



Roger Tsai

Partner

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Companies large and small frequently engage Roger to provide counsel on a broad spectrum of employment and immigration issues.

PRACTICES

Labor and Employment
Immigration
Compliance Services

EDUCATION

University of Houston Law School, J.D.,
2005

University of Michigan, B.A., 2002
Political Science and Economics

BAR ADMISSIONS

Colorado
Utah

With extensive experience and a national reputation for being at the forefront of change in immigration law, Roger is able to find positive solutions to his clients' varied needs.

Roger counsels universities and companies in the healthcare, technology, and energy sectors on securing temporary and permanent visas for foreign national employees, including H-1B visas and permanent resident status. He also represents companies under investigation by the Bureau of Immigration and Customs Enforcement, and helps companies perform internal audits of their employment eligibility documents. He leads the firm's immigration practice which was recently recognized by *Chambers USA* as an "increasingly strong immigration practice."

Roger is a strong advocate on immigration issues nationally. As a member of the Board of Governors for the American Immigration Lawyers Association (AILA), an organization that represents more than 10,000 immigration attorneys nationwide, Roger testified on landmark state immigration laws before the Utah State Legislature. He has also spoken at national conferences for the Federal Bar Association and the AILA on immigration worksite enforcement. Roger's articles on immigration have been published by the American Bar Association and the AILA. He was the first non-Hispanic member of Governor Herbert's Hispanic Advisory Council, and was instrumental in finding common ground on the divisive issue of immigration through dialogue between state lawmakers and the Hispanic community.

A dedicated community servant, Roger has successfully represented several asylum seekers pro bono from China, Kosovo, Guatemala, and Ethiopia. Outside the practice of law, he has led numerous projects as president of the Utah Asian Chamber of Commerce and as a board member of the Society of Human Resource Management to engage and strengthen Utah's minority community.

Prior to joining Holland & Hart, Roger was an attorney in the Salt Lake City office of Parsons, Behle & Latimer.

PUBLICATIONS

"Federal Court Reverses Trump Administration's H-1B Wage Hike,"
Holland & Hart News Update, 12/03/2020

"New Regulations Narrow Eligible H-1B Occupations and Increase Required Wages for H-1B Workers," *Holland & Hart News Update*, 10/09/2020

"October Visa Bulletin Significantly Shortens Green Card Waiting Periods," 09/25/2020

"President Trump's Latest Immigration Proclamation – Will It Impact Your Employees?," *Holland & Hart News Update*, 06/23/2020

"What is the Impact of President Trump's Temporary Immigration Suspension?," *Holland & Hart News Update*, 04/23/2020

"DHS Announces Relaxed Standards for I-9 Verification and USCIS Signatures," *Holland & Hart News Update*, 03/23/2020

"Understanding the Basics of the Federal E-Verify Program," *Mountain West Employment Law Letter*, January 2020

"Chambers: Colorado Employment Law and Practice Guide," *Chambers Global Practice Guide: USA Regional Employment, Second Edition*, Co-Author, 10/29/19

"Federal Immigration Investigations Increase Dramatically," *Employers' Lawyers Blog*, October 7, 2019

"Export Control Laws Not a Blank Check to Exclude Job Applicants," *Holland & Hart News Update*, Co-Author, 02/21/2019

"Reminder: New I-9 Form Now Mandatory," *Employers' Lawyers Blog*, September 25, 2017

"New Immigration Executive Order Scales Back Earlier Travel Restrictions," *Holland & Hart News Update*, 03/06/2017

"Workplace Implications of the President's Immigration Executive Order," *Holland & Hart News Update*, 1/30/2017

"New Form I-9 Must Be Used By January 22, 2017," *Holland & Hart News Update*, 11/18/2016

"Obama's Immigration Policy Blocked Due to Equally Divided Supreme Court," *Holland & Hart News Update*, 6/24/2016

SPEAKING ENGAGEMENTS

"Changes to Immigration Law Under the Biden Administration," 04/23/2021

"Immigration Changes Under the Biden Administration," 01/27/2021

"New H-1B Standards with Closed Borders | COVID-19 and the Workplace: Where Are We Now and Where Are We Going?," November 10, 2020

"Immigration Law Update," *Holland & Hart's 2019 Employment Law*

Seminar, October 2019

"Hot Topics in Federal and Colorado Employment Law," *2019 Holland & Hart Colorado Employment Law Update*, September 18, 2019

"Hot Topics in Federal, Immigration, and Colorado Employment Law," *Panelist, 2018 Holland & Hart Employment Law Update*, September 13, 2018

"Anticipating the Unknown - Immigration Changes in The Trump Administration," *Mile High Society for Human Resource Management*, February 14, 2018

"Key Employment and Immigration Law Developments Every Utah Employer Needs to Know," *Holland & Hart 2017 Utah Employment Law Breakfast Briefing Series*, 11/09/2017

"Anticipating the Unknown: Immigration Changes in the Trump Administration," 4/27/2017

"When PERM Goes Awry," 7/19/2016

RECOGNITION

- *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment, Recognized Practitioner, 2017
- *The Best Lawyers in America*® Immigration Law, Employment Law - Management, 2014-2021
- *The Best Lawyers in America*® Lawyer of the Year, Immigration Law – Salt Lake City, 2017
- Colorado Super Lawyers® Rising Stars, Immigration: Business, 2019-2021
- Mountain States Super Lawyers® Rising Stars, Immigration, 2012-2017
- *Utah Business Magazine*, Forty Under 40, 2010; Utah Legal Elite, Immigration, 2017-2020
- Utah State Bar, Young Lawyer of the Year, 2010

PROFESSIONAL AND CIVIC AFFILIATIONS

- American Bar Association – Commission on Immigration, Advisory Committee
- American Immigration Lawyers Association, Member
Board of Governors
Business Immigration Committee
Worksite Enforcement Committee
Department of Labor Liaison Committee
Publications Committee
Kurzban's Immigration Law Sourcebook, 2009-2014 Eds., Editor
Utah Chapter, Chair
- Utah State Bar – Young Lawyers Division, Board of Directors

- Society for Human Resource Management – Utah, Board of Directors
- Utah Governor’s Hispanic Advisory Council, Past Board Member
- Salt Lake Chamber Immigration Task Force, Board Member
- Utah Asian Chamber of Commerce, Past President
- Asian Pacific American Bar Association of Colorado, Board of Directors