



What Unions Can do to Protect Immigrant Students and Workers

FOR ALL UNIONS

- Verify if your local school district, city, and/or county has a sanctuary and/or safe zone policy in place.
- Post information that explains what employees should do if ICE shows up on a worksite or campus.
- Work with the administration/management to create policies that guide data security measures for undocumented employees, students, and families.
- Negotiate contract language that protects immigrant workers who may face immigration-related issues. For example, your MOU or contract may include the following:
 - Maintaining access to benefits for a specific time period after an immigration action occurs.
 - Expanding current leave policies so that the employee can use sick time, personal necessity, or personal business leaves for immigration appointments.
 - Defining reemployment rights in case work permits expire or in a backlog process.
 - Holding an individual's job for a specific amount of time in the event a deportation occurs.
 - Defining the process for readjustment of status (no loss of seniority/benefits if SSN changes).
- Create a page on your website and social media accounts with links and resources for immigrant members, colleagues, students, and families. The link can include local actions and protests in support of immigrants.
- Use your political action committees to ensure you endorse candidates who will support immigration reform with a pathway to citizenship, and sanctuary policies, and those who will protect education and immigration services funding.
- Create an advisory board with content experts on immigration that can advise the union on immigration policies, practices, and contract language.
- Advocate for equitable onboarding processes for employees. For example, the California Attorney General has indicated that those with DACA only need their status checked once – when they are first hired. This practice parallels the I-9 verification process for employees with US citizenship.

FOR UNIONS IN K-12 DISTRICTS

- Look at sanctuary policies from other school districts such as Los Angeles Unified School District and San Francisco Unified School District for reference to pass a similar policy at your local district.
- Ensure high school seniors and college students in California know they may still qualify for in-state tuition through the California Dream Act (AB 540), may qualify for state-based financial assistance (AB131), and may apply for scholarships regardless of their immigration status unless otherwise stated on the application (AB130).

FOR UNIONS IN COMMUNITY COLLEGE DISTRICTS AND HIGHER EDUCATION

- Work with your Board of Trustees to pass resolutions in support of undocumented students.
- Work with faculty union members to offer their expertise and knowledge on how to maintain access for undocumented students. This may include:
 - Lobbying for Free College For All or serving on committees and advocating for funds (e.g., Student Equity Fund budget dollars) that are directed specifically to services for undocumented students.
 - Offering feedback on college processes to ensure they're accessible for undocumented students (e.g., admissions forms, adoption of banking / direct deposit processes, promotion of student programs, etc.).
- Ensure access to scholarships for all students through the district's foundation (e.g., don't ask citizenship questions on scholarship applications).
- Have your union sponsor undocumented students participating in California College Corps or the UC Labor Summer programs.
- Train all employees on how to be UndocuAllies.
- Get involved in the 'Opportunity for All' campaign which will allow California community colleges, CSUs and UCs to offer jobs to undocumented students.
- Ensure students understand how to fill out the California Dream Act (CADAA) or FAFSA.
 - Train employees which form is used for different students.
- Work to protect all undocumented employees and service areas that support undocumented students.
 - For example, encourage your District to conduct an environmental scan to ensure that on campus Dream Centers are safe spaces for students and employees.