



2021 AILA EMPLOYER COMPLIANCE AND WORKSITE ENFORCEMENT CONFERENCE

With the COVID-19 pandemic still exerting a profound impact on businesses, perhaps permanently transforming the modern workforce in the process, employers and immigration practitioners are facing difficult, sometimes unprecedented, enforcement and compliance issues. The 2021 AILA Employer Compliance and Worksite Enforcement Committee invites practitioners and worksite compliance leaders to join nationally recognized experts for this one-day virtual event, designed to identify and discuss these unique issues in-depth, with the intention of helping to anticipate and resolve them. If you currently work with or represent employers and would like to hear advice from expert practitioners based on the compliance and enforcement practices that have worked for them, do not miss this conference!

DECEMBER 8, 2021
Virtual Conference

~Note: All Times Listed Below Are Eastern Time~

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- 10:00 am – 10:10 am **WELCOME ADDRESS**
Kimberley Best Robidoux, Conference Planning Committee Chair, AILA Verification & Documentation Committee, San Diego, CA
- 10:10 am – 11:30 am **PEEKING AROUND CORNERS: COMPLIANCE CHALLENGES FOR A MODERN WORKFORCE**
With onboarding processes completely upended by COVID-19 and immigration guidance constantly changing, employers are confused and looking to the government for simplicity and stabilization. Panelists will discuss current compliance challenges, including updating COVID 19 I-9 forms and what modernization could mean for employers both large and small.
- Clarity vs. Confusion: Returning to Work with Long Term Remote and Hybrid Workforces, Winding Down COVID-19 Policy Flexibilities
 - Permanent Virtual: Weighing Enforcement Concerns with Business Realities
 - The Next Iteration of E-Verify and I-9 Completion: What Businesses Need, and What the Government May Be Cooking Up
 - Will the Real List of Acceptable Documents Please Stand Up? Overview of the Ever-Growing Updates to the Core LOAD
 - Leveraging an Electronic I-9 Offering in 2022 and Beyond
- Faculty:*
Dawn Lurie (DL) Washington, DC
Allen Orr, AILA President, Washington, DC
Katie Nokes Minervino, Portland, ME

Alexander Joseph Madrak, HR Risk and Compliance Amazon, Washington, DC

**Tammy M. Meckley, Associate Director, Immigration Records and Identity Services Directorate, USCIS, Washington, DC*

**James Stull, Unit Chief, Homeland Security Investigations, ICE HIS, Washington, DC*

11:30 am – 12:00 pm **NETWORKING BREAK**

12:00 pm – 1:20 pm **THE ANATOMY OF THE I-9 AUDIT PROCESS**

Our expert faculty will identify the steps of an ICE I-9 audit and discuss strategies for dealing with common jurisdictional variations of the process. Additionally, they will address the impact of COVID-19 on the I-9 audit process and provide potential solutions for addressing these changes. The ethical considerations involved in worksite investigations also will be covered.

- Process Flow of an I-9 Audit from Start to Finish
- Navigating and Negotiating Fines
- Impact of COVID and Other Government Delays on the I-9 Audit Process: What to Do?
- Ethical Considerations During an I-9 Worksite Investigation

Faculty:

Nicole A. Kersey (DL), St. Petersburg, FL

Jeff Joseph, AILA Treasurer, Denver, CO

Eileen M. Momblanco, Chicago, IL

Richard A. Gump, Dallas, TX

1:30 pm – 2:10 pm **NETWORKING & EXHIBITS BREAK**

2:10 pm – 3:30 pm **IER INTERVENTIONS AND INVESTIGATIONS**

DOJ's Immigrant and Employee Rights Section (IER) is the agency responsible for reviewing discrimination complaints related to the hiring process. In recent years, IER has taken a more "activist" approach to investigations and litigation. This activism even extends to how employers may address certain issues that arise during the hiring process. The experts on this panel will discuss how to advise clients on IER issues in the hiring process, as well as how best to prepare clients for potential IER investigations.

- IER Jurisdiction: Why Should Clients Be Concerned?
- Interventions, Technical Assistance Letters, and Settlements
- Discrimination in the Job Application, I-9, and E-Verify Processes (Including Electronic Systems)
- Cooperation Between Agencies: the Facebook Investigation, etc.

Faculty:

Amy L. Peck (DL), AILA Verification & Documentation Committee Chair, Omaha, NE

Kimberley Best Robidoux, AILA Conference Committee Chair, San Diego, CA

Eileen M.G. Scofield, Atlanta, GA

Alberto Ruisanchez, Deputy Special Counsel, U.S. Department of Justice, Immigrant and Employee Rights Section (IER), Civil Rights Division, Washington, DC

3:30 pm – 4:00 pm **NETWORKING & EXHIBITS BREAK**

4:00 pm – 5:20 pm **E-VERIFY CHANGES AND CHALLENGES**

Think nothing's changed during the pandemic? THINK AGAIN! Our panel of experts will discuss the COVID-related challenges to assisting clients and their compliance staff with initiating an E-Verify-based supplemental employment verification system.

- Signing up for E-Verify and Rolling Out an Education Program
- COVID Long-Term Tentative Nonconfirmations and Notices of Account Closure Based on Timelines
- Debarment: How to Handle Cases When Clients Receive a Notice of Debarment
- Contractors: How to Protect Clients from Independent Contractors
- State Issues with E-Verify: Overview of Current State and Local E-Verify Obligations

Faculty:

Kevin Robert Lashus (DL), Austin, TX

Marketa Lindt, AILA Immediate Past President, Chicago, IL

Helen Konrad, AILA Verification & Documentation Committee Vice Chair, Richmond, VA

Bruce E. Buchanan, Nashville, TN

5:20 pm

CONFERENCE CONCLUDES

CONFERENCE PROGRAM COMMITTEE

Kimberley Best Robidoux, Conference Planning Committee Chair, AILA Verification & Documentation Committee, San Diego, CA

Kevin Robert Lashus, Austin, TX

Dawn Lurie, Washington, DC

Sharon R. Mehlman, AILA Worksite Enforcement Online Course Committee Chair, San Diego, CA

Marcine Seid, Palo Alto, CA

Jeff Joseph, AILA Treasurer, Denver, CO

Emmie R. Smith, Director of Professional Development, Washington, D.C.

Michael Orlando, Associate Director of Professional Development, Washington, DC