



Employer Responsibilities Made Clear: Staying Compliant During Federal Immigration Shifts

Tuesday, October 7, 2025

11:00 am – 12:00 pm

VIRTUAL

Seminar Description:

Federal immigration policies are evolving rapidly, and nursing facility employers must stay informed to remain compliant while also supporting employees. Mass Senior Care has collaborated with Attorney Shiva Karimi, chair of the immigration practice group at McLane Middleton in Boston, to provide additional employer guidance that builds upon the guidance distributed by Governor Healey and Attorney General Campbell. In this webinar Shiva will cut through the complexity and provide clear, actionable steps to ensure compliance in a shifting regulatory environment. We will walk through practical steps for updating I-9s, managing new hires with automatically extended EADs, and using tools like E-Verify and internal audits to reduce organizational risk. Participants will also gain insight into the latest enforcement trends and potential penalties, helping leaders protect their organizations and workforce.

Objectives:

1. **Clarify Employer Requirements:** Understand the latest federal guidance on I-9 completion, reverification, and Employment Authorization Document (EAD) extensions, and how these apply to nursing facility employers.
2. **Apply Practical Compliance Strategies:** Learn step-by-step processes for managing new hires with automatic EAD extensions, updating existing I-9s, and effectively using E-Verify and internal audits to ensure compliance.
3. **Mitigate Risk and Prepare for Enforcement:** Identify common compliance pitfalls, understand current enforcement trends and penalties, and develop proactive strategies to protect your organization and support your workforce.

Presenter:

Shiva Karimi, Director, Corporate Department; Chair, Immigration Law Practice Group; Managing Director, Boston Office of McLane Middleton

Target Audience: Corporate staff, administrators, directors of nursing, human resources



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Massachusetts Senior Care Association

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***Registration Fee must be paid prior to attending the seminar.**

Fees: (Must be paid in full prior to attending seminar)

\$70 per person - Mass Senior Care Members

\$140 per person - Non-Members

CEUs: 1.0

The Massachusetts Senior Care Association has qualified for “deemed status #NH-09015-007” from the Board of Registration of Nursing Home Administrators for Administrators. This program also meets continuing education requirements for Nurses in Massachusetts.

All paid attendees will receive a certificate of attendance.

Cancellation Policy:

Mass Senior Care must be notified in writing no later than 48 hours prior to the start of the seminar for a refund, minus a \$25 processing fee, which will be refunded in the manner in which the payment was made. “No Show” attendees will be billed at the full registration fee. Cancellations should be emailed to

info@maseniorcare.org.

Please note: Virtual Link will be sent upon receipt of payment. If the corporate office is processing your registration, please call the Mass Senior Care office to confirm payment and registration.