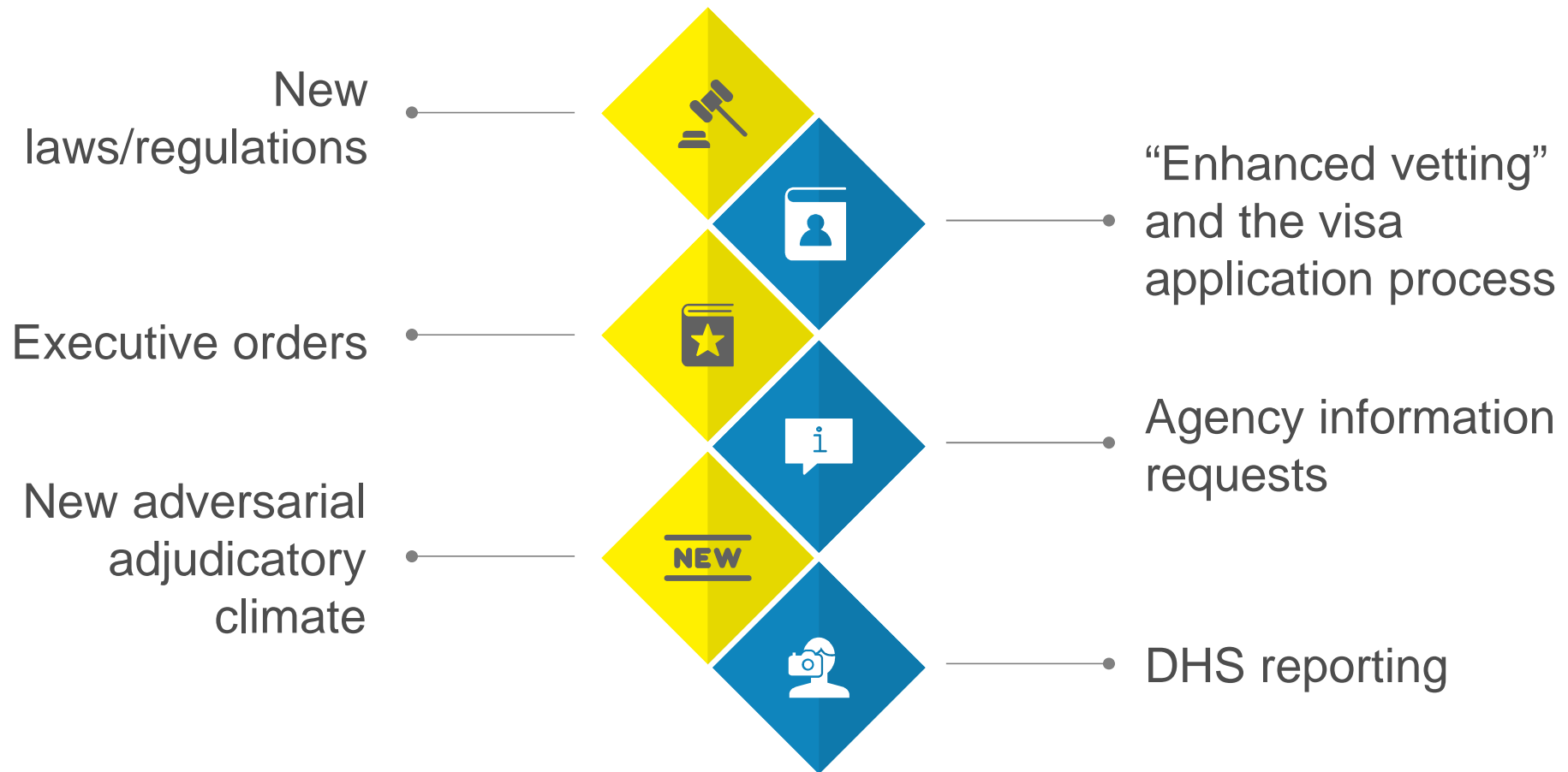
Enforcement

04

05

RAISE
Legislation

“America First”: The Immigration Implications



Employment-Based Visa Classifications



Nonimmigrant classifications

- H-1B/H-1B1
- L-1
- TN
- E



I-140 petitions



Employment authorization documents

Enforcement



New enforcement priorities

- Raids
- Arrests
- Site visits



New Form I-9—mandatory after September 17, 2017



Unfair immigration-related employment practices



CBP border searches



State immigration laws

NAFTA

01

Treaty renegotiation

02

TN applications

- Border
- USCIS

RAISE Legislation



BASIC STRUCTURE OF RAISE PROPOSAL

Family-based changes:

- Eliminate family-based immigration categories: USC parents, USC siblings
- Lower the age of minors to 18
- Eliminate the diversity lottery



EMPLOYMENT-BASED CHANGED

- Replace current system with “points” system
- Emphasis on younger, more educated, and English speakers
- No grandfather clause for existing applicants
- Revolving 12-month pool



EMPLOYMENT-BASED

36th Annual Workforce Management Briefing

Managing Workforce
Compliance in an
Unpredictable World

QUESTIONS

EPSTEIN
BECKER
GREEN