



Ralph Hua

Partner - In Memoriam

Seattle



Overview

We are deeply saddened to announce the passing of our wonderful Seattle partner and friend, Ralph Hua, who departed this life peacefully on November 14, 2024, after a two-year battle with ALS. Ralph was an incredibly hardworking and talented immigration lawyer who was adored by colleagues and clients. Much more, he was a devoted father and husband.

Ralph was born in Wuxi, China in 1982. While attending college at Nanjing University, he told an American student studying abroad, Caitlin Ross, about his dream of practicing law in the U.S. Ralph then made his way and attended law school in Seattle, where the Ross family took him in as though he was a son. He graduated in 2009 and passed the bar on his first try, even though English was his second language.

He began his career in immigration law at other firms before joining Fisher Phillips in 2018. He was elected partner in 2021. Ralph was a scholar and his knowledge of the nuances of immigration law was extraordinary. He was fearless in his legal arguments when advocating for clients in petitions and litigation. Others looked upon him to be the source of legal knowledge that would be critical to their success. He was always first to provide information and the last to take credit.

A true believer in freedom and democracy, Ralph relished the opportunity to help others achieve their American dreams, including through his work as a volunteer immigration attorney at Seattle's Neighborhood Law Clinic.

He shared his love of hiking, running, biking, traveling, photography, art, and stargazing with his family. His quest for top-notch Asian food was never-ending, as was his appetite. Until the very end,

he loved looking out the windows of his family's home on Bainbridge Island at the natural beauty that surrounded them.

Our hearts are broken at his passing but, just like Ralph kept going in the face of stunning adversity, so will we.

We extend our deepest sympathy to his wife, Marie Baraldi, his sons, Sawyer and Orion, and his extended family.

Recent Experience

Experience

- Successful mandamus lawsuits to push the immigration agency to adjudicate delayed immigrant and nonimmigrant petitions and employment authorization applications.
- Successful lawsuits under Freedom of Information Act (FOIA) against agency delay and improper withheld of information in public record requests.
- Obtained I-9 fine reduction of over \$80,000 at OCAHO
- Sustained Administrative Appeals Office (AAO) appeal, finding that client's managing three subordinates in a company with five employees sufficient to meet the managerial definition for multinational manager visa category.
- Sustained AAO appeal, finding that client's military service during the Bosnian War did not constitute persecution of civilians.
- Obtained derivative US citizenship for client facing wrongful deportation on drug offense
- Obtained EB-5 investment visa approval involving alleged violation of Office of Foreign Asset Control (OFAC) money transfer rules
- Obtained naturalization for client who failed to disclose Communist Party membership in green card application

Credentials

Education

- LL.M., 2010, American University, Washington College of Law
- J.D., 2009, Seattle University School of Law
- B.A., 2005, Nanjing University

Bar Admissions

- Washington

Court Admissions

- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the Eastern District of Washington
- U.S. District Court for the Western District of Washington
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of Colorado
- U.S. District Court for the District of Nebraska

Recognitions

- Recommended as a leading practitioner for Immigration Law by *The Legal 500 United States* (2022 and 2024)
- *Chambers USA*, Immigration (2022-2024)

Affiliations

Professional Activities

- Member, American Immigration Lawyers Association
- Volunteer Immigration Lawyer, King County Bar Association

Insights

INSIGHTS

07/30/24

SCOTUS Landmark Ruling Will Impact Workplace Immigration: A 5-Step Action Plan for Employers Post-Chevron

Ralph Hua

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NEWS

07/01/24

Partners Quoted in HR Dive on Supreme Court Chevron Reversal Insight

Sheila M. Abron, Caroline Cheek, J. Randall Coffey, R. Bryan Holbrook, Ralph Hua, Matthew R. Korn, Erik M. Laiho

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Partners Quoted in McKnight's Senior Living on Supreme Court's Chevron Reversal Insight

Sheila M. Abron, Caroline Cheek, J. Randall Coffey, R. Bryan Holbrook, Ralph Hua, Matthew R. Korn, Erik M. Laiho

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Landmark SCOTUS Ruling Strips Power From Federal Agencies: How Today's Decision Will Impact Your Workplace

Sheila M. Abron, Caroline Cheek, J. Randall Coffey, Michael P. Elkon, R. Bryan Holbrook, Ralph Hua, Matthew R. Korn, Erik M. Laiho

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Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law by Chambers USA

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Time to Pause on PERM? 6 Reasons the National Interest Waiver is Rising as a Workplace Immigration Solution

Davis C. Bae, Ralph Hua, Eryne Walvekar

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Employers Get Immigration Guidance from Government: Appeal I-9 Fines to Reduce Damage

Ralph Hua

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SCOTUS Predictions: Blockbuster Decision Will Dismantle Workplace Regulations

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11/03/23

Workplace Law Update: 10 Essential Items on Your November To-Do List

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