



## Caroline M. Westover

### Member

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### Profile

**Caroline is labor and employment law attorney and serves as chair of the firm's immigration law practice.**

She is also a member of the firm's higher education practice. Caroline has more than ten years of experience in the immigration field and has counseled and represented colleges and universities in all facets of employment-based immigration.

With respect to her immigration practice, Caroline represents institutions in connection with the preparation, filing and adjudication of employment-based applications for temporary (non-immigrant) workers (including H-1B, H-3, L-1, O, and TN (NAFTA) petitions) of both faculty and staff. She also assists colleges and universities in their efforts to obtain employment-based permanent residency (green card) status for their employees in the EB-1, EB-2 and EB-3 categories. In addition to her employment-based practice, Caroline has also worked on various family-based petitions, both for non-immigrant status and immigrant status (i.e. family-based green cards), as well as the preparation and adjudication of individual N-400 naturalization petitions.

Caroline frequently counsels colleges and universities on other employment / immigration-related matters such as Labor Condition Applications (LCAs), public access files, prevailing wage issues, employee work authorization issues, E-Verify, I-9 compliance issues, Social Security No-Match matters, F-1/J-1 student / exchange visitor issues and the immigration aspects of student disciplinary issues. She works with, and has represented, institutions facing audits and enforcement actions by the U.S. Citizenship and Immigration Services (USCIS), U.S. Immigration and Customs Enforcement (ICE) and the Department of Labor (DOL).

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Litigation - Labor and Employment, 2020-2025 (listed for 5 years)
- New York State Bar Association, Labor and Employment Law Section
- Onondaga County Bar Association
- NDNY Federal Court Bar Association
- American Immigration Lawyers Association (AILA)

### Education

- Boston University School of Law (J.D. 2000)
- Cornell University School of Industrial and Labor Relations (B.S., *with honors*, 1997)

### Bar/Court Admissions

- New York
- Massachusetts
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York
- U.S. District Court of Massachusetts

### Practices

- Municipalities
- Higher Education
- Labor and Employment
- Immigration
- Manufacturing

- Administrative Editor, *Boston University Public Interest Law Journal*

## Representative Presentations

- Important Changes in Employment and Tax Laws Relevant to Small Business Owners, Commerce Chenango, March 3, 2023
- FMLA & ADA: Beyond the Basics, MACNY - The Manufacturers Association, March 15, 2016

## Representative Publications

- Quoted in "The new I-9: Employment verification form updated; penalties raised," *Newsday*, February 5, 2017
- Quoted in "3 things to know if employees hail from 'countries of concern'," *Long Island Business Journal*, January 30, 2017
- Quoted in "Law firms field post-election immigration questions," *libn.com*, December 14, 2016
- Smith, O'Donnell, Westover, et al., "What Would Hippocrates Think? Physicians, Unions and the Drive to Organize", *ACCA Docket*, 1999

## Other Activities

- Cayuga County Community College Foundation, Board Member, 2012-2019
- CNY SHRM, Board Member, Chair of the Legislative Committee, 2009-2012
- CNY Projects With Industry, Business Advisory Council Member, 2005-2010
- Cornell Alumni Association Admissions Network, Member, 2000-2005, 2007-2010
- Merry-Go-Round Playhouse, Member, Board of Directors, 2006-2009