



What should you do




IF YOUR BOSS TRIES TO REVERIFY YOUR WORK DOCUMENTS?

Once a worker has filled out the I-9 form, they are considered a “continuing employee.” They are not obligated to fill out a new I-9 form or show their work documents again, except when the reverification is warranted (outlined below).




An employer can reverify your documents on only two occasions:

-  If there is an audit by U.S. Citizenship and Immigration Services; or,
-  If the information provided by the employee on the I-9 form indicates that their work authorization is about to expire or has expired.



If you and your coworkers need help in preparing a plan to defend yourselves from ICE, contact us!

Your employer should not require reverification of your work permit:

-  If you are a permanent legal resident (you have a green card).
-  If you protested or complained about working conditions.
-  If you return to work after a temporary lay off due to a decline in work available.

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Your employer should not require reverification of your work permit:

- After a temporary absence approved by your employer for medical or family leave.
- If you are on strike.
- As a form of retaliation for participating in union activity.
- If you received a promotion, a demotion, or a raise.
- If they move you to a different department within the same company.
- If you return to work due to a labor arbitration or some other decision by a state agency.

If your employer asks for your work documents again, it might be discrimination.




- Tell them to send you an email with the request and the reason why they are asking to reverify your documents.
- If you are a union member, contact your steward or business representative.
- If you are not a union member, contact Worker Justice Wisconsin.

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What should you do IF YOUR EMPLOYER RECEIVES A NO-MATCH LETTER FROM THE SOCIAL SECURITY ADMINISTRATION?




Keep in mind...

-  The only reason the Social Security Administration sends these letters is to ensure that contributions to social security are accredited to the correct person.
-  The Social Security Administration has nothing to do with tracking immigrants' status.
-  The employer should not fire, suspend, or discriminate against the worker who received the letter. The letter does not necessarily indicate that someone is undocumented. It is discrimination.

If your employer receives this letter, you should...

-  Remain calm.
-  Do not quit your job.
-  Tell your employer to give you the letter and that you will contact the Social Security Administration.
-  If you are a union member, contact your steward or business representative and ask that they accompany you to any meeting with management.

If your employer fires you...

-  Report it to Worker Justice Wisconsin or your union. You may be able to file a discrimination complaint with the state.




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coworkers need help in
preparing a plan to
defend yourselves from
ICE, contact us!**

What should you do IF ICE (LA MIGRA) COMES TO YOUR WORKPLACE?

Before the raid

- Consult a lawyer about your immigration situation.
- Make a plan with family members, friends, and your lawyer about what to do if you are arrested by ICE.
- Store identification from your home country in a safe place. Do not keep it at work or on your person. LEAVE IT AT HOME.
- If you have valid U.S. documentation, keep a copy on your person.

A detailed illustration of a monarch butterfly with orange and black wings, positioned on the left side of the yellow sticky note.

ICE can only deport you if they have evidence that you are not in the U.S. legally. The following counts as evidence:

If you flee

You tell ICE your home country or that you do not have papers

If you are carrying false documentation

If you are carrying documents from your home country



- If you are a union member, speak with your union leadership to form a plan with your coworkers in case of a raid.
- If you are not a union member, contact Worker Justice Wisconsin to form a mutual aid group in your workplace.

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What should you do IF ICE (LA MIGRA) COMES TO YOUR WORKPLACE?

During the raid



If you and your coworkers need help in preparing a plan to defend yourselves from ICE, contact us!



- Stay calm. Do not flee.
- Do not trust the ICE agent because they lie. Sometimes, ICE agents dress like normal police officers, or they hide the true reason for their visit. Do not believe them.
- Do not talk to the ICE agent or the police. Maintain total silence. The only thing you should say is that you want to speak with your lawyer. It is your constitutional right. **YOU NEED TO PRACTICE!**
- Record the names and identification numbers of the officers.
- Document any abusive acts with your phone's camera or write them down using pen and paper.
- If you speak, do not lie. **BUT IT IS BETTER TO SAY NOTHING.**
- Do not sign anything without your lawyer present. It is your constitutional right.
- Do not share your family members' or friends' information.
- Do not give the officer any documents from your home country. Do not tell them that you are from a different country.
- Do not go to a meeting with ICE without your lawyer present.

After the raid

- If the police arrest you, maintain total silence until your lawyer is present. It is your constitutional right.
- If the police arrest you, do not sign anything without your lawyer present. It is your constitutional right.
- If the police arrest your coworker, contact your union leadership immediately. If you are not a union member, contact the number below.