

September 14, 2021

Global Mobility & Immigration Challenges for the Energy Industry

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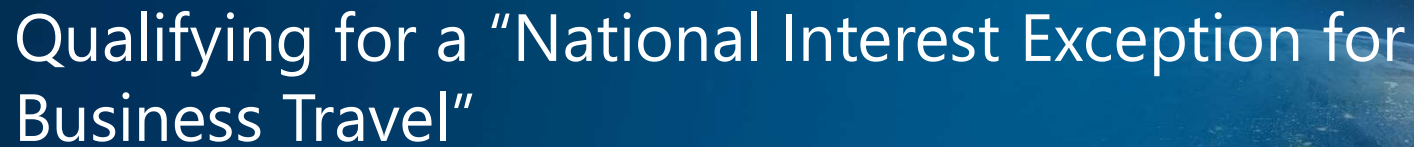
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Countries Subject to the COVID-19 Travel Bans

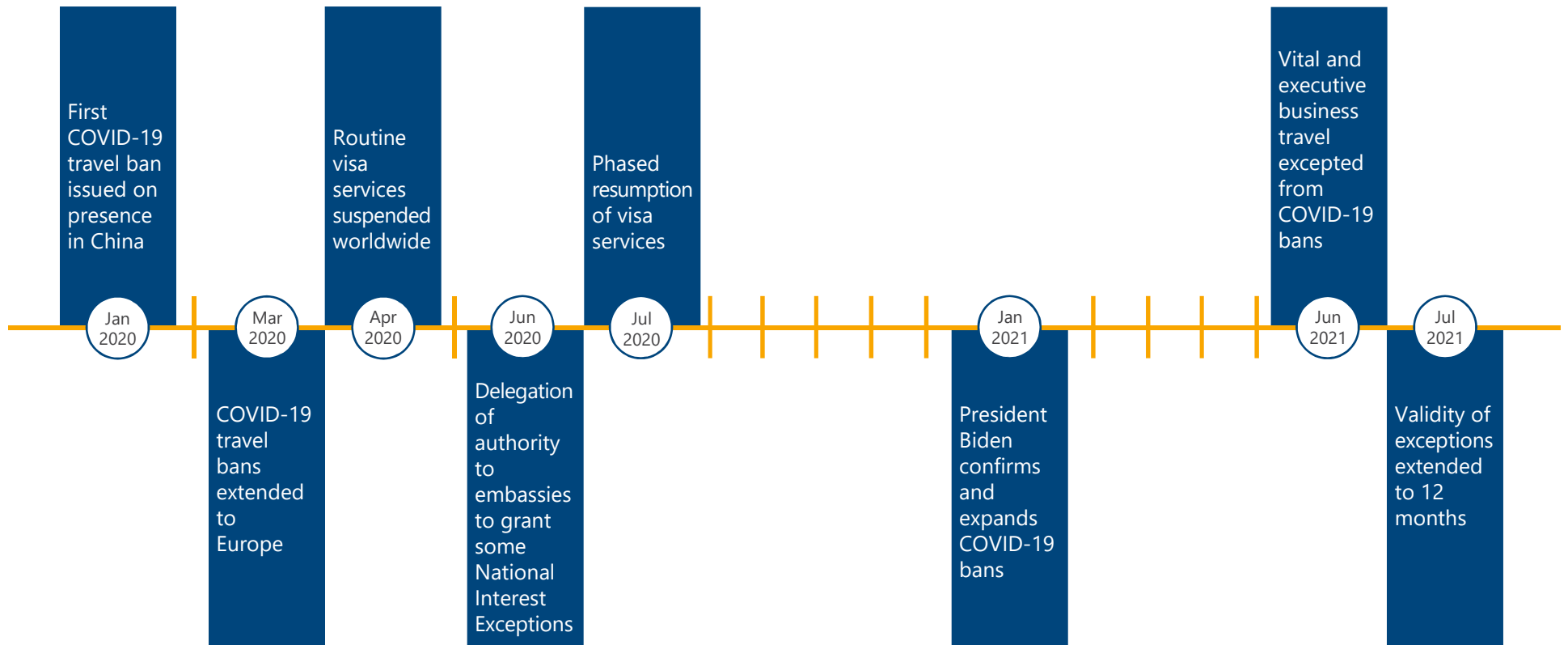
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- A light gray world map is centered in the background of the slide, showing the outlines of continents and countries. The map is semi-transparent, allowing the text to be clearly visible over it.
- Austria
 - Belgium
 - Brazil
 - China
 - Czech Republic
 - Denmark
 - Estonia
 - Finland
 - France
 - Germany
 - Greece
 - Hungary
 - Iceland
 - India
 - Iran
 - Ireland
 - Italy
 - Latvia
 - Liechtenstein
 - Lithuania
 - Luxembourg
 - Malta
 - Netherlands
 - Norway
 - Poland
 - Portugal
 - Slovakia
 - Slovenia
 - South Africa
 - Spain
 - Sweden
 - Switzerland
 - United Kingdom



Qualifying for a “National Interest Exception for Business Travel”

- Only covers non-US citizens who have been in a banned country in the past 14 days
- US citizens, permanent residents and travelers with US citizen spouses and minor children are exempt
- Travelers providing executive direction or vital support to critical infrastructure sectors or significant economic activities qualify for exception
- Valid for 12 months and multiple trips
- Processing times vary significantly

Evolution of the National Interest Exception



Work Visa Appointment Wait Times from travel.state.gov

Paris	290 days
São Paulo	278 days
Madrid	272 days
Copenhagen	269 days
Kingston	31 days
Mexico City	16 days
Hong Kong	1 day
Tokyo	1 day

Permanent Worker Visa Preference Categories

Preferences	General Description	Labor Certification Required?
First Preference EB-1	This preference is reserved for persons of extraordinary ability in the sciences, arts, education, business, or athletics; outstanding professors or researchers; and multinational executives and managers.	No
Second Preference EB-2	This preference is reserved for persons who are members of the professions holding advanced degrees or for persons with exceptional ability in the arts, sciences, or business.	Yes, unless applicant can obtain a national interest waiver (Labor Certification)
Third Preference EB-3	This preference is reserved for professionals, skilled workers, and other workers.	Yes
Fourth Preference EB-4	This preference is reserved for "special immigrants," which includes certain religious workers, employees of US foreign service posts, retired employees of international organizations, and other classes of noncitizens.	No
Fifth Preference EB-5	This preference is reserved for business investors.	No

Temporary Worker Visa Categories (Sampling)

Visa Category	General Description – About an individual in this category:
H-1B: Person in Specialty Occupation	To work in a specialty occupation. Requires a higher education degree or its equivalent. Includes fashion models of distinguished merit and ability and government-to-government research and development, or co-production projects administered by the Department of Defense.
H-1B1: Free Trade Agreement Professional – Chile, Singapore	To work in a specialty occupation. Requires a post-secondary degree involving at least four years of study in the field of specialization.
H-2A: Temporary Agricultural Worker	For temporary or seasonal agricultural work. Limited to citizens or nationals of designated countries, with limited exceptions, if determined to be in the United States interest.
H-2B: Temporary Non-agricultural Worker	For temporary or seasonal non- agricultural work. Limited to citizens or nationals of designated countries, with limited exceptions, if determined to be in the United States interest.
H-3: Trainee or Special Education Visitor	To receive training, other than graduate medical or academic, that is not available in the trainee’s home country or practical training programs in the education of children with mental, physical, or emotional disabilities.
L: Intracompany Transferee	To work at a branch, parent, affiliate, or subsidiary of the current employer in a managerial or executive capacity, or in a position requiring specialized knowledge. Individual must have been employed by the same employer abroad continuously for 1 year within the three preceding years.
O: Individual with Extraordinary Ability or Achievement	For persons with extraordinary ability or achievement in the sciences, arts, education, business, athletics, or extraordinary recognized achievements in the motion picture and television fields, demonstrated by sustained national or international acclaim, to work in their field of expertise. Includes persons providing essential services in support of the above individual.

Americas | Asia | Europe | Middle East

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