



Three-Part Telephone & E-mail Seminar:
**ICE, I-9s, States' Employer Sanctions - What Every Immigration
Lawyer Needs To Know**

**Speakers: Cynthia J. Lange, Michael Aitken, Gary Endelman, Bruce Morrison,
Michael Patrick, Gerri Ratliff, Lynn Shotwell, Michael Tubach and
Jacqueline C. Wolff**

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Disclaimer: participation in this seminar does not create an attorney-client relationship with the speakers.

Seminar Outline

FIRST Phone Session on Feb 22, 2007: States pass independent versions of Employer Sanctions – What every immigration lawyer needs to know

- Which states have passed Employer Sanctions legislation?
- What requirements are states imposing on employers?
- How can an employer comply with Colorado HR 1017 and 1034?
- Is there subcontractor liability?
- Are employees outside the state subject to the rules?
- What is the Basic Pilot and how does an employer participate?
- Does Basic Pilot subject employers to any potential increased liability?

SECOND Phone Session on Mar 8, 2007: What's new with I-9 verification: Advising clients in a tumultuous times

- Best practices in completing and maintaining the I-9 form
- What voluntary government programs can employers use and what are their pros and cons: Basic Pilot, IMAGE program, SSNVS?
- How should a company deal with a SS mismatch letters in light of the proposed regulation?
- How are employers using electronic signature and storage?
- What Employer Sanctions legislation is on the horizon?
- What role does Federal preemption play?

THIRD Phone Session on Apr 5, 2007: How to prepare for ICE raids and possible criminal prosecution

- What rights do employers and employees have?
- When is the right time to involve employment and criminal counsel?
- Cooperating with government - how far to go?
- How to handle workers you think are unauthorized
- What are the company's potential penalties?
- Lesson learned from the Swift & Company raid

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About the Speakers

Cynthia J. Lange (discussion leader) , is a graduate of Brigham Young University (B.A., 1981) Phi Kappa Phi Honor Society; and Southwestern University School of Law (J.D., 1985) Moot Court Honors Program Board of Governors. Ms. Lange has been an Adjunct Professor of Law at Southwestern University School of Law, from 1988 to present. She is a frequent lecturer on immigration law and has written articles on business immigration law matters for numerous publications. Ms. Lange was formerly a Trial Attorney with the Immigration and Naturalization Service and heads the Firm's IRCA Compliance Practice Group. Ms. Lange is a member of the American Bar Association, the California State Bar Association, the District of Columbia Bar Association, the New York State Bar Association, the American Immigration Lawyers Association (Chairperson. National Employer Sanctions Committee, 1988-1990), the Century City Bar Association (Chairperson of the Immigration and Nationality Law Committee, 1989-1994), the Beverly Hills Bar Association, Immigration Law Section and Board of Governors (1994-1999), and Co-Chairperson of Practising Law Institute (Annual Immigration Institute, 1998 to present).

Michael Aitken is the Director of Governmental Affairs, for the Society for Human Resource Management (SHRM) in their national office in Alexandria, VA. SHRM is the world's largest association devoted to human resource management. He is responsible for all Association governmental affairs endeavors; including managing and developing the strategic focus of SHRM's governmental affairs. Prior to joining SHRM, Mike was with the College and University Professional Association for Human Resources (CUPA-HR), which represents the human resource professionals as 1,750 higher education institutions and Bonner & Associates, a public affairs firm in Washington, DC where he worked on state public policy issues. Mike currently serves as a member of the UWC Board of Directors, the U.S. Chamber of Commerce Labor Relation's Committee and, the National Advisory Council to Corporate Voices for Working Families. He holds a Bachelor of Arts degree from the University of San Diego.

Bruce Morrison is Chairman of the Morrison Public Affairs Group (MPAG), which he founded in 2001. His work involves advocacy both in Congress and the Executive branch, as well as building alliances within the private sector. He is an expert on immigration policy and practice and is an immigration consultant and lobbyist. Prior to founding MPAG, he was Vice Chairman of the Washington office of GPC International. From 1983 to 1991, Mr. Morrison represented the Third District of Connecticut (New Haven) in the U.S. House of Representatives. He also served on the Judiciary Committee, where he specialized in immigration, as well as intellectual property issues, bankruptcy law, and consumer protection policy, including privacy. As chairman of the Immigration Subcommittee, he led the passage of the Immigration Act of 1990, a comprehensive reform, which included expanded admission of skilled workers. In 1989, the Subcommittee sponsored the passage of the Immigrant Nurse Reform Act. After leaving Congress to run for Governor of Connecticut in 1990, he established a law firm specializing in immigration representation of firms and individuals. He also served from 1992 to 1997 on the U.S. Commission on Immigration Reform, which conducted a comprehensive study of U.S. immigration law and practice and recommended far-reaching changes. During the Clinton Administration he served as Chairman of the Federal Housing Finance Board and as an informal advisor to the President on the Irish peace process. Mr. Morrison holds a bachelor's degree in chemistry from MIT and a master's degree in organic chemistry from the University of Illinois. He is a graduate of the Yale Law School.

Michael Patrick, Partner with Fragomen, Del Rey, Bernsen & Loewy, New York, graduated Syracuse University (B.A., cum laude, 1975) and later Hofstra University (J.D., 1978). At Hofstra, Mr. Patrick served as Associate Editor on the Hofstra Law Review, was President of the Law Fellows Program, and received the "Service to the School" Award upon graduation. Prior to joining Fragomen as a partner in 1990, Mr. Patrick was a founding partner of Campbell, Patrick & Chin (1986-1990) and served as a Special Assistant United States Attorney and Chief of the Immigration Unit of the United States Attorney's Office for the Southern District of New York (1981-1986), where he represented the Immigration and Naturalization Service, State Department, Department of Labor and other federal agencies in the federal courts. Prior to joining the U.S. Attorney's Office, Mr. Patrick was an Assistant Corporation Counsel for The City of New York (1978-1981). At the firm, Mr. Patrick is Co-Chair of the Corporate Compliance Committee; he has led the representation of many companies during government audits and investigations. Mr. Patrick also serves as Co-Chair of the firm's Human Resources Committee. A widely published author in the immigration field, Mr. Patrick writes a bimonthly immigration column in The New York Law Journal and is a frequent speaker on immigration topics before Bar Associations, international trade organizations and human resource groups. Mr. Patrick is also actively involved in the immigration law community, having served as Chair of the Federal Bar Association's Immigration Law Section (1989-1992), Chair of the New York Chapter of the American Immigration Lawyers Association (AILA) (1993-94), Co-Chair of AILA's 1993 Mid-Year Program on Employment-Based Immigration, and is a member of the Immigration and Nationality Law Committees of The Association of the Bar of the City of New York (ABCNY) and the New York County Lawyers' Association. Mr. Patrick currently serves on the Committee on Immigration Law of the New York State Bar Association, the Committee on Professional and Judicial Ethics of the ABCNY, and is a member of the American Bar Association, the International Bar Association, the Federal Bar Council, AILA, and the American Foreign Lawyers Association (Treasurer, 2004-2007). Mr. Patrick received the Dean's Award for Distinguished Hofstra Law School Alumni in May 2000 and is listed in the current editions of Best Lawyers In America, SuperLawyers, Chambers USA: America's Leading Business Lawyers and the International Who's Who of Corporate Immigration Lawyers.

Gerri Ratliff is the Chief of the U.S. Citizenship and Immigration Services (USCIS) Verification Division. Her other USCIS assignments have included serving as the Deputy Director of Program and Regulations Development (2005-2006) and the Project Director for the naturalization test redesign (2002-2005). She also was the acting director of the INS office of Congressional Relations (2000-2002) and the director of the INS Business Process and Reengineering branch (1998-2000). Previously, Ms. Ratliff was the Counsel to the Deputy Attorney General (1995-1997) with responsibility for immigration-related policy issues, and a Special Counsel in the Department of Justice's Office of Legislative Affairs (1993-1995) with responsibility for immigration-related legislative issues. She also handled the immigration legislative portfolio at the Office of Management and Budget (1990-1993). Ms. Ratliff has a B.A. in Journalism and Speech Communications from the University of North Carolina-Chapel Hill (1982), a J.D. from the Washington College of Law of the American University (1986), and an M.P.A. from the Kennedy School of Government of Harvard University (1998).



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[Lynn Shotwell](#) is the Executive Director of the American Council on International Personnel. She first joined ACIP in 1996 as the Legal Counsel and Director of Government Relations. Ms. Shotwell has served on the Steering Committee of Compete America, as co-chair of Multinational Employers for Working Spouses (MEWS), and on the Secretariat of the Executive Working Group on Global Mobility Policies. She is a frequent lecturer on global mobility policies and practices and has testified before the U.S. Congress, the Organization for Economic Cooperation and Development, the World Bank, the International Organization on Migration and the Global Commission on International Migration. Prior to joining ACIP, Ms. Shotwell practiced immigration law at Arent Fox and worked in the human resources department of Oldsmobile.