As of January 1, 2018, immigrant workers have new workplace protections regardless of whether they work in the public or private sector.

**ASK FOR A WARRANT**
Employers and their representatives are prohibited from allowing ICE to enter the private areas of your workplace without a judicial warrant. “ICE warrants” are NOT judicial warrants.

**PROTECT PRIVATE DOCUMENTS**
Employers and their representatives are prohibited from allowing ICE agents to access, review, or obtain employee records, without a subpoena or judicial warrant. This does not apply to 1-9 employment verifications.

**NOTIFY THE EMPLOYEES & THE UNION**
Employers must provide notice of any 1-9 Employment Eligibility Verification Inspection, to employees and their union representative, by posting a notice within 72 hours of the employer receiving notice of the inspection.

**PROVIDE INFORMATION TO EMPLOYEES**
Employers must provide a copy of the 1-9 Inspection Notice, upon employee request. Other 1-9 inspection notice provisions apply.

**MINIMAL VERIFICATION**
Employers and their representatives are prohibited from re-verifying the employment eligibility of a current employee at a time not required by Section 1324a(b) of Title 8 of the United States Code.

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