

IMMIGRATION CHALLENGES: NOT GOING AWAY AND GETTING MORE COMPLICATED

News

Nov 3, 2011

Kim Thompson, chair of the firm's Global Immigration Practice Group and co-chair of the International Employment Practice Group, was interviewed for a podcast on *TLNT.com* about the immigration challenges that employers are facing today. As demands change in immigration law, so must HR's knowledge of the laws. Kim said that the three biggest areas of concern are focused around I-9 audits, state-specific immigration regulations and progress with the E-Verify system. "I-9 audits are becoming the primary enforcement tool for immigration. We've seen this ramp up in I-9 compliance from government agencies." Regarding state-by-state regulation of immigration laws she noted, "It's a reaction on the part of the states because the federal government has left a void when it comes to immigration." Kim also said she thinks that E-Verify will become a replacement for I-9 employment verification, but added, "E-verify is not an infallible system."