

# GLOBAL IMMIGRATION

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# Immigration

- Why is it relevant today?
- Immigration issues apply whenever an individual crosses an international border.
- Immigration is more restrictive for any situation that involves employment.

# Nonimmigrant vs. Immigrant

## Nonimmigrant Group

*Get them here  
and working!*

- H-1B Specialty Occupation
- L-1 Intracompany Transferees
- TN (NAFTA) Professionals
- E-1/2
- B-1 Business Visitors
- Student visas (F, M, J)

## Immigrant Group

*Keep them here  
and Happy!*

- Labor Certification
- Immigrant Petitions (I-140)
  - Extraordinary Ability
  - National Interest Waivers
- Adjustment of Status (I-485)

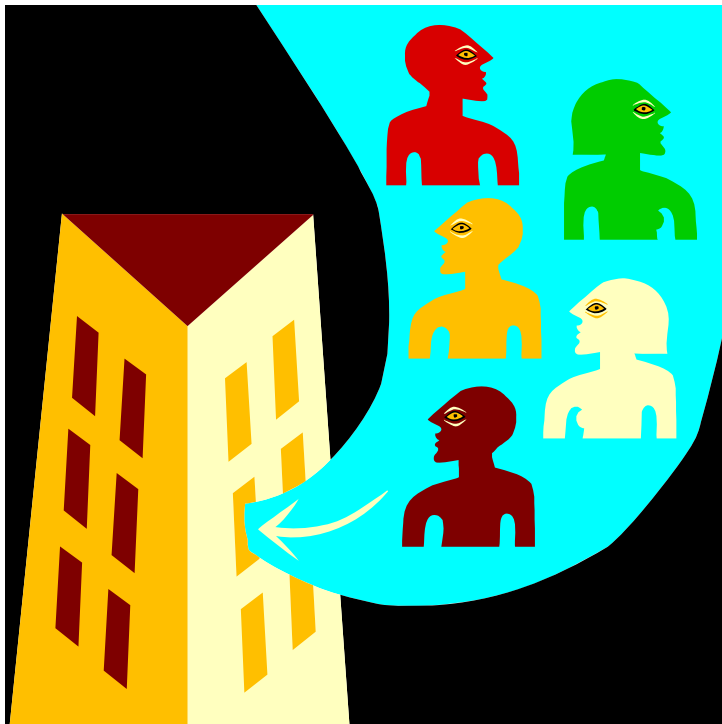
# Nonimmigrant Visas

- Visa Waiver
- B-1/B-2
- F-1 Student
- J-1 International Exchange Visitor

- H-1B
- O-1
- L-1 Intracompany Transferee
- E Treaty Trader
- E-3
- TN



# Employer Liability



What is the definition of employment?

How is a company defined for purposes of nationality.

# Employer Liability

- How do the laws of the United States apply in foreign countries?

# Employer Liability

- How do United States Labor Laws apply to foreign companies operating in the US?

# Compensation

# Taxes



# Compensation

Employment Tax Issues

Wage Withholding

FICA

- Foreign Employers
- American Employers

# Hypothetical

- Three companies specializing in social media merge to form a multinational conglomerate with over 10,000 employees.
- UKTube is based in London, UK.
- AsiaTwit is based in Tokyo, Japan.
- Facebooker is based in Seattle and is a Washington State Corporation.
- They merge to form “Utwitface” Corporation

# Scenario #1

- Facebooker is setting up an customer support center in Ireland. A team made up of a Senior Vice-president, three engineers and an administrator will go to Ireland to set up operations for a group of 40 Irish employees.

## Scenario #2

- Kristin Bellweather, CEO of UKTube, wants to live in the Seattle. She will travel with her family for up to six months per year. Her husband and two children will resident and attend school in Seattle.

## Scenario #3

While visiting the United States, Ken Tamaka, a senior executive for TokyoTwit, is accused of discriminating against an American employee, Joe Bruin, on the basis of Race.

## Scenario #4

The head of marketing of Facebooker would like to relocate to Tokyo to head Asian market expansion from AsiaTwit's office in Japan. She intends to reside permanently in Japan.

# Scenario #5

In order to centralize software development, UTwitFace decides to bring over executives, software engineers, program managers and support from around the world to a new facility in Portland, Oregon. Some of these individuals will remain employees of the foreign entity.