

What to Do if Immigration Agents Come to the Workplace

**General Guidance for
Agricultural Supervisors**



Agenda

- 1 Reasons for workplace visits
- 2 Rights and responsibilities
- 3 What to do: before, during, and after
- 4 Resources

We will only cover general information. This does not constitute legal advice. If you have specific questions, consult an attorney.



**Workplace
visits**

Reasons for Workplace Visits by Immigration Agents

I-9 Audit

Visits a business to check if it has followed the rules for Form I-9.

Usually a scheduled visit after receiving a Notice of Inspection.

Workplace Raid

Arrives at a worksite without warning.

Detain specific person (or people)

Goes to a worksite to find a particular person (or people).

Who are immigration agents?

- Immigration agents work for the U.S. government and enforce immigration laws.
- Most agents are from:
 - U.S. Immigration and Customs Enforcement (ICE)
 - U.S. Customs and Border Protection (CBP)
 - Homeland Security Investigations (HSI)
- Agents may not be in uniform or arrive in marked vehicles.



Two Types of Warrants: Judicial and Administrative

Judicial Warrant

- ✓ **Issued by**
U.S. District Court or a State Court
- ✓ **Signed by**
Judge
- ✓ **Purpose**
Allows ICE to arrest or detain a specific person
- ✓ **Allows Entry into Private Areas?**
Yes, but only for the areas and individuals listed in the warrant.

Administrative Warrant

- ✓ **Issued by**
U.S. Department of Homeland Security (DHS) or Department of Justice (DOJ)
- ✓ **Signed by**
An immigration officer (not a judge)
- ✓ **Purpose**
Requests to arrest or detain someone
- ✓ **Allows Entry into Private Areas?**
No.

Judicial Warrant

A judicial warrant must be signed by a judge and say “U.S. District Court” or the name of a State Court at the top.

Includes:

- The workplace address and the areas they have permission to search
- The name(s) of the person(s) they have permission to detain
- The allowed time frame for the warrant to be enforced

Only gives permission to enter private areas that are listed in the warrant.

AO 93 (Rev. 11/13) Search and Seizure Warrant

UNITED STATES DISTRICT COURT
for the _____

In the Matter of the Search of _____
(Briefly describe the property to be searched or identify the person by name and address)

Case No. _____

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer

An application by a federal law enforcement officer or an attorney for the government requests the search of the following person or property located in the _____ District of _____
(Identify the person or describe the property to be searched and give its location):

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property described above, and that such search will reveal *(Identify the person or describe the property to be seized):*

YOU ARE COMMANDED to execute this warrant on or before _____ *(not to exceed 14 days)*
☐ in the daytime 6:00 a.m. to 10:00 p.m. ☐ at any time in the day or night because good cause has been established.

Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the property was taken.

The officer executing this warrant, or an officer present during the execution of the warrant, must prepare an inventory as required by law and promptly return this warrant and inventory to _____
(United States Magistrate Judge)

☐ Pursuant to 18 U.S.C. § 3103a(b), I find that immediate notification may have an adverse result listed in 18 U.S.C. § 2705 (except for delay of trial), and authorize the officer executing this warrant to delay notice to the person who, or whose property, will be searched or seized *(check the appropriate box)*
☐ for _____ days *(not to exceed 30)* ☐ until, the facts justifying, the later specific date of _____

Date and time issued: _____

Judge's signature

City and state: _____

Printed name and title

Administrative Warrant

It will say “U.S. Department of Homeland Security or Department of Justice”

Signed by an immigration officer, not by a judge

May include:

- “Warrant for Arrest of Alien” or “Notice of Inspection”
- Name(s) of the person(s) they are seeking to detain

Does not give permission to enter private areas.

U.S. DEPARTMENT OF HOMELAND SECURITY

Warrant for Arrest of Alien

File No. _____

Date: _____

To: Any immigration officer authorized pursuant to sections 236 and 287 of the Immigration and Nationality Act and part 287 of title 8, Code of Federal Regulations, to serve warrants of arrest for immigration violations

I have determined that there is probable cause to believe that _____ is removable from the United States. This determination is based upon:

☒ the execution of a charging document to initiate removal proceedings against the subject;

☒ the pendency of ongoing removal proceedings against the subject;

☒ the failure to establish admissibility subsequent to deferred inspection;

☒ biometric confirmation of the subject’s identity and a records check of federal databases that affirmatively indicate, by themselves or in addition to other reliable information, that the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law; and/or

☒ statements made voluntarily by the subject to an immigration officer and/or other reliable evidence that affirmatively indicate the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law.

YOU ARE COMMANDED to arrest and take into custody for removal proceedings under the Immigration and Nationality Act, the above-named alien,

(Signature of Authorized Immigration Officer)

(Printed Name and Title of Authorized Immigration Officer)

Certificate of Service

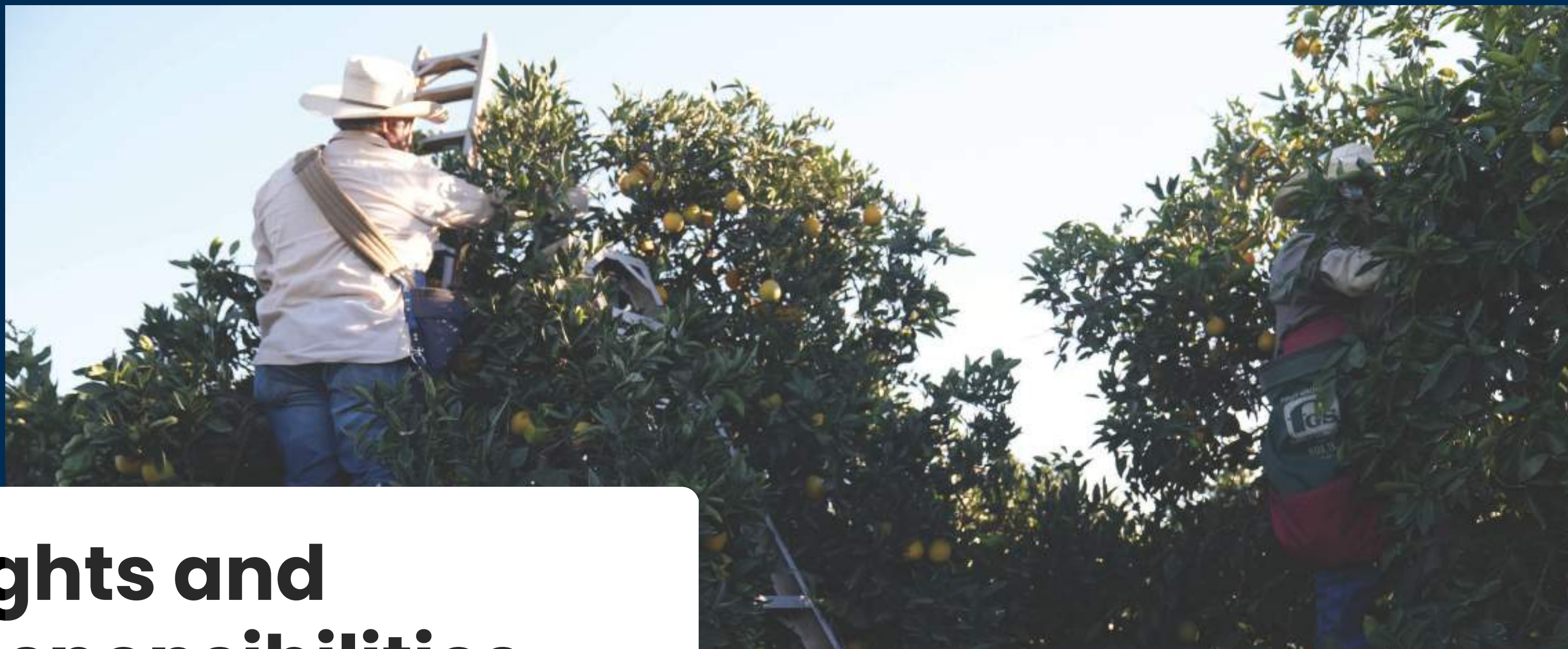
I hereby certify that the Warrant for Arrest of Alien was served by me at _____ (Location)

on _____ (Name of Alien) on _____ (Date of Service), and the contents of this notice were read to him or her in the _____ (Language) language.

Name and Signature of Officer

Name or Number of Interpreter (if applicable)

Form I-200 (Rev. 09/16)



Rights and Responsibilities

Labor Rights

As a supervisor, you are a representative of the employer and also a worker.

It is against the law to call immigration, or threaten to do so, in retaliation if a worker exercises a protected labor rights.

The Labor Commissioner's Office is the California agency that protects workers against retaliation.



Labor Commissioner's Office
(833) 526-4636

<https://www.dir.ca.gov/dlse/dlseretaliation.html>

Everyone has rights, regardless of their immigration status.

Federal protections:

- Fourth Amendment
- Fifth Amendment

You have a right to:

- ✓ Say no to searches without a valid warrant
- ✓ Remain silent
- ✓ Not sign anything
- ✓ Make a phone call

California Values Act (SB 54)

- Prohibits state and local law enforcement (such as police, sheriffs, and highway patrol) from assisting with federal immigration enforcement.
- **There are exceptions**, like if someone has certain serious or violent criminal convictions; low-level misdemeanors are not included.



Immigrant Worker Protection Act (AB 450)

- It is against the law for employers or their staff to give immigration agents permission to enter private work areas without a judicial warrant signed by a judge.

Even if they have a judicial warrant, agents **only** have permission to search the private areas written in the warrant.

Employers and their staff **are not required** to help immigration agents locate or detain workers at work.

Can immigration agents enter the workplace?



Public Areas

A space that anyone can enter.

Example: the lobby of an office, or parking lot.

Anyone – including immigration agents – can enter public areas without permission.



Private Areas

A space that the public cannot enter.

Example: the field, production lines, or break room.

Immigration agents can enter private area **ONLY IF** they have a judicial warrant or if they are given permission—for example, by the employer at the worksite.





**What To Do:
Before**

Access to the Worksite

Suggestions to show that an area is private:

- Label private areas
- Keep doors closed or locked
- Put up fences or physical barriers
- Require visitors to ask for permission before entering



Know Your Company's Plan

Ask your supervisor for the company's plan and the instructions you should follow if immigration agents arrive.

A clear plan can help you stay calm when the situation is stressful.

Practice the plan with your workers.

Information you need:

- ✓ **Name and phone number** of the person you should contact if immigration arrives.
- ✓ Clear steps on **how to verify warrants** (judicial vs. administrative).
- ✓ Instructions on **what to document** and how to do it.
- ✓ **Office address** to direct immigration agents to.
- ✓ Clear guidance on what are considered **private and public areas**.

How to Prepare Your Team

If there are immigration agents at the workplace:



Stay calm

They should not run. If they run, immigration can use this as a reason to detain them.



Right to remain silent

They are not required to answer questions about the country where they were born or any other personal information.



Right to make a phone call

If detained, they have the right to make a phone call to a family member or a lawyer.



Do not give permission to enter

They should not open the door or give access to private areas of the worksite. Agents need a warrant signed by a judge to enter. They can say, "I am not authorized to give permission."



Right to not sign anything

They are not required to sign anything without a lawyer present.



Do not lie or carry false documents

They should avoid carrying false documents and/or documents from other countries such as a matrícula or passport.



**What To Do:
During**

Supervisor Actions During an Immigration Visit

- Stay calm
- Ask to see identification
- Observe
- Do not give permission to enter private areas
- Do not give information about the workers
- Do not provide false information

How does this sound in practice?

- ✓ "I am not authorized to speak with you. I will call the designated person. Wait over here."
- ✓ "This is a private area. Do you have a warrant signed by a judge?"
- ✓ "You do not have permission to be in this area."



**What To Do:
After**

Supervisor Actions After an Immigration Visit

Write down what you saw or were told, such as where the workers were taken.

This information can help the worker or be used to show if the agents broke the law.

Examples of details you should write down and share with your employer:

- The agency they belonged to
- How many agents there were (inside and outside)
- What clothes they were wearing and if they were armed
- If someone was prevented from moving or leaving
- Any mistreatment (who and what happened)

TRAVEL | CENTRAL COAST

Potential ICE raid thwarted at Central Calif. strawberry packing facility

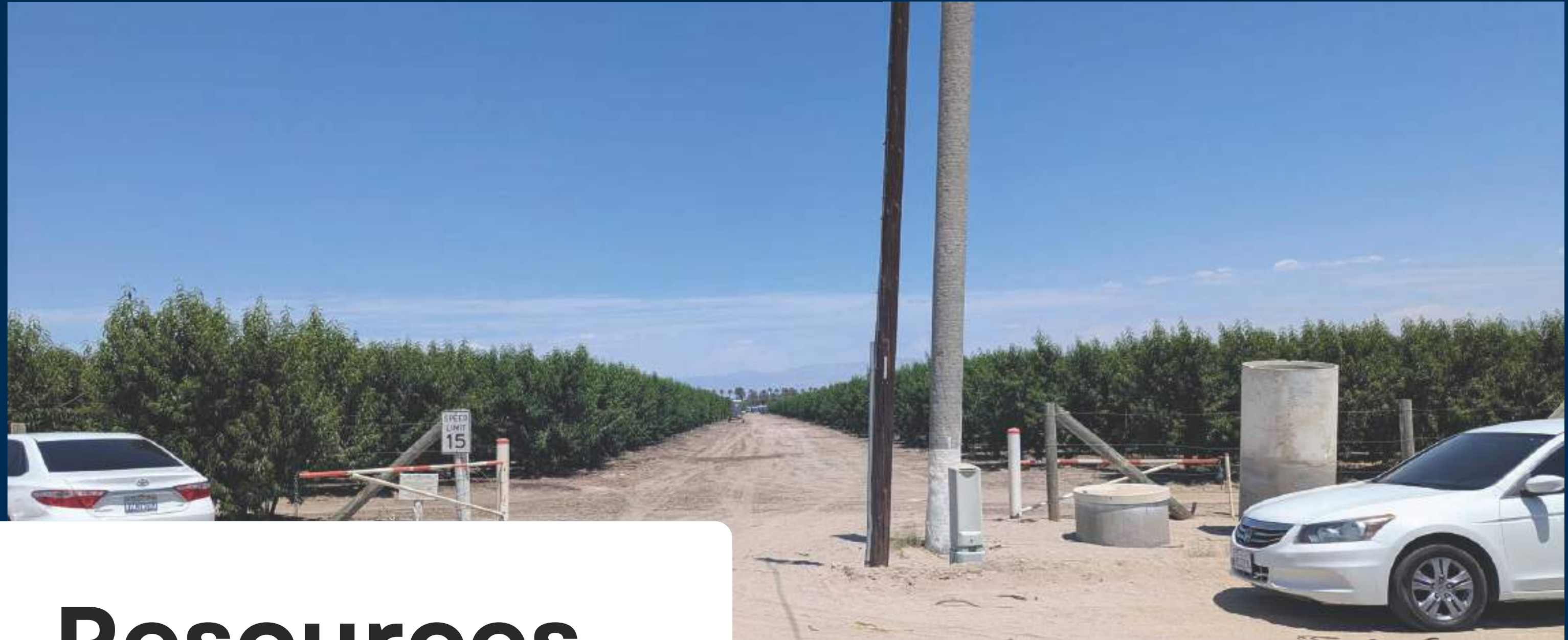
By **Susana Canales Barrón**, *Freelance Writer*
May 20, 2025



“

**We know not to
open the door
unless they
present a valid
warrant.**

Person in charge of the entrance at a
strawberry ranch in Ventura County.



Resources

Social Media / WhatsApp

For Supervisors



Prepare for a Worksite Raid:

- ✓ **Ask your lead for the company's plan if ICE shows up.**
- ✓ **Practice the plan with your workers.**
Remind them that they can remain silent and to never give false information.
- ✓ **Know who in your company you need to contact if ICE arrives.**
- ✓ **Know which work areas are public and which are private.**
ICE cannot enter private areas at work unless they have a valid judicial warrant.

ICE at Work:
Ag Crew Leader Guidance



For Workers



If You Come in Contact with ICE at Work

- ✓ **Stay Calm.**
Do not run. Running can give them a reason to detain you.
- ✓ **Ask if you are under arrest or if you are free to go.**
- ✓ **Remain Silent — Say: "I wish to remain silent."**
You don't have to answer any questions, including where you were born, how you came to the U.S., or your immigration status.
- ✓ **Do Not Show any ID or Documents.**
- ✓ **Do Not Sign Anything.**

ICE at Work:
Know Your Rights



English: <https://camposeguro.ucdavis.edu/en/resources>

Spanish: <https://camposeguro.ucdavis.edu/es/recursos>

Immigration Pocket Card

If Immigration Agents Arrive at Your Work, Say:

“This is a private area. I do not consent to your entry. I do not have authority to grant access to private areas. Please wait here while I contact the person you need to speak to.”

Si llegan agentes de inmigración a tu trabajo, di:

“Esta es una área privada. No te doy permiso para entrar. No tengo autoridad para dar acceso a áreas privadas. Por favor espere aquí mientras llamo a la persona con la que necesita hablar.”

Company Contacts / Contactos de la compañía

Name / Nombre: _____

Title / Título: _____

Phone / Teléfono: _____

Name / Nombre: _____

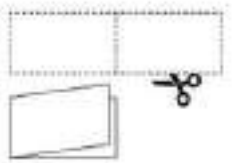
Title / Título: _____

Phone / Teléfono: _____

Immigration Pocket Card

To print at home, use heavy weight paper, or card stock. Cut out the cards along the dotted lines. If you're unable to print on both sides, you can simply fold on the center line to make a 2-sided card.

If you use a professional printer, we suggest you print 2-sided cards with white text on yellow card stock with rounded corners.



<p>If Immigration Agents Arrive at Your Work, Say:</p> <p>“This is a private area. I do not consent to your entry. I do not have authority to grant access to private areas. Please wait here while I contact the person you need to speak to.”</p> <p>Si llegan agentes de inmigración a tu trabajo, di:</p> <p>“Esta es una área privada. No te doy permiso para entrar. No tengo autoridad para dar acceso a áreas privadas. Por favor espere aquí mientras llamo a la persona con la que necesita hablar.”</p>	<p>Company Contacts / Contactos de la compañía</p> <p>Name/Nombre: _____</p> <p>Title / Título: _____</p> <p>Phone / Teléfono: _____</p> <p>Name/Nombre: _____</p> <p>Title / Título: _____</p> <p>Phone / Teléfono: _____</p>
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Checklist

Complete This After a Worksite Raid

Date and Time: _____

Immigration Agents

Agencies present and uniform information (check all that apply):

☐ ICE

☐ CBP

☐ HSI

☐ FBI

☐ Police

☐ Sheriff

☐ Plain Clothes















Vehicles they arrived in: _____ ☐ Van/SUV with agency name ☐ Unmarked van/SUV

Other: _____

Number of agents: _____

Were they armed? _____ ☐ Yes ☐ No ☐ Not Sure

Names and badge numbers (if any): _____

Warrant

Did they have a warrant? _____ ☐ Yes ☐ No ☐ Not Sure

Did the warrant list a location and/or name? _____ ☐ Yes ☐ No ☐ Not Sure

If they had a warrant, was it a judicial warrant signed by a judge? _____ ☐ Yes ☐ No ☐ Not Sure

Workers

Did they say they were there for a specific person? _____ ☐ Yes ☐ No ☐ Not Sure

Did they prevent anyone from moving or leaving? _____ ☐ Yes ☐ No ☐ Not Sure

Did they detain/arrest any workers? _____ ☐ Yes ☐ No ☐ Not Sure

If yes, who did they detain/arrest: _____

Did they say where they were taking the person(s)? _____ ☐ Yes ☐ No ☐ Not Sure

If yes, write down location(s): _____

Write down what happened. Add as many details as you can, including the names of witnesses and if anyone was mistreated. This information could help attorneys determine if any rights were violated. _____

Send any pictures, videos, or documents (e.g., business cards, photo of warrant) to the company contact. You can also send helpful information to the local community rapid response network, but do not send any personal information without permission.

Warrant Comparison

Example of a
Judicial Warrant

A judicial warrant will say
"U.S. District Court" or the name
of a State Court and must be
signed by a judge. It only gives
permission to enter the private
areas listed on the warrant.

Issued by the U.S. District Court
or a State Court

Business address and the name(s)
of the individual(s) the warrant is for

Allowed time frame for the warrant
to be enforced

Signature of a judge

UNITED STATES DISTRICT COURT

For the

In the Matter of the Search of
*(Briefly describe the property to be searched
or identify the person by name and address)*

Case No.

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer

An application by a federal law enforcement officer or an attorney for the government requests the search
of the following person or property located in the _____ District of _____
(Identify the person or describe the property to be searched and give an address)

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property
described above, and that such search will reveal *(Identify the person or describe the property to be seized)*

YOU ARE COMMANDED to execute this warrant on or before _____ *(not to exceed 14 days)*
☐ in the daytime 6:00 a.m. to 10:00 p.m. ☐ at any time in the day or night because good cause has been established.

Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the
person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the
property was taken.

The officer executing this warrant, or an officer present during the execution of the warrant, must prepare an inventory
as required by law and promptly return this warrant and inventory to _____
(United States Magistrate Judge)

☐ Pursuant to 18 U.S.C. § 3103a(b), I find that immediate notification may have an adverse result listed in 18 U.S.C.
§ 2705 (except for delay of trial), and authorize the officer executing this warrant to delay notice to the person who, or whose
property, will be searched or seized *(check the appropriate box)*

☐ For _____ days (not to exceed 30) ☐ until, the facts justifying, the later specific date of _____

Date and time issued: _____

City and state: _____

Judge's signature

Printed name and title

Other Materials That Can Help

What to Do If Immigration Comes to Your Workplace



https://www.nilc.org/wp-content/uploads/2025/01/NILC_EmployerGuide_English.pdf


Create a Family Plan



<https://www.ilrc.org/resources/step-step-family-preparedness-plan>

CA-Specific Resources

Labor Commissioner's FAQs on AB 450



The screenshot shows the official document from the State of California Department of Industrial Relations (DIR) and the Department of Justice. It is titled "IMMIGRANT WORKER PROTECTION ACT (ASSEMBLY BILL 450) FREQUENTLY ASKED QUESTIONS". It includes the logos of the State of California, the Department of Justice, and the DIR. The document is dated 02/18/25 and provides guidance on AB 450. It contains four questions and answers regarding the act's requirements for employers, nonpublic areas, and consent.

**IMMIGRANT WORKER PROTECTION ACT (ASSEMBLY BILL 450)
FREQUENTLY ASKED QUESTIONS**

The California Labor Commissioner and California Attorney General provide this joint guidance on AB 450.

Updated 02/18/25

1. Q: What is the Immigrant Worker Protection Act (AB 450)?

A: The Immigrant Worker Protection Act (AB 450, eff. Jan. 1, 2018) sets forth certain requirements for employers regarding workplace inspections by immigration enforcement agents.

AB 450 governs requests from an immigration enforcement agent to enter the employer's place of business or requests to access employee records, subject to certain specified exceptions. It also sets forth certain specific notice requirements to employees if the employer receives notice from an immigration agency of an upcoming inspection of I-9 Employment Eligibility Verification forms or other employment records. Finally, it sets forth parameters for employers regarding when they may or may not reverify employment eligibility of any current employee in compliance with federal law and regulations. The details of these provisions are discussed more fully below.

2. Q: Which employers are subject to AB 450?

A: The law applies to all public and private employers.

3. Q: What should employers do if an immigration enforcement agent seeks to enter the employer's place of business?

A: Employers, or persons acting on behalf of the employer, shall not provide "voluntary consent" to the entry of an immigration enforcement agent to "any nonpublic areas of a place of labor."

This provision does not apply if the agent enters a nonpublic area **without the consent** of the employer or other person in control of the place of labor or if the immigration enforcement agent presents a **judicial warrant**. In addition, employers are not precluded from taking an agent to a nonpublic area if all of the following are met: (1) employees are **not** present in the nonpublic area; (2) the agent is taken to the nonpublic area for the purpose of verifying whether the agent has a judicial warrant; and (3) **no consent** to search the nonpublic area is given in the process.

See Government Code Section 7285.1.

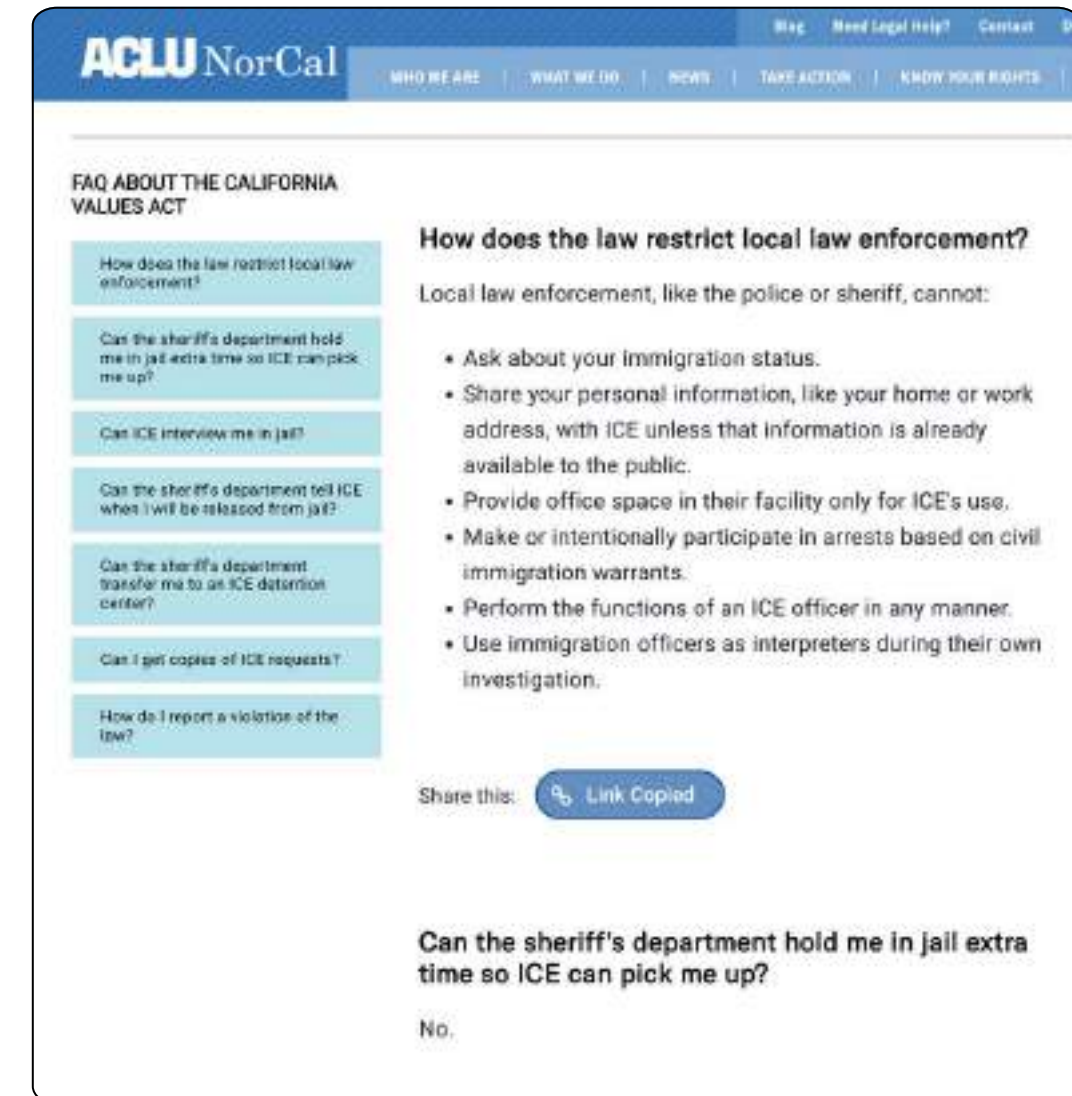
4. Q: What does it mean to provide "voluntary" consent to the entry of an immigration enforcement agent?

A: In general, for consent to be voluntary, it should not be the result of duress or coercion, either express or implied.

An example of providing "voluntary" consent to enter a nonpublic area could be freely asking or inviting an immigration enforcement agent to enter that area. This could be indicated by words and/or by the act of

https://www.dir.ca.gov/dlse/AB_450_QA.pdf

ACLU NorCal FAQs on SB 54



The screenshot shows the ACLU NorCal website page titled "FAQ ABOUT THE CALIFORNIA VALUES ACT". It includes a navigation bar with links like "WHO WE ARE", "WHAT WE DO", "NEWS", "TAKE ACTION", and "KNOW YOUR RIGHTS". The page contains a list of frequently asked questions on the left and detailed answers on the right. The questions cover topics like local law enforcement restrictions, sheriff's department hold times, ICE interviews, and reporting violations.

FAQ ABOUT THE CALIFORNIA VALUES ACT

How does the law restrict local law enforcement?

Local law enforcement, like the police or sheriff, cannot:

- Ask about your immigration status.
- Share your personal information, like your home or work address, with ICE unless that information is already available to the public.
- Provide office space in their facility only for ICE's use.
- Make or intentionally participate in arrests based on civil immigration warrants.
- Perform the functions of an ICE officer in any manner.
- Use immigration officers as interpreters during their own investigation.

Can the sheriff's department hold me in jail extra time so ICE can pick me up?

No.

Can ICE interview me in jail?

Can the sheriff's department tell ICE when I will be released from jail?

Can the sheriff's department transfer me to an ICE detention center?

Can I get copies of ICE requests?

How do I report a violation of the law?

Share this: [Link Copied](#)

<https://www.aclunc.org/our-work/know-your-rights/know-your-rights-local-law-enforcement-and-immigration-under-california-0#item-4536>

For more information,
visit **aghealth.ucdavis.edu** or
CampoSeguro.ucdavis.edu

Created with support from the California Labor and Workforce Development Agency (LWDA) as part of the Statewide Agricultural and Farmworker Education (SAFE) Program.