

People

Michael N. Castiglione

Associate, Labor and Employment

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[vCard](#)

Michael Castiglione focuses his practice on business immigration, counseling U.S. and multinational employers on the design, implementation, and management of immigration programs that support workforce needs while maintaining compliance. He advises employers of various sizes across industries on the full range of nonimmigrant and immigrant matters, including H-1B, L-1, TN, E-2, E-3, O-1, P-1, H-1B1, B-1/B-2, J-1, and F-1 STEM OPT, as well as PERM labor certifications and audits, I-140 immigrant petitions, adjustment of status, and immigrant visa consular processing. Michael also represents investors, entrepreneurs, and individuals in complex and sensitive matters, integrating immigration strategy with broader business and personal objectives.

Michael leverages deep, front-line experience to design case strategy and drive day-to-day execution, partnering with in-house legal and HR teams to mitigate risk, navigate agency inquiries, and sustain audit-ready compliance programs. His practice is grounded in more than a decade of business immigration experience, including conducting complex research and written advocacy while handling a broad range of employment- and family-based filings. He maintains a strong commitment to pro bono service and has represented clients in Special Immigrant Juvenile Status matters through nonprofit partnerships, assisting Spanish-speaking clients from initial consultation through agency interviews.

Honors and Distinctions

- *Best Lawyers*, 2026, Listed in New York as “One to Watch” for Immigration Law
- *Super Lawyers Magazine* 2025-2026, Listed in New York as a “Rising Star” for Immigration Law

Published Work and Lectures

- *New York Bar Association Health Law Journal*, Author, “Hooked on Drugs: The Pharmaceutical Industry’s Impact on Rising Health

Areas of Experience

Labor and Employment

Immigration Strategic Planning and Compliance

Education

J.D., Fordham University School of Law, 2018, Paul Fuller Scholar

M.A., Middlebury College, 2012

B.A., Middlebury College, 2011

Admissions

Bars

New York

Languages

Spanish

Care Costs in the U.S.”

- *American Bar Association Health Law Section*, Author, “Hooked on Drugs: The Pharmaceutical Industry’s Impact on Rising Health Care Costs in the U.S.”