

WHEN ICE SHOWS UP AT WORK

KNOW YOUR RIGHTS

If ICE is at the door of your workplace:

- Stay calm and do not run away.
- Don't open the door. **Ask if the officers have a warrant signed by a judge** and if they say yes, ask to see the judge's signature. (An "administrative warrant of removal" - or ICE warrant - does not give ICE the legal authority to go inside.)
- If ICE doesn't have a warrant signed by a judge, tell them "I do not give you permission to enter this building."
- If ICE enters by force, do not interfere or resist.
- If it is safe to do so, take notes about officers' names, badge numbers, what they take, or who they arrest. Also, **you have the right to take out your phone and record the officers** as long as you do not interfere with what they're doing.

If ICE approaches you while you're working:

- Stay calm and do not run.
- Ask officers if you are free to leave or to go back to work. If yes, tell officers you will not speak with them and resume working, or calmly leave.
- You have the **right to remain silent** and do not have to answer any questions by officers, such as whether you are a citizen, undocumented, or where you were born.
- If you have valid immigration papers, you should show them if an immigration agent requests them. **Never lie about your status or provide fake papers.**
- If officers tell you to line up with others based on your immigration status, **you have the right to stay where you are**, or can move to a safe place that isn't part of any line. You can tell officers that you are invoking your right to remain silent. If you are forced to move, don't resist.
- If officers ask to search you, your property like your cell phone, or your workspace, **you have the right to say "No, I do not consent to a search."** Do not resist if they attempt to search your belongings without your consent.

If you are arrested at your workplace:

- If you are arrested, you have the right to remain silent and to contact a lawyer.
- Do not answer any questions or sign any documents without first speaking to a lawyer.
- If you do not have a lawyer, ask officers for a list of free or low-cost legal services providers.
- Ask for copies of all of your immigration documents.

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- Ask for copies of all of your immigration documents.

LAW OFFICES OF
SCOTT D. POLLOCK & ASSOCIATES, P.C.
105 W. MADISON STREET, SUITE 2200
CHICAGO, IL 60602
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E-MAIL: INFO@LAWFIRM1.COM
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Know Your Rights at Home, at Work, and in Public Places

At Home

If officers are at your door, **do not open the door**- keep the door closed and ask if they are immigration agents, or from ICE.

Ask the agents what they are there for.

- Opening the door does not give the agents permission to come inside, but ICE will claim you consented. It is safer to speak to ICE through the door.
- If the agents don't speak your language, ask for an interpreter.

If the agents want to enter, ask them if they have a court issued **warrant signed by a judge**. If ICE agents do not have a warrant signed by a judge, you may refuse to open the door.

- An administrative warrant of removal from immigration authorities is not enough.
- If they say they have a warrant, ask them to slip the warrant under the door.

Look at the top and at the signature line to see if it was issued by a court and signed by a judge. Only a court/judge warrant is enough for entry into your premises. One issued by DHS or ICE and signed by a DHS or ICE employee is not (this applies to both homes and workplaces).

- Do not open your door unless ICE shows you a judicial search or arrest warrant naming a person in your residence and/or areas to be searched at your address.
- In all other cases, keep the door closed. State: "I do not consent to your entry."

If agents force their way in anyway, do not attempt to resist. If you wish to exercise your rights, state: "**I do not consent to your entry or to your search of these premises. I am exercising my right to remain silent. I wish to speak with a lawyer as soon as possible.**" Everyone in the residence may also exercise the right to remain silent.

Do not lie or show false documents. Do not sign any papers without speaking to a lawyer.

Even if officers have a warrant and you have to let them in, you have the right to remain silent. Say: "I plead the Fifth Amendment and choose to remain silent." Remain calm, but don't share any information. **If you're arrested, remain silent.** You're entitled to speak to a lawyer before cooperating and most importantly, keep calm because **YOU HAVE RIGHTS, EXERCISE THEM.**

At a workplace

Employers: Designate one or more identified persons to speak to officers, and instruct all others in the workplace to refer officers to the designated persons, and to not speak to officers themselves.

Do NOT consent to a search. State that you do not consent to a search. ICE can enter areas open to the general public (dining area, parking lot, waiting room) of a business without permission. But that does not give ICE the authority to detain, question, or arrest anyone.

Ask if they have a court issued warrant. If agents don't have a warrant, calmly ask them to leave. Advise workers that they have the right to remain silent and do not have to answer questions, but do not direct anyone not to answer questions.

If ICE has a SEARCH warrant signed by a judge:

Make sure the warrant has the **correct address** for your workplace. Review the warrant to see **what areas** and **items** ICE is authorized to search. ICE is not authorized to search areas or inspect items that are not described in the warrant.

Stay calm. Do not run, ICE can use that as a reason to arrest you. Do not encourage anyone to escape or hide.

Ask to see identification.

Write down the name, contact information, and badge number of officers or agents. If the agent refuses to provide documentation, you should note that as well. Document any violence or abuse. Document the details of the search, and persons or property taken. Call the rapid response hotline in your area.

You also have the right to record ICE agents' actions with cameras and recorders- the agents may not stop you from doing so.

In Public Places

ICE can question you in public places, but you may remain silent and insist on speaking to a lawyer. Ask if you are free to leave.

U.S. Department of Justice
Immigration and Naturalization Service

Warrant of Removal/Deportation

File No: _____

Date: _____

To any officer of the United States Immigration and Naturalization Service:

_____ (Full name of alien)

who entered the United States at _____ (Place of entry) on _____ (Date of entry)

is subject to removal/deportation from the United States, based upon a final order by:

- an immigration judge in exclusion, deportation, or removal proceedings
- a district director or a district director's designated official
- the Board of Immigration Appeals
- a United States District or Magistrate Court Judge

and pursuant to the following provisions of the Immigration and Nationality Act:
Section 241(a)(5) of the Immigration and Nationality Act(Act), as amended.

I, the undersigned officer of the United States, by virtue of the power and authority vested in the Attorney General under the laws of the United States and by his or her direction, command you to take into custody and remove from the United States the above-named alien, pursuant to law, at the expense of the appropriation. "Salaries and Expenses Immigration and Naturalization Service 2002," including the expense of an attendant if necessary.

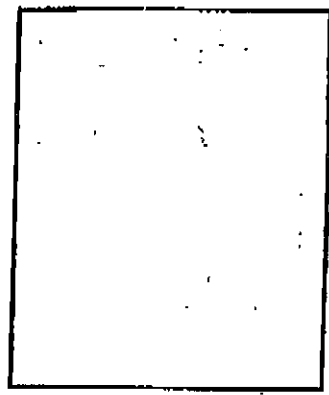
(Signature of INS official)

(Title of INS official)

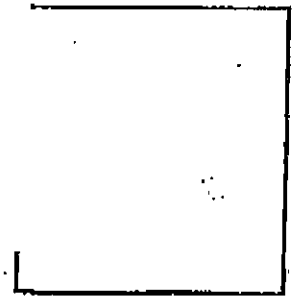
(Date and office location)

To be completed by Service officer executing the warrant:
Name of alien being removed: _____

Port, date, and manner of removal: _____



Photograph of alien removed



Right index fingerprint of alien removed

(Signature of alien being fingerprinted)

(Signature and title of INS official taking print)

Departure witnessed by: _____
(Signature and title of INS official)

If actual departure is not witnessed, fully identify source or means of verification of departure:

If self-removal (self-deportation), pursuant to 8 CFR 241.7, check here.

Departure Verified by: _____
(Signature and title of INS official)

UNITED STATES DISTRICT COURT
DISTRICT OF MINNESOTA

United States of America,

Plaintiff,

v.

The Premises Known As,

Swift & Company, located at 1700
Highway 60 NE, Worthington,
Minnesota, and all its
appurtenances, parking areas,
and outdoor working areas

Defendant.

CIVIL NO. 06mj457 JSM

ORDER
FOR WARRANT FOR
ENTRY ON PREMISES TO
SEARCH FOR ALIENS
WHO ARE IN THE UNITED
STATES WITHOUT LEGAL
AUTHORITY

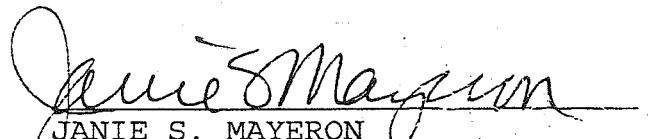
The United States of America, having filed an application to authorize officers of United States Immigration and Customs Enforcement to enter the building on the premises described above in order to search for persons who are aliens in the United States without legal authority, together with an Affidavit and memorandum of Points and Authorities in support of the application, and the Court finding on the basis of the affidavit that there is probable cause to believe that located within the business premises described above are persons who are aliens in the United States without legal authority and subject to removal proceedings pursuant to Section 240 of the Immigration and Nationality Act, 8 U.S.C. § 1229a (1996).

IT IS THEREFORE ORDERED that the officers of U.S. Immigration and Customs Enforcement are authorized to enter the building and

areas on the premises described herein and to make such search as is necessary to locate aliens present in the United States illegally and counterfeit, altered, or imposter documents possessed and/or used by the aliens who are not lawfully entitled to reside within the United States and who are employed at present within Swift, Inc. (See Attachment B). In making this search, the agents of ICE are authorized to enter any locked room on the premises in order to locate persons who may be such aliens in the United States without legal authority and, if any such persons are found on the premises, to exercise their authority pursuant to section 287 of the Immigration and Nationality Act, 8 U.S.C. § 1357, to question them to determine whether they are such aliens and, if there is probable cause to believe they are such aliens, to arrest them.

IT IS FURTHER ORDERED that U.S. Immigration and Customs Enforcement shall conduct the entry and search during daylight hours with ten (10) days of the issuance of this warrant, and make its return to this Court with ten (10) days of the date the entry and search have been completed.

Dated: December 8, 2006


JANIE S. MAYERON
United States Magistrate Judge

ATTACHMENT A
LOCATION OF PROPERTY TO BE SEARCHED

The entire premises and vehicles within the cartilage located at Swift & Company, located at 1700 Highway 60 NE, Worthington, Minnesota, further described as:

Parcel Number 31-3787-000 and Parcel Number 31-3790-000 in the county of Nobles, in the state of Minnesota. A commercial industrial meat processing plant with one main building and several out buildings on the property.

Directly to the north of the facility is Interstate 90 and to the west of the facility is Highway 60. The facility has one main vehicle gate. A chain link fence surrounds the facility on three sides with barbed wire on top. Security personnel housed in an access control booth man the main gate.

ATTACHMENT B
DESCRIPTION OF ITEMS TO BE SEARCHED FOR

1. Aliens who are not lawfully entitled to reside within the United States who are employed at present within Swift & Company; and

2. Counterfeit, altered or imposter documents possesses and/or used by the aliens who are not lawfully entitled to reside within the United States and who are employed at present within Swift & Company.

RETURN

Date Warrant Received

8
12-18-06

Date and Time Executed

12-12-06
0733

Copy of Warrant and Receipt for Items Left with

G.M. WACHER
V.P. GENERAL MANAGER
SWIFT & COMPANY

Inventory Made in the Presence of

GERALD COYLE

Inventory of Person or Property Taken Pursuant to the Warrant

SEE ATTACHED LIST OF PERSONS DISCOVERED AND ARRESTED.

CERTIFICATION

I swear that this inventory is a true and detailed account of the person or property taken by me on the warrant.

Subscribed, sworn to, and returned before me this 15th day of December, 2006.

Affiant

United States Magistrate Judge

Tarjeta De Derechos

- Le estoy dando esta tarjeta porque no deseo hablar o tener mas contacto con usted.
- Yo elijo ejercer mi derecho a mantenerme callado y me niego a contestar sus preguntas.
- Si me arresta, seguiré ejerciendo mi derecho a mantenerme callado y a negarme a contestar sus preguntas.
- Yo quiero hablar con un abogado antes de contestar
Quiero contactar a este abogado/organización:

میں اس کارڈ کو اسلئے دے رہا ہوں کہ میں آپ سے بات نہ
کرنا چاہتا ہوں۔

میں اپنا خاموش رہنے کا حق استعمال کرنا چاہتا ہوں اور کسی بھی سوال کا جواب دینے سے انکار کرنا چاہتا ہوں۔

میں اس کے ساتھ ساتھ اپنے حقوق کا استعمال کرنے سے انکار کرنا چاہتا ہوں اور کسی بھی سوال کا جواب دینے سے انکار کرنا چاہتا ہوں۔

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بطاقات الحقوق

أنا حامل هذه البطاقة أرفض أن أتحدث إليكم الآن أو بالمستقبل

أريد ممارسة حقوقي في التزام الصمت ورفض الإجابة عن أي أسئلة.

إذا تم اعتقالني ، سأستمر في ممارسة حقوقي بالتزام الصمت ورفض الإجابة على أسئلتكم

أريد التحدث مع محامي قبل الإجابة على الأسئلة.

أريد الاتصال بهذه المؤسسة أو محامي:

I am giving you this card because I do not wish to speak to you or have any further contact with you.

I choose to exercise my right to remain silent and to refuse to answer any questions.

If you arrest me, I will continue to exercise my right to remain silent and to refuse to answer your questions.

I want to speak with a lawyer before answering your questions.

I would like to contact this attorney or organization:



بطاقة الحقوق

Rights Card



ICIRR

BLINDS COALITION FOR IMMIGRANT AND REFUGEE RIGHTS

Call the Family
Support Hotline

1 (855) HELP-MY-FAMILY

1 (855) 435-7693

www.icirr.org/riseup

لغة العربية اضغط # 3

Rights Card

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- I would like to contact this attorney or organization:

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Quiero contactar a este abogado/organización:
-

권리 카드

- 나는 당신에게 말하고 싶지 않거나 당신과 더 이상의 연락을 원하지 않기 때문에 이 카드를 당신에게 줍니다.
- 나는 침묵을 유지하고 질문에 답하지 않을 권리를 행사하기로 결정한다.
- 당신이 나를 체포하면, 계속 침묵을 지키고 당신의 질문에 답하는 것을 거부할 수 있는 권리를 행사할 것입니다.
- 귀하의 질문에 답하기 전에 변호사와 이야기하고 싶습니다.
- 이 변호사 또는 기관에 연락하고 싶습니다.

Karta praw

- Daję Ci tą kartę ponieważ nie chcę z Tobą rozmawiać ani mieć jakiegokolwiek kontakt z Tobą.
- Chcę skorzystać z prawa do zachowania milczenia i odmawiam odpowiedzi na jakiegokolwiek pytania.
- Jeżeli mnie aresztujesz, ja nadal będę korzystał z prawa do zachowania milczenia i odmówię odpowiedzi na jakiegokolwiek pytania.
- Chcę porozmawiać z prawnikiem, zanim odpowiem na jakiegokolwiek pytania.
- Chciałbym się skontaktować z tym prawnikiem / organizacją:

www.icirr.org/riseup

For more information please visit: Para más información por favor visite:

- REPORT the raid call our hotline! REPORTE la redada llame a la línea de ayuda!
- REMAIN Silent. MANTENGASE en silencio no entenda
- DO NOT sign documents you don't understand. NO firme documentos que NO orden de cateo, NO abra la puerta
- NO Warrant-DON'T open the door. NO orden de cateo, NO abra la puerta

SI USTED ESTA ENVUELTO EN UNA REDADA RECUERDE:

IF YOU ARE INVOLVED IN AN ICE RAID REMEMBER:



ICIRR

ILLINOIS COALITION FOR IMMIGRANT AND REFUGEE RIGHTS

Call the Family
Support Hotline

1 (855) HELP-MY-FAMILY

1 (855) 435-7693

English - Español - 우리말 - Polish

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Substantive/Uncorrected Technical Violation Fine Schedule

(Effective for penalties assessed after January 13, 2023, whose associated violations occurred after November 2, 2015.)

	Standard Fine Amount		
Substantive Verifications Violations	1st Offense \$272 - \$2,701	2nd Offense \$272 - \$2,701	3rd Offense + \$272 - \$2,701
0% - 9%	\$272	\$1,350	\$2,701
10% - 19%	\$676	\$1,620	\$2,701
20% - 29%	\$1,081	\$1,891	\$2,701
30% - 39%	\$1,486	\$2,160	\$2,701
40% - 49%	\$1,891	\$2,431	\$2,701
50% or more	\$2,296	\$2,701	\$2,701

Knowing Hire/ Continuing to Employ Fine Schedule

(Effective for penalties assessed after January 13, 2023, whose associated violations occurred after November 2, 2015.)

	Standard Fine Amount		
Knowing Hire and Continuing to Employ Violations	1st Tier \$676 - \$5,404	2nd Tier \$5,404 - \$13,508	3rd Tier \$8,106 - \$27,018
0% - 9%	\$676	\$5,404	\$8,106
10% - 19%	\$1,622	\$7,025	\$11,889
20% - 29%	\$2,568	\$8,645	\$15,670
30% - 39%	\$3,512	\$10,267	\$19,453
40% - 49%	\$4,458	\$11,888	\$23,235
50% or more	\$5,404	\$13,508	\$27,018

1-Page Employer Guide to Completing & Maintaining USCIS Form I-9

Purpose of Form I-9

Employers must verify the identity and employment authorization of every employee hired in the United States by completing Form I-9.

Section 1: Employee Information and Attestation

1. **Who Completes:** The employee must complete Section 1 no later than the first day of work for pay.
 2. **What's Required:** Full legal name, address, date of birth, Social Security number (if applicable), and attestation of employment authorization.
 3. **Electronic/Handwritten Signature:** The employee must sign and date the form.
-

Section 2: Employer Review and Verification

1. **Deadline:** Employers must complete this section within three business days of the employee's first workday.
 2. **Document Verification:**
 - Review acceptable documents from **Lists A, B, and C** (e.g., a U.S. passport, driver's license, or Social Security card).
 - Ensure documents are **original, unexpired**, and match the employee's information.
 - Do not request specific documents; employees can choose which to present.
 3. **Completion:**
 - Record the document title, issuing authority, document number, and expiration date.
 - Sign and date to certify the review.
-

Section 3: Reverification (If Needed)

1. **When Required:**
 - Employee provides temporary work authorization that expires.
 - There is a legal name change or rehire within three years.

2. **When NOT Required:**

- Employee presents a green card that was valid at time of hire.
- Employee presents a U.S. passport that was valid at time of hire.

3. **Action Steps:**

- Fill out Section 3 with updated employment authorization documents.
-

Retention and Storage

1. **How Long to Retain:**

- At least **3 years after hire date** or **1 year after termination**, whichever is later.

2. **Where to Store:**

- Keep paper, electronic, or microfilm records secure and accessible.

3. **Availability:** Must present Form I-9 for inspection by DHS, DOL, or DOJ within three business days of request.

Best Practices for Compliance

- **Conduct Regular Audits:** Review forms for completeness and accuracy.
 - **Train Staff:** Ensure HR or hiring managers are familiar with Form I-9 procedures.
 - **Have a Plan:** Be prepared to have a designated employee on staff who can accept service of the notice of survey. NEVER allow I.C.E. to review the documents on site on the notice date. The Employee ought to be polite, but stern, then accept the notice. The designated supervisor will let the U.S.C.I.S. know that their legal staff will get back to them within 3 days. Once USCIS leaves, notify a designated staff member authorized to contact the attorney. Contact an attorney, immediately!
 - **Avoid Discrimination:** Never ask for more or specific documents based on the employee's nationality or citizenship.
 - **Use E-Verify (Optional):** An electronic system to confirm employment eligibility.
-

For more details, refer to the USCIS Handbook for Employers (M-274) or visit uscis.gov/I-9Central.

Courtesy of:

Law Office of Kevin L. Dixler

542 S. Dearborn St. #590

Chicago, IL 60605

kd@dixler.com

312-588-0500