



Raluca (Luca) Vais-Ottosen Attorney

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Madison

Raluca has assisted numerous clients with immigration matters ranging from family-based and individual immigration applications, to employment related visas. Originally from Romania, she utilized her personal experience as an immigrant to develop a special interest in Immigration Law.

Raluca is well versed in all aspects related to U.S. citizenship and naturalization, adjustment of status to permanent residence (green card), consular processing for immigrant visas, spouse visas, fiancé(e) visas or other family-based visas, H-1B and other work and business visas, student visas, J-1 visas and waivers, asylum, Deferred Action for Childhood Arrivals (DACA), and issues related to the I-9 Employment Eligibility Verification, among others.

In addition to her immigration practice, she also has an extensive background in Employment Law. She assists companies in a number of areas, including but not limited to claims of workplace discrimination, harassment and retaliation, termination and constructive discharge, workplace investigations by state and federal agencies, as well as employment litigation.

Clients and Notable Representations

Raluca's immigration clients typically include individuals seeking to obtain a U.S. visa, permanent residence (green card) or U.S. citizenship for themselves or their family members; employers of all sizes wishing to hire foreign workers; businesses of all sizes that are going through an internal or government I-9 audit. Raluca has successfully represented individuals in proceedings before the U.S. Department of Homeland Security, Citizenship and Immigration Services (USCIS), as well as the U.S. Department of State through its U.S. Consulates abroad.

Raluca's employment law clients typically include businesses from a variety of industries that are

facing litigation or disputes stemming from employment-related issues, or that wish to implement or revise their employment policies and procedures. Among other notable contributions, Raluca assisted two of the firm's partners in securing summary judgment for the employer and against the government in *Equal Employment Opportunity Commission ("EEOC") v. Flambeau, Inc.*, Case No. 14-cv-638 (W.D. Wis. 2015), a case of first impression in the Seventh Appellate Circuit, dealing with the conflict between the company's wellness program and the Americans with Disabilities Act (ADA).

Interviews, Articles and Presentations

Raluca is a regular blog contributor, bringing timely updates on hot issues in the immigration and employment law fields. She has also presented on immigration issues to individuals and businesses alike, and she has been invited as a guest speaker at the University of Wisconsin Law School's legal clinics.

Interviews:

- "Supreme Court Debates DACA: Future For Wisconsin Recipients" - Wisconsin Public Radio, June 2020
- "Battling the Misconceptions of Being a Dreamer," Interviewed by Madison Commons, March 2018
- "Madison College Student Worried About Her Future as DACA Looms," Interviewed by Madison Channel 27 WKOW, September 2017
- "Immigrants In Dane County Experience Fear Following Executive Orders," Interviewed by Wisconsin Public Radio, February 2017
- "10 Questions Raluca Vais-Ottosen: A Long Journey from Romania to Wisconsin," *Wisconsin Lawyer*, April 2015

Articles:

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- "Form I-944 and Trump-era Public Charge Rule Terminated," Immigration Law Blog, March 2021
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- "Biden Administration Designates Venezuela for TPS," Immigration Law Blog, March 2021
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- "H-1B Visa Season Registration Starts March 2021," Immigration Law Blog, February 2021
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• "President Biden's Day One Immigration Executive Orders," Immigration Law Blog, January 2021

• "Incoming Biden Administration Proposes Extension And Significant Expansion Of The FFCRA," Immigration Law Blog, January 2021

• "USCIS Extends Deadlines to Respond to Certain Agency Requests or Challenge Unfavorable Decisions," Immigration Law Blog, September 2020

• "Changes to I-9 Employment Eligibility Verification Requirements During COVID-19," Immigration Law Blog, September 2020

• "Government Fees for Immigration Benefits Going Up on October 2, 2020," Immigration Law Blog, August 2020

• "Green Card Holders from Norway May Be Eligible to Become U.S. Citizens Without Losing their Norwegian Citizenship," Immigration Law Blog, August 2020

• "Supreme Court Invalidates Trump Administration's Decision to Cancel DACA," Immigration Law Blog, June 2020

• "Executive Order Temporarily Suspending Certain Work Visas to the U.S. and Extending Prior Suspension of Immigration," Immigration Law Blog, June 2020

• "Trump Administration Issues Travel Ban for Certain Chinese Students and Researchers," Immigration Law Blog, June 2020

• "Immigration Closures COVID-19," Immigration Law Blog, March 2020

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"Practicing Social Distancing and I-9," Immigration Law Blog, March 2020

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"Travel Ban Expands to Additional Countries," Immigration Law Blog, February 2020

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"U.S. Imposes Travel Restrictions Against U.S. Citizens and Foreign Citizens Due to Coronavirus," Immigration Law Blog, February 2020

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"New Year, New I-9 Version," Immigration Law Blog, January 2020

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"2020 H-1B Lottery Will Take Place Early Based on New Filing Rules," Immigration Law Blog, December 2019

•
"Expired Form I-9 Still in Use Until Further Notice From USCIS," Immigration Law Blog, August 2019

•
"New Public Benefits Rule Affecting Legal Immigration," Immigration Law Blog, August 2019

•
"TN Work Visa under the NAFTA Agreement," Immigration Law Blog, August 2019

•
"Citizen In Limbo...Again" *Our Lives Magazine*, July 2019

•
"USCIS Will Transfer Green Card and Citizenship Applications to Speed Up Processing," Immigration Law Blog, June 2019

•
"Employer SSN No-Match Letters Are Back!," Immigration Law Blog, June 2019

•
"USCIS Rolls Out New H-1B Rule," Immigration Law Blog, February 2019

“USCIS Website Adds Filing Fee Calculator,” Immigration Law Blog, January 2019

•

“E-Verify Unavailable Due to Government Shutdown,” Immigration Law Blog, January 2019

•

“Getting Ready for a New H-1B Work Visa Season,” Immigration Law Blog, January 2019

•

“New USCIS Policy Will Increase Number of Deportation Cases,” Immigration Law Blog, October 2018

•

“New Policy Allows USCIS to Deny Immigration Benefits with No Notice or Opportunity to Correct Mistakes,” Immigration Law Blog, October 2018

•

“Caregiver Industry Braces for Workers Shortage as Thousands Lose Employment Authorization in the U.S.,” Health Care and Immigration Law Blog, May 2018

•

“National Interest Waiver – An Alternative Path to Permanent Residence,” Immigration Law Blog, May 2018

•

“Citizen In Limbo,” *Our Lives Magazine*, March 2018

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“USCIS Resumes Accepting DACA Applications,” Immigration Law Blog, January 2018

•

“DHS terminates TPS designation for El Salvador,” Immigration Law Blog, January 2018

•

“Federal Court Orders Partial Reinstatement of DACA,” Immigration Law Blog, January 2018

•

“H-1B Visa Season – It’s That Time of the Year Again!,” Immigration Law Blog, January 2018

•

“New USCIS Policy Requires Employers to Submit Additional Documents for Employees’ Work Visa Extensions and Renewals,” Immigration Law Blog, November 2017

•

“New USCIS Policy Requires All Employment-Based Green Card Applicants to Attend In-Person Interview,” Immigration Law Blog, November 2017

•

“I-9 and E-Verify News Round Up,” Immigration Law Blog, November 2017

•

“ICE to Increase Number of I-9 Audits and Workplace Raids,” Immigration Law Blog, October 2017

•

“DHS Terminates TPS Designation for Sudan; Extends TPS Designation for South Sudan,” Immigration Law Blog, September 2017

•

“The End of DACA and How It Affects Individuals,” Immigration Law Blog, September 2017

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“The End of DACA and How It Will Affect Employers,” *In Business Open Mic*, September 2017

•

“The End of DACA and How It Affects Individuals,” *Inside Track*, State Bar of Wisconsin, September 2017

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“276,000 Reasons to Button Up Your I-9 Process,” *In Business Magazine*, July 2017

•

“I-9 Glitch Causes Errors in SSN Information,” Immigration Law Blog, April 2017

•

“New Travel Ban Executive Order to Take Effect March 16, 2017,” Immigration Law Blog, March 2017

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•
“An Update on Trump’s Executive Order on Immigration,” *The Capital City Hues*, February 2017

•
“Executive Order Affecting Immigrants and Visa Holders from Iran, Iraq, Libya, Somalia, Sudan, Syria and Yemen,” Immigration Law Blog, February 2017

•
“H-1B Work Visa Season Is Coming Up,” Employment Law Blog, January 2017

•
“New I-9 Form Version Has Been Released,” Employment Law Blog, November 2016

•
“Government Fees for Certain Immigration Applications Increasing on December 23, 2016,” Immigration Law Blog, October 2016

•
“New I-9 Form Version Expected by November 22, 2016,” Employment Law Blog, October 2016

•
“Looking for a Start-up Visa? This New Proposal May Be the Alternative,” Immigration Law Blog, August 2016

•
“U.S. Supreme Court Affirms Decision Blocking President Obama’s Immigration Executive Action,” Immigration Law Blog, July 2016

•
“EEOC Pursues Claims of Workplace Discrimination Filed By Legal and Illegal Immigrant Workers Alike,” Employment Law Blog, June 2016

•
“Expired Form I-9 Still In Use Until Further Notice From USCIS,” Immigration and Employment Law Blog, May 2016

•
“I-9 and E-Verify Compliance, Flat Fee Assessment Service,” Immigration and Employment Law Blog, May 2016

•

“U.S. Customs and Border Protection Using Facial Recognition Technology at John F. Kennedy International Airport,” Immigration Law Blog, April 2016

•

“Annual Cap for H-1B Skilled Worker Visas Again Reached Within First Five Days,” Immigration Law Blog, April 2016

•

“The New STEM OPT Work Authorization for Foreign Students,” Immigration Law Blog, March 2016

•

“DeWitt Helps Client Secure Big Win Against EEOC in Widely-Reported Employee Wellness Case,” Employment Law Blog, January 2016

•

“Get Ready for the New H-1B Work Visa Filing Season,” Immigration Law Blog, January 2016

•

“Executive Action on Immigration – DACA and DAPA Updates,” Immigration Blog, January 2016

•

“Green Card Eligibility and Process: Family Petitions,” Immigration Blog, January 2016

•

“Changes to Visa Waiver Program for ESTA Travelers,” Immigration Law Blog, December 2015

•

“Department of Homeland Security Takes Steps Toward a New STEM OPT Extension Program,” Immigration Law Blog, October 2015

•

“Retailer’s Employee Dress Policy in Violation of Religious Anti-discrimination Law,” Employment Law Blog, August 2015

•

“U.S. Department of Labor Issues New FMLA Forms,” Employment Law Blog, July 2015

•

“International Students Statistics,” Immigration Blog, March 2015

•

“EEOC Increasing Enforcement Efforts to Prohibit Employment Discrimination against LGBT Individuals,” Employment Law Blog, March 2015

•

“Final Rule Extending Employment Authorization to Certain H-4 Dependent Spouses,” Immigration Blog, March 2015

•

“Is Your Company in Compliance or Facing Fines? | The I-9 Employment Eligibility Verification Process,” Immigration Blog, January 2015

•

“H-1B Specialty Occupation Visa – The Filing Period Is Fast Approaching,” Immigration Blog, January 2015

Presentations:

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“An Introduction to Immigration Law,” State Bar of Wisconsin, June 2020

•

“Education and Career Challenges for Immigrant Youth,” Toward One Wisconsin, April 2019

•

“Immigration Updates in Employment – WICPA,” Co-Presenter with Stephen DiTullio for the CPAs in Industry Spring Conference, March 2019

•

2018 “No Good Deed Goes Unpunished – Ethical Considerations of Pro Bono Representation,” Co-Presenter with Laura Davis for the DeWitt Annual Ethics Seminar, Fall 2018

•

2018 “The Great DACA Rescission: Understanding the Legal and Economic Impact,” The Knowledge Group, March 22, 2018

•

2017 “Immigration Law: The Challenge of Keeping Up With An Ever-changing Landscape,” Madison Area Paralegal Association, June 15, 2017

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2017 “The Future of Business Immigration Under the New Administration,” The Knowledge Group, May 2, 2017

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2017 “I-9 Employment Eligibility Verification New Year, New I-9 Form, New Administration! Now What?,” DeWitt HR Roundtable, March 21 & 23, 2017

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2016 “Understanding The Latest Guidance in Conducting an Internal Form I-9 Audit,” The Knowledge Group, November 18, 2016

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2016 panelist on “Pitfalls for the Specialized Lawyer – Ethical and Practical Implications,” American Inns of Courts, March 2016

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2015 “What the Non-Immigration Lawyer Needs to Know About Immigration Law to Meet Their Ethical Obligations,” DeWitt Annual Ethics Seminar, Fall 2015

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2015 “I-9 Employment Eligibility Verification Common Mistakes and How to Avoid Them,” DeWitt HR Roundtable, October 27 & 29, 2015

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2013 Overview of the I-9 Employment Eligibility Verification

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2013 Overview of the I-601A Application for Provisional Unlawful Presence Waiver

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2012 Overview of the Deferred Action for Childhood Arrivals

Expertise

- Immigration

- International Law
- Labor & Employment Relations

Education

- J.D., Spiru Haret University Law School – Romania
- L.L.M., Louisiana State University Paul M. Hebert Law Center
- B.S., Petru Rares National College – Romania

Admissions

- 7th Circuit Court of Appeals
- State Bar of New York
- State Bar of Wisconsin
- U.S. District Court for the Eastern District of Wisconsin
- U.S. District Court for the Western District of Wisconsin

Affiliations (Professional and Civic)

- American Immigration Lawyers Association (AILA), 2012 – Present
- Community Immigration Law Center, Board of Directors, 2011 – Present
- Dane County Bar Association
- American Bar Association
- Literacy Network, Board of Directors, 2016 – Present
- Big Oak Childcare Center, Board of Directors, 2018 – Present

Honors

- 2017 Jack DeWitt Pro Bono award
- 2017 Pro Bono Honor Society