

## **UNITE HERE's position on protections for immigrant workers at University and College campuses**

*UNITE HERE supports and applauds the successful movement led by DREAMers and their allies, whereby hundreds of College and University administrations have pledged support for undocumented students and in many cases, declared their institutions sanctuaries for immigrant students. We also applaud the University and College Administrations for their concern for the student community.*

*College and University administrations should support all members of the educational community, including the campus workers, whether they work directly for the institution or for a subcontractor.*

*We urge College and University administrations to adopt policies to support all staff and employees on their campuses.*

## **COLLEGE AND UNIVERSITY ADMINISTRATIONS CAN ADOPT THESE POLICIES TO PROTECT IMMIGRANT WORKERS ON THEIR CAMPUSES:**

### **1. Publicly support the legalization of undocumented workers.**

- *Publicly support the legalization of undocumented workers currently in the United States, the repeal of employer sanctions, and new legal immigration programs for workers entering the U.S. to fill available jobs.*
- *Publicly support continuation of the DACA program and implementation of expanded DACA & DAPA, which honor immigrant DREAMers and their families.*

### **2. Refuse to assist Immigration and Customs Enforcement (ICE) in all lawful ways.**

- *Refuse to assist ICE in investigating immigrant workers.*
- *Refuse to allow ICE to enter any workplace on campus without a valid warrant.*
- *Do not provide documents other than the Forms I-9 to ICE for inspection or reveal to ICE workers' names, addresses or immigration statuses unless ICE presents a valid subpoena or warrant.*

### **3. Institute policies and procedures that protect immigrant workers from discrimination.**

- *Do not retain copies of workers' identity and work authorization documents.*
- *Refrain from auditing or inspecting workers' I-9 forms except as required by law.*
- *Do not voluntarily enroll in E-Verify.*
- *Do not require any worker to show proof of citizenship or immigration status, except as required by 8 USC § 1324a.*
- *Do not take any adverse action solely based on a notification that there is a problem with the worker's social security number (such as a "no match" letter).*

**4. Actively help campus workers in all immigration-related matters and procedures.**

- *If a campus worker is not authorized to work in the U.S., grant an indefinite leave of absence that guarantees the worker re-employment at the campus if the worker obtains work authorization.*
- *Ensure that any workers questioned or interviewed for any reason related to immigration are offered assistance from a qualified advocate.*
- *Provide training for campus workers, on paid time, by qualified immigrant rights organization(s) regarding their rights.*
- *Provide immigrant workers with assistance in becoming U.S. citizens.*
- *Give workers time off to attend immigration-related appointments locally or out of town.*

**5. Encourage campus workers to organize for their mutual protection.**

- *Take a neutral approach to union organizing by all workers, including immigrants, on the campus who seek to stand up collectively for their rights as immigrants and workers.*

**6. Use best efforts to require subcontractors to adopt these policies.**