

Navigating I-9's, Visas and Remote Work in a COVID (& Post-COVID) World



Thursday, January 13, 2021
8:15 a.m. – 10:00 a.m.

**R.S.V.P. by 5:00 p.m. on
Wednesday, January 12, 2021**
online at:

<http://jsahr.shrm.org/events>
or admin@jsahr.org
or call JSAHR at 732-701-7155

Registration Fees - Virtual
Members - \$10
Non-Members - \$20
Student/In-transition – Free

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The COVID-19 pandemic has scattered some employees widely, immediately, and perhaps permanently, changing how companies do business and where their employees perform their work. Remote work has become the new normal and, as a result, many companies are downsizing their physical premises, if not closing them altogether. No longer tethered to a specific worksite, some employees are moving farther away from their offices or even taking up a nomadic lifestyle. Others may be forced to work remotely from abroad for long periods of time due to travel bans or the inability to obtain visa appointments at consulates abroad.

Through attending this session participants will be provided clarity and best practices to address:

- The student-recruitment pipeline and this year's H-1B Cap Lottery
 - A quick primer on requirements and essential procedural tips for registrants. Plus what's different from last year.
- Pandemic-induced and other location changes:
 - Shift from in-office to all-virtual/work, then partly-remote, then back in office: Where is the worksite, where is company HQ?
 - If an office permanently closes, how does that affect your I-9 & Labor Condition Application compliance obligations, posting & advertising requirements for PERM sponsorship?
 - Is there a firm company policy on work from home (WFH), or does it vary by department?
 - What to do when employees move out of state? Can they work remotely from abroad?
- Retention and the challenge of immigrant visa quota backlogs vs. employee growth:
 - Once you have sponsored a foreign worker for permanent residence, how much change & promotion can that job classification accommodate? What to do when the worker has been promoted out of a "same or similar" occupation?

About the Speaker:

Karin Wolman is a graduate of Columbia University and UCLA School of Law. Ms. Wolman is a New York immigration attorney serving large companies, small businesses, non-profit organizations and individuals, spanning nearly every industry. Since 1996, Ms. Wolman has practiced in small & medium sized law firms handling immigration matters exclusively, and opened the [Law Office of Karin Wolman, PLLC](#) in 2006.

Ms. Wolman advises employers on screening, hiring and I-9 practices, as well as all aspects of work visas and green card sponsorship for workforce development and retention. She helps to plan appropriate visa strategies for transitions from student to professional, for job and career changes, to unite family members, and to overcome grounds of ineligibility or other obstacles to a visa, green card, or citizenship.

Ms. Wolman has published articles with the American Immigration Lawyers Association, Practising Law Institute, New Jersey Institute of Continuing Legal Education & New York State Bar Association, and speaks at local and national conferences on a range of topics in immigration law.

