

The U.S. Citizenship and Immigration Services (CIS) announced an automatic 6-month extension of work permits for certain Hispanic workers whose work permits are set to expire on 1/5/2009.

- Only certain work permits are covered by this automatic extension
- Employers cannot terminate a current employee based on an expired work permit if it is covered by the automatic extension
- Employers cannot refuse to hire a job applicant who presents an expired work permit covered during this automatic extension period
- Employers who do not comply with the law may be liable for wrongful termination or refusal to hire claims from Hispanic workers with expired work permits who are actually employment-authorized

Industries employing high numbers of Hispanic Workers likely to be affected:

Auto Dealer and Repair	Car Wash	Construction and Home Builder/Improvement
Day Care	Farming and Agriculture	Landscaping
Hospitality and Restaurant	Janitorial	Maintenance
Manufacturing	Meat, Poultry, and Seafood Processing	Nursing Home and Assisted Living
Printing	Recycling and Scrap	Sanitation

Why this is important:

- We are in an era of increased Immigration enforcement
- Companies and individuals face civil and criminal penalties for I-9 and Employment Compliance violations
- U.S. Immigration and Customs Enforcement (ICE) is increasingly raiding local employers and holding company management responsible

How we can help:

- We can prepare guidance to assist employers with identifying work permits covered by the automatic extension as well as related employment eligibility verification and I-9 compliance procedures and best practices

The contents of this Alert are for informational purposes only, and do not constitute legal advice. If you have any questions about this Alert, please contact Michael Kabik, Chair of the Immigration, Nationality and Consular Practice Group at 301-231-0937 or mkabik@srqpe.com. If you no longer wish to receive these Immigration Alerts, please reply with "REMOVE" in the subject line or click [HERE](#). Thank you.
