

PREPARING FOR POSSIBLE IMMIGRATION WORKPLACE RAIDS

It is possible that ICE may begin to use workplace raids and Growers need to be prepared. Below are some key tips that should be implemented immediately.

- ✓ Designate two staff to be the primary contact persons (one lead, one back-up) and make sure all employees know how to reach them.
- ✓ Inform all staff they should not give ICE or the Border Patrol consent to enter the property and they must refer all persons to the primary contacts.
- ✓ Inform staff that they should document all contact and actions by ICE authorities, especially the time of any contact, the name of the ICE officials, and what was said (take written notes, photos, video, etc.).
- ✓ If ICE shows up with a warrant, immediately forward it (or other legal authority) to your attorney for review.
- ✓ ICE must have a warrant signed by a judge to enter a packing facility or a field.
- ✓ If ICE has a valid warrant to enter, workers are under no obligation to speak with them. All have the right to remain silent and consult with an attorney. Additional information for immigrant workers and their families, as well as resources about workplace raids, can be found at: <https://www.nwirp.org/resources/know-your-rights/>
- ✓ For large-scale raids, the Northwest Immigrant Rights Project (www.nwirp.org) is organizing volunteer attorneys to come and assist detained workers. You should strongly consider helping them gain access to talk to the workers. THESE ATTORNEYS ARE ONLY THERE TO HELP THE WORKERS WITH IMMIGRATION ISSUES. THEY ARE NOT LOOKING FOR LABOR VIOLATIONS.
- ✓ Consult with your attorney now to decide whether you want to assist those attorneys to gain access to the detained workers and give them brief legal advice.
- ✓ If you are concerned about potential workplace raids and the impact on your business, call Senators Murray and Cantwell and your U.S. Representative to voice those concerns.

Sen. Patty Murray (509) 453-7462

Sen. Maria Cantwell (509) 946-8106

Rep. Dan Newhouse (509) 452-3243

Rep. Cathy McMorris Rogers (509) 529-9358

Rep. David Reichert (509) 885-6615