

## As a U.S.-based organization, how does this impact my foreign national employees who are working pursuant to employment visas or permits?

*Updated as of March 12, 2020:*

**Employers should carefully assess international travel.** The U.S. has already implemented a travel ban from certain countries for non-U.S. citizens and permanent residents, and similar travel restrictions may continue to emerge across the globe. For example, foreigners who have recently been in Hubei and Hubei-issued Chinese passport holders are generally barred from entering Japan. This can lead to the reality that some employees who depart the country may not be able to re-enter for the foreseeable future, whether due to travel restrictions or mandated quarantine in their country of visit. Furthermore, for employees requiring a visa for entry into a particular country, international consulates and visa application centers will likely experience increased volume/backlogs and office closures cannot be discounted as the situation continues to progress. This will likely impact any new international hires who businesses had planned to onboard in a new country in the near future. Travel for recruiting will likely also be impacted and moving to remote and video interviewing will likely be necessary. As such, companies will need to assess their recruiting and onboarding plans and be ready to be flexible.

**Employers should review visa and work permit compliance requirements.** As disruptions to the workforce continue to grow, employers should take note on whether any change to working conditions carries immigration considerations. For example, some employment visas and work permits- such as the popular U.S. H-1B- are work location specific. Should the nonimmigrant employee begin a work-from-home arrangement, employers should consider whether any notification is required to the relevant immigration authorities.

**Employers should monitor ongoing government-issued immigration guidance.** There is also the possibility that governments may lax immigration requirements given the current circumstances. For example, U.S. Immigration and Custom Enforcement's (ICE) Student and Exchange Visitor Program announced that it would be adapting more flexible procedures for international student reporting requirements, as many universities prepare to move from on-campus to remote learning.