

## Bruce Buchanan

Special Counsel

333 Commerce Street  
Suite 1450  
Nashville, TN 37201  
main: (615) 383-3033  
direct: (615) 514-4122  
fax: (615) 383-3323  
bbuchanan@littler.com



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## Focus Areas

Whistleblowing, Compliance and Investigations  
Immigration and Global Mobility  
Training - Compliance, Ethics, Leadership  
Labor Management Relations  
Wage and Hour  
Construction

## Overview

Bruce E. Buchanan counsels employers on immigration compliance issues, conducts internal I-9 audits, represents employers on U.S. Immigration and Customs Enforcement (ICE) inspections and audit, Immigrant and Employee Rights (IER)/Department of Justice investigations, E-Verify issues, and employment-based visas. Also, Bruce practices labor law where he represents employers before National Labor Relations Board and U.S. Department of Labor's Wage & Hour Division and in collective bargaining. Before focusing on immigration, Bruce served as senior trial specialist for the NLRB for 20 years, counseled clients on union-filed representation petitions, represented employers in collective bargaining, and advised on wage and hour and Family and Medical Leave Act matters.

In addition to his legal practice, Bruce regularly writes and speaks on immigration compliance and labor law issues for employers and served as Adjunct Professor at the University of Arkansas at Little Rock William H. Bowen School of Law for 10+ years. Among his many publications, Bruce co-authored the book, *I-9 and E-Verify Handbook*, 2nd edition (3rd edition to be published in 2024). He is a member of the Verification and Documentation Liaison Committee of the American Immigration Lawyers Association (AILA).

## Professional and Community Affiliations

- Member, Immigration Law and Labor & Employment Law sections, Tennessee Bar Association (TBA)
- Member, Verification & Documentation Liaison Committee, American Immigration Lawyers Association (AILA)
- Member, The Associated General Contractors of America – Middle Tennessee

## Recognition

- Named, Best Lawyers in America, Tennessee, *Employment Law - Management*, 2016-2025

## Education

J.D., Vanderbilt University Law School, 1982

B.S., Florida State University, 1979, *magna cum laude*

## Bar Admissions

Tennessee

Florida

Georgia

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. District Court, Middle District of Tennessee

U.S. District Court, District of Columbia

## Publications & Press

### Lessons from Recent IER Settlements

*Littler ASAP*

September 27, 2024

### What, If Any, Impact Does SEC v. Jarkesy Have on Immigration Compliance and Adjudication?

*Littler Insight*

August 9, 2024

### Littler Attorney Bruce Buchanan Publishes 2024 Edition of The I-9 and E-Verify Handbook

*Littler Press Release*

June 4, 2024

**What Has Been Happening at OCAHO in 2023-2024?**

*Littler Insight*

April 29, 2024

**Current Issues in Immigration Compliance**

*Littler ASAP*

April 17, 2024

**Penalties for Immigration-Related Violations Continue to Rise in 2024**

*Littler ASAP*

February 26, 2024

**DOL Releases Annual Fine Increases for Immigration-Related Violations**

*Littler ASAP*

January 23, 2024

**New Form I-9 Required as of November 1, 2023**

*Littler ASAP*

October 31, 2023

**How Will a Possible 2023 Government Shutdown Impact U.S. Immigration?**

*Littler ASAP*

September 29, 2023

**Littler's Workplace Policy Institute Releases 2023 Labor Day Report**

*Littler Press Release*

September 5, 2023

**WPI Labor Day Report 2023**

*Littler WPI Report*

September 5, 2023

**Changes in the New Form I-9, Employment Eligibility Verification**

*Littler ASAP*

August 15, 2023

**USCIS Announces Alternative Procedure for Completion of Form I-9 – Permanent Virtual Verification**

*Littler ASAP*

July 24, 2023

**Bruce Buchanan: The Intersection of Labor & Immigration**

*Attorney at Law Magazine*

July 24, 2023

**The NLRB's 1st Half of 2023 Was Busy with Significant Decisions**

*Tennessee Bar Association*

July 20, 2023

**Florida Agency Provides Some Guidance on State's New Immigration Law (SB1718)**

*Littler ASAP*

July 17, 2023

**Tips on Physical Reverification of Virtually Verified Remote Employees**

*Littler ASAP*

July 14, 2023

**Companies Seek Reprieve From In-Person Work Verification Mandate**

*Bloomberg Law*

July 10, 2023

**Littler's Bruce Buchanan Reappointed to American Immigration Lawyer Association Committee**

*Littler Press Release*

June 27, 2023

**Employers Have 30 Days to Reach Compliance after I-9 COVID Flexibilities End on July 31, 2023**

*Littler ASAP*

May 19, 2023

**OCAHO Reduces I-9 Penalties by Average of 34% in 2022-2023**

*Littler Insight*

March 24, 2023

**Inflation Causes Significant Increase in Immigration-Related Fines**

*Littler ASAP*

January 17, 2023

**Recent Highlights in Immigration Compliance**

*Littler ASAP*

January 5, 2023

**Dear Littler: Can We Require Proof that Our Applicants Are Authorized to Remain in the United States Permanently or at Least for the Foreseeable Future?**

*Dear Littler*

November 28, 2022

**Employers Should Continue to Use Current Version of Form I-9 After Oct. 31, 2022**

*Littler ASAP*

October 17, 2022

**DHS/ICE Extends I-9 Remote, Virtual Verification until July 31, 2023**

*Littler ASAP*

October 12, 2022

**Will Virtual, Remote I-9 Verification Post-COVID Become a Reality?**

*Littler ASAP*

October 4, 2022

**Littler's Workplace Policy Institute Releases 2022 Labor Day Report**

*Littler Press Release*

September 6, 2022

**WPI Labor Day Report 2022**

*Littler WPI Report*

September 5, 2022

**Deadline for Updating Forms I-9 Involving Expired List B Document is July 31, 2022**

*Littler ASAP*

July 28, 2022

**Littler Adds Attorney Bruce Buchanan in Nashville**

*Littler Press Release*

July 18, 2022

**Tennessee Lowers the Employee Threshold to 35 for Mandatory Use of E-Verify**

*TBA's Labor & Employment Law Newsletter*

June 2022

**USCIS Seeking Public Comment on Use of Permanent Remote I-9 Verification**

*TBA's Labor & Employment Law Newsletter*

November 2021

**SSA No-Match Letters Discontinued Again**

*TBA's Labor & Employment Law Newsletter*

May 2021

**ICE Announces Another 30-Day Extension to I-9 Virtual Verification**

*TBA's Labor & Employment Law Newsletter*

July 2020

## **Speaking Engagements**

**The Presidential Elections and the Immigration Consequences**

October 8, 2024

**Immigration Compliance - Entering a New Age?**

Greater Nashville Chapter, PayrollOrg

April 18, 2024

**You "Audit" Know**

AILA Webinar

March 12, 2024

**Immigration Compliance - Virtual Verification of I-9 Documentation, New Form I-9, ICE Audits, Due Diligence and More**

Georgia-Alabama AILA Chapter Conference

February 22, 2024

**Immigration Compliance**

December 7, 2023

**What Employers Should Know: The New Alternative Procedure for I-9 Virtual Verification and the New I-9 Form**

October 25, 2023

**What Employers Should About the New Alternative Procedure – I-9 Virtual Verification Option and New I-9 Form**

Associated General Contractors – Middle Tennessee Region

August 29, 2023

**What Employers Should About the New Alternative Procedure – I-9 Virtual Verification Option and New I-9 Form**

Tennessee Hospital Association, Brentwood, TN

August 25, 2023

**What Employers Should Know About the New Form I-9 Permanent Virtual Verification Option**

August 2, 2023

**Form I-9 Notices of Inspection: What to Do When ICE Comes Knocking**

American Immigration Lawyers Assoc. (AILA) Annual Conference; Orlando, FL  
June 23, 2023

**Answers to the Expat Riddle - How Do We Deal with the Employment of Non-US Expats in the US**

Littler Executive Employer Conference, Phoenix, AZ  
May 11, 2023

**Answers to the Expat Riddle – How Do We Deal with the Employment of Non-US Expats in the US?**

Littler Executive Employer Conference, Phoenix, AZ  
May 11, 2023

**New NLRB - 2022-2023 Decisions and Where are They Headed?**

Tennessee Bar Association’s Labor & Employment Law Forum, Nashville, TN  
April 5, 2023

**McLaren Macomb and NLRB Cases for Non-Union Employers**

Tennessee Senior Bankers Forum, Nashville, TN  
March 30, 2023

**Hot Topics in Immigration Compliance**

AILA Georgia-Alabama Chapter Conference; Atlanta, TN  
March 17, 2023

**Steps to Ensure I-9 and Immigration Compliance**

February 14, 2023

**I-9 Form - How to Achieve Immigration Compliance**

January 11, 2023

**How to Maintain Immigration Compliance**

December 6, 2022

**Current Issues in Worksite Enforcement**

AILA Annual Conference, New York City  
June 2022

**DHS/ICE Audits – from Receipt of NOI to Litigating Fine before OCAHO**

Georgia-Alabama Chapter of AILA Annual Conference  
March 2022

### **E-Verify Changes and Challenges**

AILA Employer Compliance and Worksite Enforcement Conference  
December 2021

### **Biden Administration and Employer Immigration Compliance**

TSWB/APA  
August 2021

### **1st 100 Days under President Biden – Where are we Headed in Immigration Law?**

TBA Immigration Law Section Forum  
May 2021

### **Immigration and Employment Issues under Biden**

Associated General Contractors (AGC) of Middle Tennessee, Nashville  
February 2021

### **I-9 / Worksite Enforcement Current Trends**

AILA Mid-South Fall Conference  
October 2020

### **Why I-9 Compliance Should be a Priority**

Greater Nashville Chapter of APA, Nashville  
November 2019

### **I-9 compliance Issues**

AILA Mid-South Fall Conference, Chattanooga  
October 2019

### **ICE Audits/Raids of Employers – Is Your Business ICE’s Next Target?**

AGC - Construction HR & Training Professionals Conference, Chicago  
October 2019

### **IER Investigations in the Era of BAHA**

AILA Employer Compliance and Worksite Enforcement Conference, Park City, UT  
September 2019

## **Books & Book Chapters**

- *I-9 and E-Verify Handbook*, 2nd edition, co-author with Greg Siskind, Alan House Publishing, 2017