



CITY AND COUNTY OF SAN FRANCISCO IMMIGRANT RIGHTS COMMISSION

STATEMENT IN SUPPORT OF H1B WORKERS IMPACTED BY TECH LAYOFFS IN SAN FRANCISCO

The San Francisco Immigrant Rights Commission acknowledges the uncertainty that sudden tech layoffs have created for H1B visa holders in San Francisco, many of whom are of Asian and South Asian descent. The Commission recognizes the disastrous ripple effects that the layoffs have on the lives of immigrants and their families, and is deeply concerned that more layoffs are predicted in the near future.

H1B holders need to either find another source of employment or convert their visa from an H1B to another type of visa within 60 days. Given this short timeline, the Immigrant Rights Commission calls for the responsible companies to delay the date of termination of employment by at least three months for the affected individuals in order to increase the time they have to plan and take appropriate next steps.

- Should the companies fail to do so, the Commission recommends that the City and County of San Francisco enter into a dialogue with the companies, if they fail to timely inform H1B holders about their upcoming layoffs;
- The Immigrant Rights Commission supports the [recommendation](#) by the President's Advisory Commission on Asian Americans, Native Hawaiians, and Pacific Islanders to extend the grace period from 60 to 180 days to allow those who have lost their jobs to find a new sponsor;
- The Commission also urges the City and County of San Francisco to consider the intersectional impact of mass layoffs on LGBTQIA+ individuals residing in San Francisco while developing policies for populations impacted by this;
- Additionally, the Commission demands Congressional action to address the challenges faced by H1B visa holders experiencing layoffs. Congressional intervention is crucial to protect the future of H1B visa holders and ensure that their rights are safeguarded.

Furthermore, the Commission urges tech companies located in San Francisco to uphold labor rights and ensure that during this period and beyond, the employment rights of H1B visa holders and all workers are respected in accordance with the law.