

## Article X5

### Immigration and Customs Enforcement

**Section 1.** Except as otherwise required by federal law, the University, or a person acting on behalf of the University (such as a supervisor), shall not provide voluntary consent to an immigration enforcement agent to enter any nonpublic areas of a place of labor. This section does not apply if the immigration enforcement agent provides a judicial warrant.

- a) This section shall not preclude the University or person acting on behalf of the University from taking the immigration enforcement agent to a nonpublic area, where GEs are not present, for the purpose of verifying whether the immigration enforcement agent has a judicial warrant, provided no consent to search non-public areas is given in the process.

**Section 2.** Except as otherwise required by federal law, the University, or a person acting on behalf of the University, shall not provide voluntary consent to an immigration enforcement agent to access, review, or obtain the employer's employee records without a subpoena or judicial warrant. This section does not prohibit the University, or person acting on behalf of the University, from challenging the validity of a subpoena or judicial warrant in a federal district court.

**Section 3.** Except as otherwise required by federal law, the University shall provide a notice to each current GE in writing of any inspections of I-9 Employment Eligibility Verification forms or other employment records conducted by an immigration agency within 72 hours of receiving notice of the inspection. Written notice shall also be given within 72 hours to the Union. The posted notice shall contain the following information:

- The name of the immigration agency conducting the inspections of I-9 Employment Eligibility Verification forms or other employment records.
- The date that the employer received notice of the inspection.
- The nature of the inspection to the extent known.
- A copy of the Notice of Inspection of I-9 Employment Eligibility Verification forms for the inspection to be conducted.

- a) The University, upon reasonable request, shall provide an affected GE a copy of the Notice of Inspection of I-9 Employment Eligibility Verification forms in writing.
- b) Except as otherwise required by federal law, the University shall provide to each current affected GE, and to the Union, a copy of the written immigration agency notice that provides the results of the inspection of I-9 Employment Eligibility Verification forms or other employment records within 72 hours of its receipt of the results. Within 72 hours of its receipt of the results, the employer shall also provide to each affected GE, and to the Union written notice of the obligations of the employer and the affected GE arising from the results of the inspection of I-9 Employment Eligibility Verification forms or other employment records.

- 41 c) Notice of the results and obligations described in Section 3. a and b, if any, shall contain the  
42 following information:
- 43 • A description of any and all deficiencies or other items identified in the written  
44 immigration inspection results notice related to the affected GE.
  - 45 • The time period for correcting any potential deficiencies identified by the immigration  
46 agency.
  - 47 • The time and date of any meeting with the employer to correct any identified  
48 deficiencies.
  - 49 • Notice that the GE has the right to representation during any meeting scheduled with  
50 the employer.
- 51 d) An “affected GE” is an GE identified by the immigration agency inspection results to be a GE  
52 who may lack work authorization, or a GE whose work authorization documents have been  
53 identified by the immigration agency inspection to have deficiencies.

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55 **Section 4.** Except as otherwise required by federal law, the University shall not reverify the employment  
56 eligibility of a current GE at a time or in a manner not required by Section 1324a(b) of Title 8 of the  
57 United States Code.

58 **Section 5.** The University shall uphold its commitment to Deferred Action for Childhood Arrivals (DACA)  
59 GEs. The University shall:

- 60 a) Inform GEs at least 180 days before they must reverify their DACA status, which is two years  
61 after their DACA authorization was granted
- 62 b) Not terminate DACA employees who have valid work authorization before their work  
63 authorization ends
- 64 c) Maintain all currently existing University resources regarding DACA students

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66 **Section 6.** In accordance with state and federal law, nothing in this Article shall be interpreted,  
67 construed, or applied to restrict or limit the University’s compliance with a memorandum of  
68 understanding governing the use of the federal E-Verify system.

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