



## The Intersection of Family Law and Immigration



Family law and immigration are two areas of the law that often times overlap with one another. Immigration issues may arise and have significant impacts in the context of divorce and child custody matters.

Family-based immigration is one of the top ways through which immigrant visas are obtained in the United States.

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### Last Webinar:

Why A Shareholder or  
Partnership Agreement is  
Necessary

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Family members of U.S. citizens and Lawful Permanent Residents may be able to seek Lawful Permanent Resident Status and later naturalize and become U.S. Citizens. This includes spouses, children, parents, and siblings. The eligibility and processing times for the family-based applications will vary depending on whether the petitioner is a U.S. Citizen or a Lawful Permanent Resident and the relationship between the petitioner and the visa beneficiary. Additionally, depending on a variety of factors, the immigration proceedings may be completed through an adjustment of status application within the United States or abroad through consular processing at a U.S. consulate or embassy.

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## RECENT BLOGS & VIDEOS

### Exit Interview: Is Your Company Doing Them?

Attorney Regina Campbell, of the Campbell Law Group in Coral Gables, Florida explains the importance of Exit Interviews for your company's growth and success.

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The logo for The Campbell Law Group P.A. features a circular icon with a stylized 'C' on the left, followed by the text 'The Campbell Law Group' in a serif font, and 'P.A.' in a smaller font below it.

### Tortious Interference: Part V: Damages

Attorney Regina Campbell, of the Campbell Law Group in Coral Gables,

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## Changes in Florida Mandatory Disclosure Requirements

One thing we know for sure is that change is constant and that also applies to family law. On January 1, 2021, the Florida Family Law Rules of Procedure were amended, and among the many changes, the mandatory disclosure rule (12.285) was changed the most significantly.



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## Helpful Tips:

### Covid-19 restrictions lifted in the State of Florida – Helpful Tips for Business Owners:

#### Face Masks and Social Distancing:

- Business owners can still require their employees and their customers to continue wearing face masks and follow social distancing procedures.
- Reasonable accommodations must be provided to employees who cannot wear a mask due to underlying health conditions unless such accommodation would impose an undue hardship on the employer's business operation.

#### Vaccines:

- Business owners are not allowed to request vaccine documentation, a.k.a "vaccine passports", from patrons or customers to gain entry or receive services from their business.

- The vaccine passport prohibition does not apply to a business's employees. Employers are still allowed to ask employees whether they have been vaccinated and request proof of vaccination.
- Further questions as to the reasons why an employee is or is not vaccinated may elicit medical information about disabilities, constituting a disability-related inquiry under the American Disabilities Act (ADA). To avoid triggering ADA implications, employers can simply warn their employees that they do not have to disclose any other medical information in response to the question about being vaccinated; a yes or no response will suffice.
- If an employee's refusal to obtain the vaccine is due to a disability, underlying medical condition, or sincerely held religious belief, and the employer determines that the unvaccinated employee poses a direct threat to the workplace, the employer must try to offer reasonable accommodation for such employee. Failure to do so can implicate employment discrimination liability if the unvaccinated employee is treated differently than the vaccinated employees.



## Last Webinar:

### Why a Shareholder or Partnership Agreement is Necessary

On May 6, 2021, our Managing Partner, Regina Campbell, Esq. conducted the "Why a Shareholder or Partnership Agreement is Necessary" webinar. This webinar focused on the importance of management agreements between partners, shareholders, and owners and why they are necessary in order to avoid disruptions in businesses that can result from circumstances such as disputes, divorces, debt, disability, and death.

If you were not able to tune into the webinar last week, do not worry! You can view the [full webinar here](#).



## Florida's Recent Legislative Session – Alimony and Timesharing

The Florida Legislature completed the legislative session on April 30, 2021, and no changes were made to the current alimony and timesharing statutes. Two of the biggest proposed legislative changes were directed at timesharing and alimony. One of the proposed changes was the implementation of an automatic presumption of 50-50 timesharing, however, the Florida Legislature did not adopt that presumption. The other proposed change was directed at the alimony statute. It would have essentially ended the ability to obtain permanent alimony and set guidelines for judges to determine how much a spouse would

receive. This could have possibly allowed former spouses to return to court to re-settle their divorces. Notably, the dramatic changes to the laws governing alimony were not implemented by the Florida Legislature. We will continue to review and provide updates on legislation that is passed in the 2021 Florida legislative Session, related to marital and family law.



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