



# Legal Aid Foundation of Los Angeles and L.A. Gay & Lesbian Center



**Legal Issues Affecting  
LGBT Refugees and Asylees**

**Heartland Alliance  
Rainbow Welcome Initiative**

**San Diego, California  
March 9, 2012, 8:45 am – 10:15 am**

**Attorney Presenters: Kim Luu-Ng, Natalie Nardecchia, and Terra Slavin**

# Basics of Wage/Hour Law



# Workers' Right to Minimum Wage

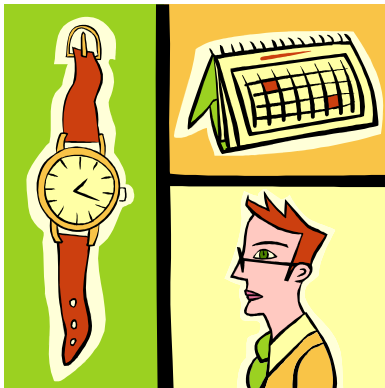
- California
  - \$8.00 per hour
- Federal
  - \$7.25 per hour (July 2009)
- Amount promised



Any agreement to waive this is  
illegal and unenforceable

# Overtime

- You must be paid overtime (time and a 1/2 your regular hourly rate or pay)
  1. Over 8 hours of work in one day.
  2. Over 40 hours in one week.
  3. The first 8 hours of work on the 7<sup>th</sup> day consecutive day.



# Double Time

You must be paid double-time for:



1. All hours worked over 12 in one day.
2. After the first 8 hours of work on the 7th consecutive work day.

# Vacation Time / Paid Time Off

- Your Boss *DOES NOT* have to give you:

- Holiday Pay
- Vacation Pay
- Sick Pay
- or pay extra for work performed on holic

- **BUT:** If your boss promises them - then boss must pay



# Meal and Rest Breaks

- Paid 10-minute rest break every 4 hours of work
- Not Paid 30-minute **uninterrupted** meal break every 5 hours of work  
Exceptions:

(1) 6 hours or less work day, waiver with mutual consent

(2) On-duty meal break if the employee gives written consent, nature of the work requires such a break and can be revoked at any time



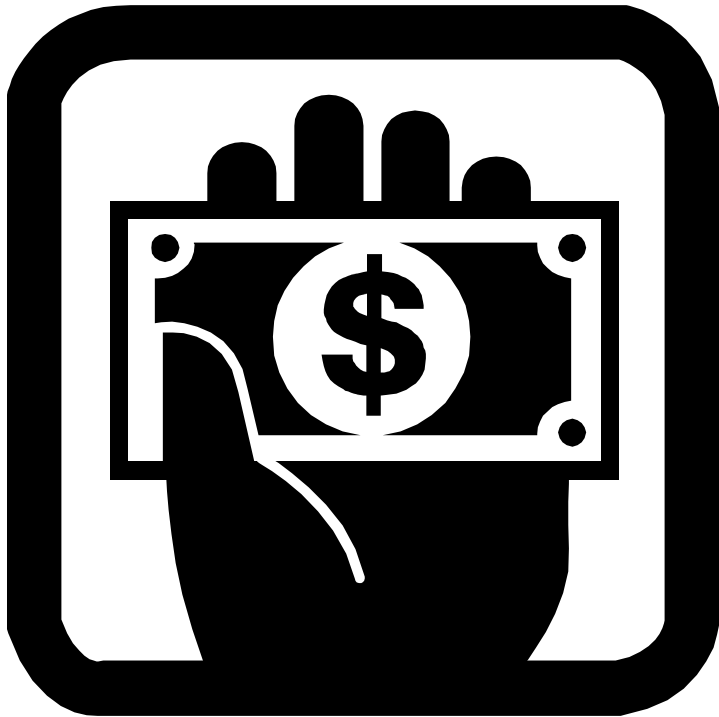
# Breaks - Premiums

- If your employer doesn't provide rest or meal breaks:
- Premium = 1 hour wages for each day you don't get your meal or rest break (max: 2 hourly premiums/day)
- Statute of Limitations:  
3 years





# Final Pay



- Last day when laid off or fired
- Last day if you quit and give 3 days notice
- Within 3 days if you quit without notice
- Paycheck must also have unused vacation time, but not unused sick time

# Waiting Time Penalty



- 1 day's pay for each day late
- Up to 30 days

# Exceptions to Wage/Hour Laws



- The rules regarding overtime and meal/rest breaks apply to private companies, **not for:**

# Exceptions to Wage/Hour Laws (cont.)

- Independent Contractors
- Exempt Employees
- Collective Bargaining Agreement

# Workers' Rights to Wages Regardless of Immigration Status

- State and federal wage/hour protections apply irrespective of immigration status
- *Exceptions:* Remedies of reinstatement and back pay

# How to Protect Your Rights

- Save Copies
  - Time Cards
  - Checks
  - Pay Stubs
  - Employee Manual
  - Union Contract
  - Hand-outs



# How to Protect Your Rights

- Get information about your employer
  - Name of Company
  - Name(s) of supervisors and/or owners
  - Address
  - Phone
  - City License Numbers
  - Garment Labels
  - Day laborers: employers auto



# Recover Unpaid Wages:

- Demand payment: either write a letter or talk to your boss (preferably in a group)



# Recover Unpaid Wages:

- File a claim with the Labor Commissioner or Small Claims Court
- Labor Commissioner  
Los Angeles (213) 620-6330



# Immigration Related Unfair Employment Practices

# Prohibited Conduct Under the Immigration and Nationality Act's (INA) Anti-Discrimination Provision

- Citizenship status discrimination
- National Origin discrimination
  - Discrimination tied to accent, country of origin, ancestry, native language
- Document abuse
- Retaliation



# Citizenship/ Immigration Status Discrimination

- With respect to hiring, firing, and recruitment
- Coverage: All Employers with more than 3 Employees
- Protected Persons = Work-Authorized Individuals:
  - U.S Citizens, nationals, asylees, refugees, temporary residents, and LPR (Legal Permanent Resident's)

# Examples of Citizenship Status Discrimination

Citizen only hiring policies

Green Card only hiring policies

Refusing to Hire *Asylees/Refugees*

Preferring undocumented workers

Preferring H1-B or other temporary workers

Different hiring procedures for US citizens and immigrants

# The I-9 Form:

- Gives employers a way to establish that the individuals they hire are authorized to work in the United States.
- Employer must verify the employment eligibility and identity documents presented by the employee and record the document information on the form.

# Document Abuse



- Employers cannot specify or prefer one document over others for purposes of completing the I-9 form
  - (Three lists of documents on I-9 – identity and work authorization)
- Refusing to hire an individual because the documents have a future expiration date may also constitute illegal discrimination
- Coverage: All Employers with 3 or more Employees
- Protected Persons:
  - US Citizens, nationals, legal workers

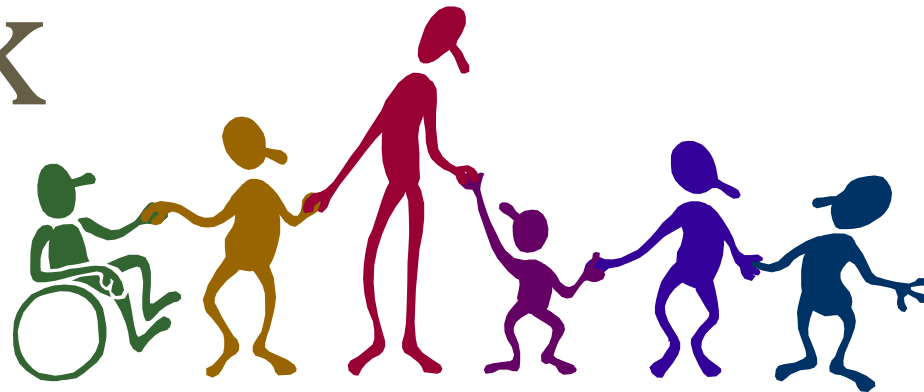
# Employer Review and Verification of I-9 form

- Employers must permit employees to present any documents or combination of documents acceptable by law.
- Employer must examine to see if it reasonably appears genuine and related to the employee
- Record documents in appropriate column
- Sign and date certification





# Other Civil Rights at Work



# At Will Employment

“At Will” Employment – Employer can discharge an employee at any time for any reason (Cal. Labor Code Section 2922)

**Exceptions:**

- Anti-discrimination laws
- Breach of contract (written or oral)
- Breach of collective bargaining agreement
- Breach of public policy grounded in statute or state constitution

# Discrimination

Race

Color

Religion

Sex

Gender Identity

Sexual Orientation

National Origin/Ancestry

Age (40+)

Genetic Info

Marital Status

Disability

Leave Denial

Medical Condition

*“You need to act less black.”*

*“You need to look more like a man/ woman.”*

*“We don’t hire your kind here.”*

*“We don’t hire illegals.”*

*“Come back when you’re not pregnant.”*



# TYPES OF DISCRIMINATION

- Hiring
- Firing
- Discipline
- Pay
- Benefits
- Accommodation
- Other

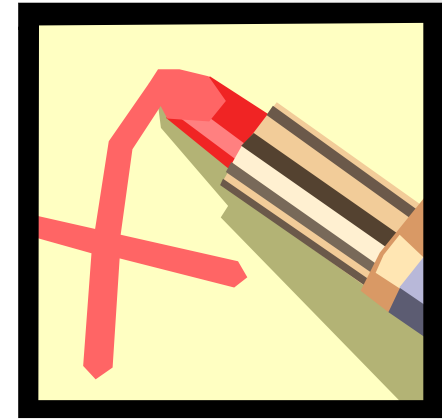
# Harassment

Unwanted and unwelcome acts or communications

Severe or Pervasive

Objectively and subjectively offensive

*Based on a protected class*



Verbal Conduct                      Emails  
Innuendos                      Touching  
Sexual Advances                      "Jokes"  
Leering                      Blocking path



# Leave Requirements –CFRA, PDL

- Employers with 50+ employees (in 75 mile radius) must allow eligible employees (1,250 hours in last year) to take up to 12 weeks unpaid leave for:
  - Birth of a child
  - Placement of child in adoption/ foster care
  - Employee's own serious health condition
  - To Care for a parent, spouse, child, domestic partner with serious health condition

*Pregnancy disability leave is up to 4 months unpaid (in addition)*



# Reasonable Accommodation

## Religious

Sincere religious belief interferes with job duties.

## Disability (Mental, Physical, HIV, Cancer)

Enable to perform essential job functions.

“Interactive process” to determine if reasonable accommodation exists.

## Pregnancy

Advice of healthcare provider – child birth, pregnancy, and related medical conditions



- **Job restructuring/ modification**
- **Job Reassignment**
- **Allowing time off**
- **Equipment**
- **Interactive Process**

# Language Rules

- Business necessity
- Notify workers of circumstances and time when speaking only in English is required and of the consequences
- There is no alternative practice that would achieve the business goals just as effectively
- **Not** legal example: *“No speaking Spanish during your breaks!”*





# Retaliation



- 1. Protected activity**
- 2. Adverse job action** (suspension, demotion, termination etc)
- 3. Causal link**

Employer aware of protected activity; and adverse action ensued within a relatively short period in time.

# Transgender Rights at Work

- All workers have the right to use a restroom that corresponds to the employee's gender identity (even if different than their assigned sex at birth)
- All workers have the right to be addressed by the name and pronoun that corresponds to their gender identity
- All workers have the right to dress in a manner suitable for their gender identity
- Workers do not need to answer questions about their bodies unless (*rarely*) anatomy is directly job-related

# Tips for Workers

- Document everything. Keep a journal. Keep all documentation of the discriminatory conduct, including e-mails. Take pictures on phone.
- Talk to other employees.
- Talk to a supervisor or Human Resources.
- Consult an attorney.
- File a complaint with the  
**DFEH (800) 884-1684**  
**Labor Commissioner (888) 275-9243**



**Legal Rights of  
Refugees/Asylees  
and  
Other Immigration Issues Affecting  
LGBT Community**

**Kim Luu-Ng**



# FORMS OF IMMIGRATION RELIEF

- U.S. Citizenship
- Cancellation
  - Cancellation of Removal for Legal Permanent Residents (LPR)
  - Cancellation of Removal for non-Legal Permanent Residents (Non-LPR)
  - Violence Against Women's Act (VAWA)
- 212(c) Waiver
- Adjustment of Status
  - 212(h) Waivers
- **Asylum**
- Withholding of Removal
- CAT (Convention Against Torture)
- **U-Visa**
- **T-Visa**
- Temporary Protected Status (TPS)
- Voluntary Departure

# REFUGEES v. ASYLEES

- What's the difference?
- Refugees conferred status overseas before arrival
- Asylees conferred status in US by DHS or EOIR
- Both have same rights and benefits

# LEGAL RIGHTS OF REFUGEES/ASYLEES

- Work
  - I-94
  - Employment Authorization Card (“EAD”)
  - IJ’s Order
- Derivatives and Family Reunification
- Government Benefits
  - RCA/RMA, Medical, Food Stamps
- Travel
  - RTD and Reentry Permit
- Adjustment
- Citizenship

# I-94

Departure Number  
000000000 00

Immigration and Naturalization Service  
I-94  
Department Record

ADMITTED AS A REFUGEE PURSUANT TO SECTION 207 OF THE INA FOR AN INDEFINITE PERIOD OF TIME. IF YOU DEPART THE U.S. YOU WILL NEED PRIOR PERMISSION FROM INS TO RETURN.  
EMPLOYMENT AUTHORIZED.

NYC DATE IMM.OFF.  
JUN - 7 1995 NYC 000

14. Family Name

15. First (Given) Name

16. Birth Date (Day/Mo./Yr.)

17. Country of Citizenship

**Warning:** A nonimmigrant who accepts unauthorized employment is subject to deportation.  
**Important:** Retain this permit in your possession; you must surrender it when you leave the U.S. Failure to do so may delay your entry into the U.S. in the future.  
You are authorized to stay in the U.S. only until the date written on this form. To remain past this date, without permission from immigration authorities, is a violation of the law.  
**Surrender this permit when you leave the U.S.:**  
- By sea or air, to the transportation line;  
- Across the Canadian border, to a Canadian Official;  
- Across the Mexican border, to a U.S. Official.

Students planning to reenter the U.S. within 30 days to return to the same school, see "Arrival-Departure" on page 2 of Form I-20 prior to surrendering this permit.

**Record of Changes**

A# 00000000	V# 0000000	IV# 000000
DES MOINES	IA 50314	IOWA

Port: Departure Record

Date:

Carrier:

Flight #/Ship Name:



# DISCRIMINATION

**Employers cannot discriminate against  
refugees/asylees**

**Discrimination is ILLEGAL.**

**The Office of Special Counsel for Immigration Related  
Unfair Employment Practices (OSC)  
1-800-255-7688 (worker hotline)**

# DERIVATIVES AND FAMILY REUNIFICATION

- Spouse and children are automatic derivatives
- Separate asylum applications are not required
- Familial relationship must exist at the time of grant
- CSPA protects children who have aged out
  - Look at age of children at the time asylum application was submitted, not the date of grant
- If family members are in US, they will receive I-94 cards
- If family members are overseas, need to file I-730
  - “Accompanying or follow to join”
  - Familial relationship must continue until I-730 approved
  - Consular processing

# GOVERNMENT BENEFITS

- Cash Assistance
- Food Stamps
- Medical

**NOT  
PUBLIC  
CHARGE**



# TRAVEL

- ❑ Travel anywhere within the US
- ❑ MUST have Refugee Travel Document to travel OUTSIDE the US
- ❑ You should not return to your home country

# ADJUSTMENT OF STATUS

- Apply after one year of asylum grant
  - Can submit application 90 days prior to one year anniversary
- Physical presence requirement
- Refugee status still in tact
- RTD is free if filed with I-485
- Fee waiver

# LEGAL RIGHTS OF WITHHOLDING

- Very limited, vulnerable status
- Live and work in US only
- Limited government benefits depending on jdx
- No right to travel
  - Will not be readmitted to US
- No right to adjust status
- No path to citizenship

# LEGAL RIGHTS OF DV AND CRIME VICTIMS

- U-visa
  - Victims of domestic violence and serious crimes
- T-visa
  - Victims of trafficking, ie forced labor or sexual exploitation

# U-Visa

- Available to victims of serious crimes
- Statutorily-listed crimes
- Helpfulness in a criminal investigation or prosecution
- Substantial physical or mental abuse
- Law enforcement certification of helpfulness – INA § 214(p)(1)
- Any credible evidence standard – INA § 214(p)(4)



## Eligible Crimes for U-Visa

- **Rape, torture, trafficking, incest, dom. violence, sexual assault, abusive sexual contact, prostitution, sexual exploitation, FGM, being held hostage, peonage, involuntary servitude, slave trade, kidnapping, abduction, false imprisonment, blackmail, extortion, manslaughter, murder, felonious assault, witness tampering, obstruction of justice, perjury...**

# T-Visa

- Available to persons who have been victims of a severe form of trafficking in persons.
- Eligibility:
  - Person must have been a victim of any sex act for which money or something else of value was given in exchange for sex and which was induced by force, fraud, or coercion, or in which you were induced to perform that sex act while you were under 18
  - the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude peonage, debt bondage, or slavery
- Must report to law enforcement, but law enforcement certification not required

# INADMISSIBILITY ISSUES

- Common crimes
  - Drug abusers or addicts
  - Communicable diseases (STDs, but not HIV)
  - Mental Disorders
  - Crimes – Prostitution, smuggling
  - Prior removals or unlawful presence in US
- Almost all grounds are waivable

# BENEFITS OF U and T-VISAs

- EAD for up to four years
- Derivatives
- SB 1569 - RCA/RMA, Medical, Food Stamps
  - U-visa: can obtain with proof of U-visa filing
  - T-visa: can obtain immediately with sworn statement
- Adjustment of status after three years physical residence
- Path to citizenship

# Crimes and Convictions

- Crimes can lead to arrest, detention, and deportation
- Refugees and Asylees are not protected
  - May be removed b/c of crimes
- Adjustment of status
  - Must be admissible to adjust status
  - Crimes of Moral Turpitude (CMTs) – depraved, base
- Naturalization
  - LPRs applying for natz are subject to grounds of deportability
- Good moral character for naturalization

# COMMON CRIMES

- Drugs – buying or selling
- Prostitution (prostitute and customer)
- Domestic violence
- Fraud
- Aiding someone to cross border

# ICE SECURE COMMUNITIES

- Detainer will be imposed if arrested
- Prolonged detention
- Transfer to ICE custody

## LEGAL RIGHTS OF DETAINED IMMIGRANTS

- Right to an attorney (the U.S. government will not pay for one)
- Right to present evidence
- Right to examine the government's evidence
- Right to cross-examine witnesses
- Right to appeal (BIA, 9<sup>th</sup> Cir.)



# UNAUTHORIZED PRACTICE OF LAW

- Supervision of attorney required to do legal work
- Bad consequences:
  - Civil and criminal liability
  - Irreparable damage to a client's case
- Notarios are not attorneys
- Ineffective assistance of counsel (IAC)

## **REPORT IMMIGRATION FRAUD**

**State Bar of California: 800-843-9053**

**USCIS: 1-800-375-5283**

# Case Study

Alexandria is a 25 year old transgender woman from El Salvador. She was frequently harassed and beaten by the local police because of the way she dressed. She decided to flee and tried to enter the US through the Texas border. Just when she was about to cross, Mexican border police arrested her. During detention, two Mexican officers raped her. After three days, they released her and she managed to enter the US. She arrived in San Diego and started to work as a prostitute to make ends meet. One night, one of her customers physically assaulted her and burned her with cigarettes. She was too afraid to go to the police because she does not have papers. She just found out that she has HIV and has walked into Heartland Alliance's office for help. You've been assigned as her case manager, what do you do?

# LGBTQ Domestic Violence – Information for Advocates



# “You fight like a girl!”

- Feet hammered while asleep.
- Arm wrenched out of socket.
- Hit in the head by a brick.
- Eardrum ruptured by blows to the head with a shovel.
- Gunshot wound to shoulder - not allowed to seek medical assistance for hours.
- Ribs broken and then gun held to head for 2 hours.
- Forced to kneel on broken glass.

# Domestic Violence

- Current research confirms that battering is just as prevalent (occurring in 25-33% of relationships) and just as harmful and dangerous among LGBTQ people as among non-transgender heterosexual people (NCAVP 2009 National Domestic Violence Report).
- The main differences are that there are fewer resources for individuals experiencing LGBTQ DV, and that the abuser may use threats to reveal their partner's sexual orientation or gender identity in order to gain power and control over their partner.

# What is Domestic Violence?

A pattern of behavior where one partner coerces, dominates, and isolates their partner to maintain power and control.

## Domestic Violence Can Include

- ⦿ Physical Abuse
- ⦿ Sexual Abuse
- ⦿ Economic Abuse
- ⦿ Emotional Abuse
- ⦿ Manipulation
- ⦿ Isolation
- ⦿ Minimizing
- ⦿ Threatening

# Dynamics of LGBTQ Domestic Violence

LGBTQ Survivors face the same tactics of abuse that heterosexual survivors face

*But, LGBTQ survivors also face the additional hurdles related to homophobia/biphobia/transphobia and heterosexism/heterocentrism etc.*

Batterers are savvy ~ they use these hurdles against survivors in a variety of ways.

# Tactics LGBTQ BATTERERS Use

- Threats to “out” LGBTQ survivors to friends, family, coworkers
- Threats to take children away from non-biological parents
- Telling survivor it cannot be abuse because the couple is LGBTQ
- Leveraging institutional violence against survivors (e.g. telling police survivor is trans)
- Isolating survivor from friends, church, family, other possible supports
- Using society’s homophobia, transphobia, biphobia etc. against survivor



# Additional hurdles LGBTQ survivors face

- Survivors may fear continued revictimization by law enforcement, police, courts, or social service workers and thus be less likely to call for help.
- Myths that LGBT domestic violence doesn't happen, that women can't abuse and men can't be abused, and that only the "butch" / masculine partner can be the abuser often make it difficult for survivors to identify abuse or that it is "mutual abuse"
- Small LGBTQ community means it is harder to hide and create safe space
- LGBTQ relationships are often not considered to be an acceptable family or partnership and don't often have the same legal rights and responsibilities.
- LGBTQ community minimizes partner violence within it. The lack of awareness about this issue leaves survivors and abusers without necessary resources within their own communities to help stop the violence.

# \*Reminder\*

Domestic violence occurs in approximately 1 in 3 relationships regardless of sexual orientation, gender identity, ethnicity, socioeconomic status, education, religious affiliation, political ideology, physical ability etc.

Domestic violence crosses all boundaries and does not discriminate.

# Sexual Violence in LGBTQ Communities



# Prevalence

Individuals of the LGBTQ community experience sexual assault by someone they know at similar rates to the heterosexual community and are at greater risk for being sexually assaulted by a stranger as a victim of a hate crime.

Waldner-Haugrud, Lisa K., & Vaden Gratch, Linda. (1997). Sexual Coercion in Gay/Lesbian Relationships Descriptive and Gender Differences. *Violence and Victims*, 12(1), 87-98. University of Minnesota, Morris Violence Prevention Center. ([www.morris.umn.edu/services/ViolencePrevention/Lgbt%20sexual%20assault%20pamphlet.pdf](http://www.morris.umn.edu/services/ViolencePrevention/Lgbt%20sexual%20assault%20pamphlet.pdf)).

# What we know...

- It is common for perpetrators to use sexual violence as a way to punish and humiliate someone for being LGBTQ.
  - A common example of this is when individuals who think they can “change” a woman’s sexual orientation specifically target lesbians and bisexual women for sexual violence.
- LGBTQ people are at approximately the same risk as non-transgender heterosexuals of being sexually assaulted by someone they know.
  - 52% of participants in a study of sexual coercion in gay/lesbian relationships reported at least one incident of sexual assault/coercion.
  - In this study, gay men reported 1.6 incidents per person on average; in comparison to the 1.2 incidents per person reported by lesbians.

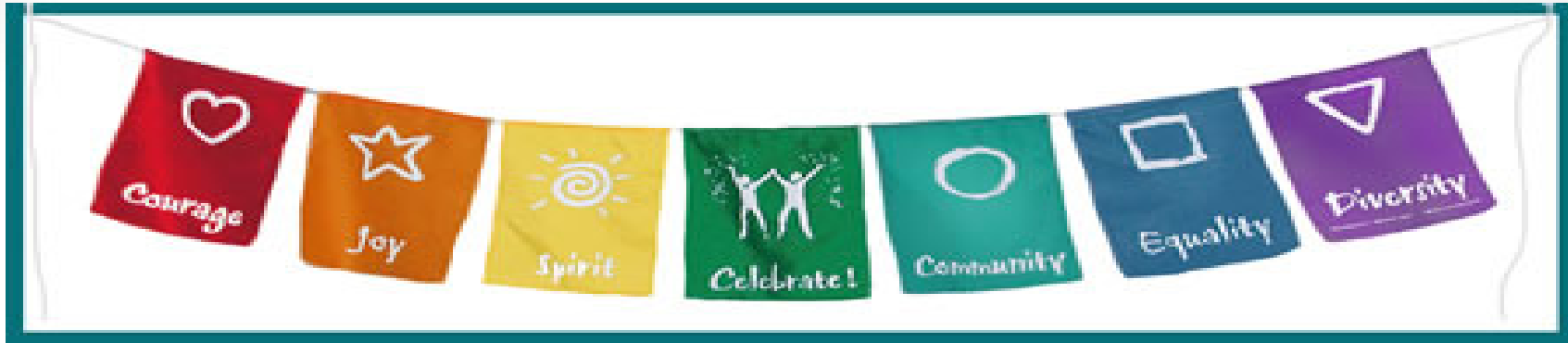
Waldner-Haugrud, Lisa K., & Vaden Gratch, Linda. (1997). Sexual Coercion in Gay/Lesbian Relationships Descriptive and Gender Differences. *Violence and Victims*, 12 (1), 87-98. University of Minnesota, Morris Violence Prevention Center. ([www.morris.umn.edu/services/ViolencePrevention/Lgbt%20sexual%20assault%20pamphlet.pdf](http://www.morris.umn.edu/services/ViolencePrevention/Lgbt%20sexual%20assault%20pamphlet.pdf)).

# Issues That Are Unique to LGBTQ Sexual Violence Survivors

- Survivors who are not 'out' may find sharing and/or reporting the rape especially difficult or even impossible.
- The uncertainty of knowing the level of sensitivity of resources may make reaching out for support very difficult.
- Fear that they are betraying their LGBTQ community, which is already under attack, by accusing another LGBTQ person of sexual assault.
- Internalized homo/trans-phobia may compound the complexities of strong emotions after rape.
- Gay/bi male survivors may face the fear of not being believed and/or being ridiculed because of the stereotype of men never rejecting a sexual opportunity.
- Lesbian/bi women may face the fear of not being believed if they are raped by a female because of the myth that "women don't do that sort of thing."

# A Note About Transgender People

- Questions about a transgender client's sexual organs, sexual-reassignment surgery status (many transgender people never have sexual reassignment surgery), hormone status or any other clearly private matter as a way to establish a client's identity are inappropriate in all circumstances.
- As in any other situation, these questions are intrusive and embarrassing. If a definition of the transition process is necessary for a legal theory or remedy, practitioners should explain to the client why they are asking an admittedly personal and invasive question.
- Transgender clients face pervasive and often violent discrimination in attempting to go about the everyday business of their lives. They may be understandably wary.



# Legal Issues and Challenges for LGBT Survivors



# Protection Orders

- In most states, people in same-sex relationships can get protection orders against abusive partners
- In CA Domestic Violence Restraining Orders are governed by the Domestic Violence Prevention Act (§6200 et. seq.).
- LGBT relationships are covered if the people are dating, living together\*, or in a registered domestic partnership.
- \*Cohabitants: persons who live together as a unit of permanent or domestic character with one head, under one roof, who direct their attention toward a common goal of mutual interests.
- Civil Harassment Orders

# Practice Tips...

- Beware of Outing
- Be prepared for mutual arrest or cross filed petitions
- Are there other options where DVRO aren't an option? EX. Civil Harassment Orders, Criminal Advocacy

# Practice Tips...Transgender Clients

- Advocate for your client around chosen names or gender pronouns.
  - Make a statement to the judge at beginning of hearing about name and pronoun preference.
  - Use “also known as” or “formerly known as” to incorporate client’s chosen and/or legal name into proceedings.
- Learn what is necessary to legally change one’s name or gender in your jurisdiction.

# Immigration

- Ineligible to apply for self-petitioning VAWA immigration relief if in a “same-sex” relationship.
- LGBTQ survivors of certain crimes, including domestic violence and sexual assault may be eligible to apply for a U-VISA – requires that you are helpful to the investigation or criminal prosecution.

# Family Law and Custody

Overview - tremendous variation  
by state!!!

- Domestic partnerships
- Marriage and divorce
- Adoption
- Defense of Marriage Act (DOMA) – State and Federal
- Legal rights for non-biological parents?
  - Second parent adoption
  - De facto or implied parentage
  - Right to child support

# Tips for working with LGBTQ survivors

- Be aware that your clients might be out sometimes, but not others. They might be out to you, but not to family; out to their case manager, but not to police. Ask them and respect their answers.
- Ask your clients about the terms they prefer to have used to describe their sexuality and relationship.
- Ask your clients for their preferred pronouns and use them.
- Display LGBTQ-welcoming materials in the office and shelter environments (e.g., rainbow flag, sticker or banner):
- Use gender neutral language on intake forms:
  - Partner rather than boyfriend, husband
  - They, rather than he or she
  - Person rather than man, woman
  - Relationship status rather than marital status
  - Parent or Guardian, rather than Mother, Father

# Additional Practice Points

- Partner with LGBTQ organization and domestic violence organization.
- Think about the client's safety – is there a plan in place?
- Make alliances with LGBTQ-friendly people in the police department, court system, and other service agencies
- Learn the laws as they affect your LGBTQ clients

# **REFERRALS**

**Legal Aid Foundation of Los Angeles**

**800-399-4529**

**L.A. Gay & Lesbian Center - Legal  
Services Department**

**323-993-7670**

**Thank you!**