
ICE Warrant for Specific Workers

- What if ICE agents try to stop, question, or even arrest a worker without the proper authority? Advise your employee to stay silent and ask for an attorney. All workers have the right to NOT hand over any IDs or documents to ICE. If ICE arrests any of your workers, ask the agents where they are being taken. This information will help the worker's family and lawyer find the person.
- ICE will sometimes pretend they are local police officers or say they are looking for a specific person, then question all workers.
- If ICE shows you an administrative warrant (not signed by a judge) with an employee's name on it you do NOT have to:
 1. say if the employee is working or not.
 2. take the ICE agents to the employee. Instead, say, "Our lawyer has advised us to cooperate only with judicial warrants."
 3. answer questions or give information.

If shown a judicial warrant, see that agents are complying with what is written in the warrant (e.g. they stay in areas listed and question only person listed). Watch the agents' actions. You can video their actions

Yakima Immigrant Response Network

We are a local group of volunteers working to document ICE activities in the Yakima Valley in coordination with the statewide Washington Immigrant Solidarity Network (WAISN) hotline: 844-RAID-REP (844-724-3737)

GOALS:

- Organize, prepare and train communities for self-defense.
- Document ICE activities to assist with the legal defense process.
- Provide legal, emotional and resource support to affected family members.



For more information, contact us at:
503-548-7755 (msg. only)

yakimaresponsenetwork.org

yakimaresponsenetwork@gmail.com

[facebook.com/
YakimaImmigrantResponseNetwork](https://www.facebook.com/YakimaImmigrantResponseNetwork)

Resources: [www.nwirp.org/resources/
Know-your-rights/](http://www.nwirp.org/resources/Know-your-rights/)

*This is general information. It is not legal advice.
Talk to a lawyer for individual advice.*
Excerpted from National Immigration Law Center materials

What to Do if Immigration Comes to Your Workplace

Employer Rights in the Workplace

ICE agents may show up at your workplace for any of these reasons:

- 1) Perform a Form I-9 Audit
- 2) Conduct a raid
- 3) Detain a specific individual

Know Your Rights! As an employer you have rights under all three actions.

Know how to prepare for ICE.

Prepare for Form I-9 Audits

- When ICE notifies you as an employer that there will be a Form I-9 audit, contact an immigration lawyer for advice.
- The law gives you 3 work days to produce your I-9 Forms. Do not provide documents early.
- You have the right to speak to a lawyer before answering questions or signing ICE documents.
- After reviewing the I-9 forms, if ICE finds employees not authorized to work, ICE will give you 10 days to provide valid work authorization for these employees. If you can't provide the documents by that time, you will be told to end their employment.
- If this happens, you must notify the affected workers of the audit.
- Ask ICE for more time. This will give affected workers more time to talk to an immigration lawyer.

NOTE: Employer I-9 Requirements:

- Form I-9 is required for all NEW employees.
- You must keep I-9 forms on file for 3 years from date of hire and 1 year after the worker's last day of work.
- Do not ask a worker to fill out Form I-9 more than once.
- **NOTE:** Do NOT keep copies of a worker's ID or work authorization documents. Just keep the I-9.
- **Best Practice:** Store I-9 separate from other employment records to limit the private information being disclosed in an audit.

Prepare for ICE

What is a raid? When ICE agents go to a worksite without warning, as part of an investigation. ICE agents are NOT police officers. Their uniforms may say "Police" or "Federal Agent". ICE may come to your business with the name of a specific employee. While there, they may try to question, detain or even arrest other persons

- **Know Your Rights:** Anyone-including ICE agents-can enter **public areas** of your business without permission. ICE agents can enter a **private area** of your business if they have a *judicial warrant* (a warrant signed by a judge that says, "*U.S. District Court*" or "*State Court*" at the top), or YOUR permission to enter. Do not give them permission to enter private areas. Post "PRIVATE" signs on doors to offices, kitchens, etc. You can say, "This is a private area. You cannot enter without a judicial warrant. Do you have a judicial warrant?"
- Ask for a copy of the warrant, read it and, if possible, take a picture of warrant. ICE agents may have only an *administrative warrant*, which is not from a court (it will say, "Department of Homeland Security" and be a Form I-200 or I-205). Administrative warrants do NOT authorize ICE to enter private areas without your permission.

- **What to Do During the Raid:** Stay calm! Tell your staff to NOT run to the exits. This will make things worse. Do not answer questions or give any information. Watch the agents' actions. *You can video them.* If they showed a warrant, see that they are complying with what is written in the warrant (e.g. they stay in the areas listed in the judicial warrant and question only listed person). You do NOT have to help ICE agents sort people by their immigration status or country they are from.
- **Make a written response plan now:** Talk to other businesses. Make a plan that works for you. Practice what you will do and say- just like a fire drill.
- **Connect with local immigration response networks.** They provide support for families in case of a raid. They also provide "know your rights" trainings. (YakimaResponseNetwork@gmail.com)
- **Provide Know your Rights training for your staff**
- **Train Your Staff to NOT divulge unnecessary information to ICE Agents.** If ICE agents have questions or requests, workers should say nothing, or say, "You are not allowed to enter. Talk to my employer."

Visit
rapidresponsenetwork.org
for more information