



Three-Part Telephone & E-mail Seminar:

Employment Law For Immigration Attorneys

Speakers: Colleen Caden, Richard Bethell, Maria Mejia-Opaciuch, and Joshua Zuckerberg

Available Online

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Seminar Outline

FIRST Phone Session on August 26: The Changing Landscape of Employment in a Turbulent Economy: The Intersection of Immigration Law and Employment Law

- Employment in the United States is governed primarily by contract rather than statute (as in Europe and California)
- Increasing statutory constraints have been introduced over the last fifty years: from Title VII to Health Care Reform
- Employees vs. Independent contractors
- Defining the employer
- Employer obligations regarding job security and benefits
- Non-discrimination laws

SECOND Phone Session on September 23: Developing Corporate Immigration Policies While Not Running Afoul of Employment Laws

- Employment law counsel's role in providing assistance to the immigration attorney in establishing and enforcing immigration policies
- Brushing up on the relevant employment laws
- Balancing employment law and immigration law
- Establishing the employment relationship and hiring policies
- Establishing policies for sponsorship of foreign nationals on visas
- Employment benefits

THIRD Phone Session on October 7: Implications of Terminating Foreign Nationals Under Employment Laws

- Involuntary termination: brushing up on the relevant employment laws regarding terminating foreign nationals and severance matters
- Does the basis of termination impact the statutory rights of employers and employees
- Advising employers of their statutory obligations when a termination occurs
- What benefit notifications are employers required to provide to terminated employees
- Advising foreign national employees when a termination occurs

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SELECT YOUR DATES

CD August 26 (12.00pmPT) CD September 23 CD October 7 2.00pm to 3.00pm ET (11.00am to 12.00pmPT)

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ABOUT THE SPEAKERS

Colleen Caden (Discussion Leader) joined Pryor Cashman in 2009. She works with a diverse client base including Fortune 100 and 500 companies and represents clients in the professional sports, consumer products, financial services, media, consulting, higher education and health care industries. Ms. Caden has experience in all aspects of immigration and nationality law and ensuring compliance with immigration laws, U.S. Department of Labor regulations and the U.S. Citizenship and Immigration Services programs. She has extensive experience advising clients on: the development and implementation of immigration programs and policies, strategic planning of long-term and short-term immigration needs to meet their unique circumstances and needs, immigration issues related to changing corporate structure Ms. Caden also has a wealth of experience in preparing temporary visa petitions and applications for permanent residence. She also regularly speaks on U.S. business immigration issues. While at Brooklyn Law School, Colleen served as Articles Editor of The Journal of Law and Policy and was Vice President of the Moot Court Honor Society.

Richard Bethell joined Pryor Cashman in 1985 and has been a partner at the firm since 1989. His major practice area is labor and employment law and litigation. Richard has regularly appeared before the National Labor Relations Board (NLRB), the Equal Employment Opportunity Commission (EEOC) and other administrative agencies, and in the federal and state courts on both the trial and appellate levels. A substantial part of Richard's practice is representing clients in collective bargaining and counseling clients on the full range of labor and employment matters. In recent years, representation of not-for-profit corporations, and in particular cemeteries, has been an increasing part of Richard's practice. In connection with that practice, he is a director of five cemetery corporations. Richard is a 1980 graduate of New York University School of Law where he was Order of the Coif and an Arthur Garfield Hays Fellow. Richard won the Benjamin F. Butler Memorial Prize, the John Norton Pomeroy Prize and the American Jurisprudence Award in Labor Law. Richard received his M.A. in Economics in 1977 from the New School for Social Research, where he was a Herbert Lehman Fellow. In 1973, Richard graduated from Oberlin College, where he was Phi Beta Kappa and a Senior Scholar. Richard spent a year at the London School of Economics as part of his undergraduate education.

Maria Mejia-Opaciuch is a Senior Counsel at Gibney, Anthony and Flaherty, LLP, and has over 20 years practicing in the area of U.S. Immigration and Nationality Law. She has for the past fifteen years represented clients large and small, including Fortune 100 companies, and assisted them with their immigration programs and policies. She has extensive experience working with Human Resources staffing in bringing in Foreign National employees and keeping them in the United States with valid employment authorization. She also counsels individuals in meeting their immigration needs to work and remain in the United States legally. She also has experience advising and helping with Naturalization Applications. Ms. Mejia-Opaciuch began her legal career in the U.S. Department of Justice Honors Program as a Trial Attorney with the legacy INS in New York City.

Joshua Zuckerberg has been with Pryor Cashman since 2000 and became a partner in January 2007. His practice covers the entire spectrum of labor and employment issues. He has extensive experience representing and counseling employers on all matters affecting the workplace, including discrimination, harassment, and disability claims, restrictive covenants, wage and hour issues, and termination and severance practices. In addition, Mr. Zuckerberg represents employee associations whose membership includes physicians, professors, stage directors and fire officers. Mr. Zuckerberg has developed considerable expertise in arbitration, mediation, collective bargaining, and federal and state litigation.



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