

Ensuring Your Workplace is Compliant

Immigration and Customs Enforcement confirmed that in 2018, its investigative unit had a surge of 300 to 700 percent in opened worksite investigations, initiated audits, and criminal and administrative worksite-related arrests over the prior fiscal year:

- 6,848 opened worksite investigations compared to 1,691 in FY17
- 5,981 initiated I-9 audits compared to 1,360 in FY17
- 779 criminal and 1,525 administrative worksite-related arrests compared to 139 and 172, respectively, in FY17

Also in 2018, U.S. Citizenship and Immigration Services and the Department of Justice signed a memorandum of understanding to help identify, investigate, and prosecute employers who may be violating immigration laws.

The Buy American and Hire American initiative set in place to protect the economic interests of U.S. workers has changed the immigration compliance landscape. Employers should plan and prepare for increased government scrutiny of their immigration compliance policies and be ready for H-1 and L-1 site visits, as well as I-9 audits and raids.

Now is the time to review your current operations and update your immigration compliance practices. There are reputational and financial risks to not developing best practices for your company.

What You Should Know

Is your business ready for a site visit or prepared to handle an audit? Here are a few questions you should ask:

- Do you know where your Form I-9s and supporting documentation are located?
- Do you have a point person on staff who can respond to a government site visit, inspection or raid?
- Do you have an immigration compliance policy that addresses best practices for Form I-9 completion, retention and corrections?
- Do your H-1B and L-1 classified employees remain in the position and location of your initial petition? Do you know where your H-1B public access files are?
- Are all employees treated the same during the I-9 preparation process?

Who to contact



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What We Do

Worksite compliance impacts all companies, even those that do not employ foreign national workers. We assist client employers in tailoring a compliance approach that fits their business needs, mitigates liability, and helps protect their interests.

Our services include:

- **Training Programs:**
We offer training sessions on I-9 compliance targeted to our clients' business needs.
- **I-9 Compliance Assessments:**
We create tailored I-9 compliance assessment reports that cover all aspects of worksite compliance.
- **Guided Self-Audits:**
We assist employers in reviewing the state of their I-9s by providing a detailed overview of the self-audit process, which includes customized guidance and tools for company personnel completing the self-audit.
- **Performing an I-9 Audit:**
We perform audits of I-9 forms and files for employers coast to coast. Whether full or partial reviews, we identify documents that require updates/correction to be compliant.
- **I-9 Inspection and Raid Defense:**
In the event of a government inspection or raid, we assist employers in communicating and negotiating with the government and, if necessary, represent employers before U.S. federal agencies and courts.
- **Government Site Visits:**
In the event of an H-1B or L-1 site visit, we assist employers in communicating with the government.

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