



Immigration Enforcement: Employers' Rights and Responsibilities

May 29th, 2025

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The Office of Labor Compliance and Worker Protections



The Office of Labor Compliance and Worker Protections (OLCWP), is Boston's central resource for workers. We protect and promote labor standards and policies that create fair workplaces for all workers.

The **Boston Residents Job Policy (BRJP)** sets hiring goals for Boston residents, people of color and women on public development projects and private development projects over 50,000 square feet.

Boston Jobs, Living Wage and Prevailing Wage Ordinance (LWO) requires that all workers providing labor for a job contracted with the City of Boston for \$25,000 or more be paid a living wage of at least \$18.20 (updated annually) and that building service workers be paid the prevailing wage. It also requires First Source Hiring Agreements.

The **Boston Wage Theft Executive Order** requires contractors disclose any previous wage and hour violations during the bidding process and leverages the authority of the Boston Licensing Board to ensure that employers are paying their workers lawfully.

The **Construction and Demolition Safety Ordinance** requires certain safety measures for any project seeking a construction or demolition permit. OLCWP supports compliance by providing free health and safety training.

Workers' Rights and Safety Initiative seeks to provide workers with the information and resources they need to protect themselves on the job.

Workers Rights Initiative: Webinars and Workers' Rights Clinics



DOMESTIC WORKERS, KNOW YOUR RIGHTS!

MONDAY, JUNE 16 | 5:30 - 7 P.M.

Join this webinar to learn about your rights on the job and how to exercise them! Register at boston.gov/labor-policy

To request interpretation at no cost, email workers@boston.gov two weeks before the event.

CITY of **BOSTON**



Labor Compliance
and Worker Protections



WORKERS' RIGHTS CLINIC ROXBURY

Bruce C. Bolling Building
2300 Washington Street,
Roxbury, MA 02119

June 25, 2025, 5-7 p.m.
Register at
boston.gov/labor-policy

Do you have questions about your rights on the job?

Do you have a workplace issue and want to take action?

Join us to get your questions answered by experts, get referrals, and access community and legal resources!

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City of Boston Office of Small Business

The vision of the Economic Opportunity and Inclusion Cabinet is of *a resilient, equitable, sustainable, and vibrant city that centers people and creates opportunities to build generational wealth for all communities.*

Office of Small Business

Overview of the day-to-day work



Our team provides or connects micro and small business owners and entrepreneurs with the tools and guidance to successfully start, grow, and build a business in Boston.



OUR STAFF

[NEIGHBORHOOD BUSINESS MANAGERS \(NBMs\)](#) -

- Liaise With Small Business Owners, Main Streets Directors, and Community Group Leaders.
- Represent The Small Business Community In City Hall.
- Perform Business Assessments Prior To Assistance From The OSB.

**WHO ELSE?: DIRECTOR, OPERATIONS, PROGRAM MANAGERS
OUTDOOR DINING TEAM, PROGRAM ASST's, STRATEGIC INITIATIVES**

CONTACT INFO

Phone : 617-635-0355

Email: Smallbiz@boston.gov

Office: 43 Hawkins Street

[MONTHLY FORUM](#) - THURSDAYS, ONCE A MONTH @3PM

[HAVE AN NBM CONTACT YOU](#)



EMILY PATRICK
Senior Neighborhood Business
Manager: Codman Square,
Greater Ashmont, River Street,
Roslindale Village, West Roxbury



ABBY FUREY
Senior Neighborhood Business
Manager: Allston, Brighton,
Upham's Corner, Fenway, South
Boston - Waterfront



DUAMARIUS STUKES
Neighborhood Business Manager:
Blue Hill Avenue, Fort Hill,
Greater Grove Hall, Hyde Park,
Lower Mills, Mattapan Square,
Nubian Square



RONALD J. ELIE
Neighborhood Business Manager:
Blue Hill Avenue, East Boston,
Four Corners, Morton Street,
Three Squares, Dudley Street



THOMAS MCDONOUGH
Neighborhood Business Manager:
Fields Corner, North End, Savin
Hill, South Boston, Washington
Gateway



HANS BASTIEN
Senior Business Manager/Loan
Program



WELDON BODRICK
Mobile Enterprises Manager

Small Business Programming

Defining the existing city programs and initiatives that support small businesses



Boston Main Streets (BMS) Program

A network of 20 independent organizations that help create, build, and sustain healthy commercial districts across Boston's neighborhoods.

ReStore Program

Offers grants to help businesses design, improve, or repair signage, facades, or other exterior needs.

Small Business Technical Assistance Program

Connects entrepreneurs or business owners to established consultants or support organizations who help them start or grow their business.

Outdoor Dining Team

Develops policies and helps small businesses participate in a permanent outdoor dining program.

Mobile Enterprise Program

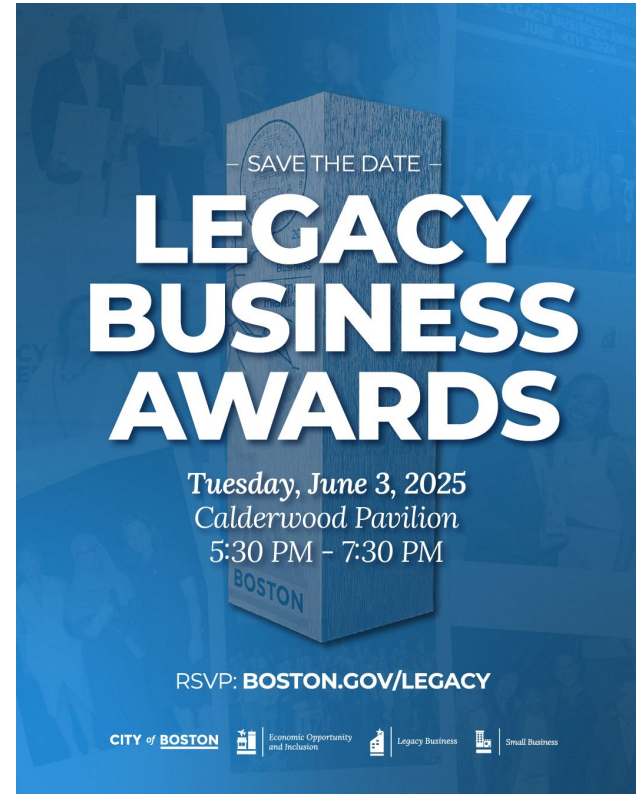
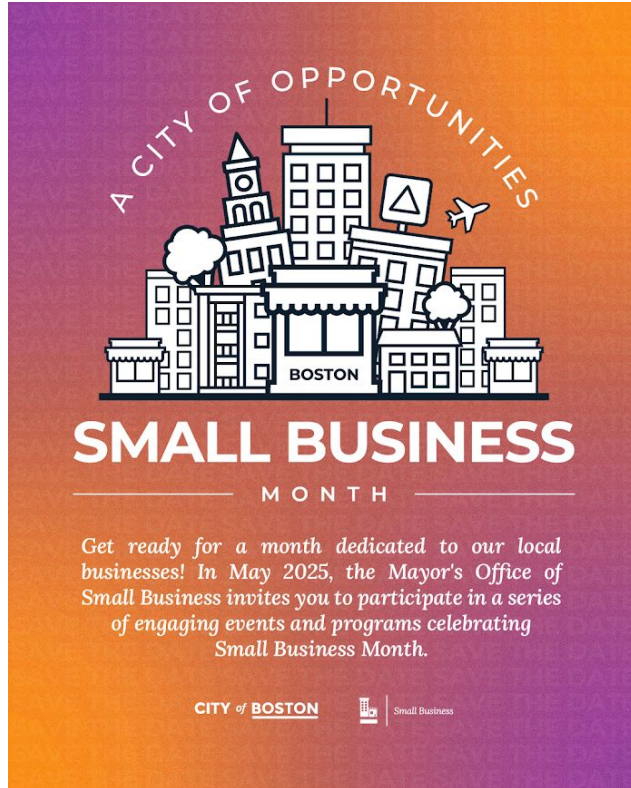
A program that helps support food trucks and other mobile businesses.

Legacy Business Program

Honoring our businesses that have been staples in our communities for 10 years and more

Neighborhood Access Loan Program

A program that helps support businesses stabilize or grow





MAYOR'S OFFICE FOR IMMIGRANT ADVANCEMENT (MOIA)

History and Mission

The Mayor's Office for Immigrant Advancement was created in **1998** as the Mayor's Office of New Bostonians. Our goal is to **involve immigrants in Boston's civic, social, and cultural life.**

We make sure that immigrants have the **same access to services** that all residents enjoy and we work hard to highlight the role immigrants play in Boston's growth.

MOIA's Strategic Priorities

Stability

Unite with
immigrants to
preserve and
advance a
welcoming Boston

Integration

Be effective
advocates for
Mayor's values &
immigrant
integration agenda

Civic Ownership

Ensure all
immigrant
communities have
equitable access to
government

OUR ROLE IN THE CITY

LIAISON



Serve as a bridge between City Hall and immigrant communities

ADVOCATE



Publicly lend our voice to immigrant communities & recommend policies to the Mayor

DIRECT PROGRAMMER



Partner with and support immigrant-serving community-based organizations

CONSULTANT

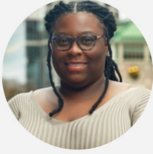


Advise the Mayor & City Departments in responding to current events and policies

OUR TEAM



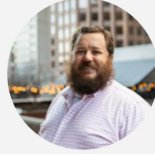
HANNAH AVILA
Legal Access Project Manager



FALLONIA BEAUVOIR
Immigrant Integration Specialist



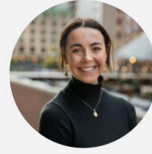
BESSIE KING
Strategic Communications
Manager



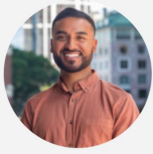
DENNIS DONOVAN
Administration and Finance
Manager



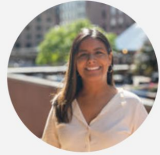
KATHERINE MENDEZ
Constituent Services Manager



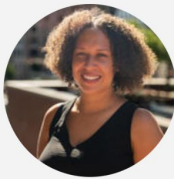
CLARE ORIE
Special Projects Manager



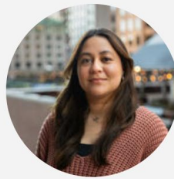
MARIO PAREDES
Policy Advisor



JASMARY PENA-NORIEGA
Constituent Services and
Community Outreach
Coordinator



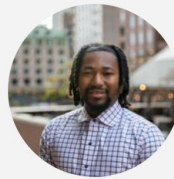
VANIA PEREIRA
Immigrant Youth Organizer



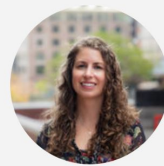
JOCELYN SOLIS
Community Relations Specialist



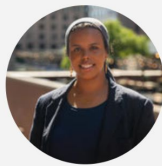
MONIQUE TÙ NGUYEN
Executive Director



KENDY VALBRUN
Immigrant Integration Specialist



COURTNEY WHITE
Director of Constituent Services



HAWA YUSUF
Civic Engagement Project
Manager

MOIA Programs and Initiatives

PROGRAMS

- Immigrants Lead Boston
 - A 12-week leadership and civic engagement program
- Immigrant Youth Advancement Program
 - A leadership development and work preparedness initiative for youth 14 to 24, regardless of immigration status

EVENTS

- Sponsoring and hosting **community and cultural heritage events**, i.e. Community Iftar, Citizenship Day, City of Belonging Festival

CONSTITUENT SERVICES

- Free Immigration Consultations with *volunteer* lawyers; 1st and 3rd Wednesday of each month for Boston residents
- Immigrant Information Corners at all 24 Boston Public Library branches
- Ongoing constituent support via call/email
- New arrivals coordination

GRANTS

- **\$2.1m** in grants to support well-being initiatives, ESOL programming, tuition equity work, and legal access funding

MOIA's City of Belonging Festival



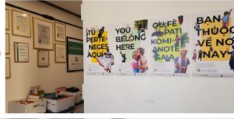
- **May 21:** Gallery Launch Event
- **May 29:** PRIDE x Immigrant Heritage Month Panel
- **June 12:** MOIA x SoFar Sounds Concert
- **June 20:** MOIA x Daybreakers Concert
- **May - July:** Exciting community events throughout Boston, [featured on our website](#)

You Belong Here Placemaking Campaign

CITY of BELONGING



Seen in
Mattapan



Seen in
Allston



Seen in
Hyde Park



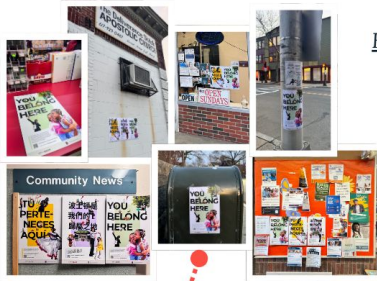
Seen in
Jamaica Plain



Seen in
East Boston



Seen in
Dorchester



City of Boston
Immigrant Advancement

Contact jocelyn.solis@boston.gov to get your free posters!

Best Practices: Employer Rights and Responsibilities

May 29, 2025

AC Chavez Andonie, Corporate Engagement Specialist
Jessica Chico, Director of Training

About MIRA:



Our vision is a Commonwealth – and a nation – where *all* can thrive, no matter where they came from or how they got here, and *all* can fully participate in their community's social, economic, and civic life.

- State legislative and budget advocacy
- Federal advocacy
- Training & capacity building
- Immigration helpline



Why Employer and Business Advocacy Matters

Why Business Advocacy Matters: Massachusetts



Workforce Demographics

- 21.8 % of workers in the labor force are immigrants.
- Immigrant-share of population: 18.1 %
- Top industries with highest share of immigrant workers:
 - Manufacturing: 29.6 %
 - Transportation and Warehousing: 29.2 %
 - Construction: 27.4%
 - General Services: 25.6 %
 - Hospitality: 24.9 %
 - Health aides: 38.2 %

Economy Demographics

- Total taxes paid: 18.4 billion
 - Taxes paid by undocumented immigrants: 1.1 billion
 - Taxes paid by refugees: 1.0 billion
 - Taxes paid by DACA-eligible population: 123.2 million
- Amount paid by immigrant-led households in rent: 5.4 billion

Overview of Immigration Enforcement

The Immigration System:



The 3 main agencies in the Department of Homeland Security

**U.S. Citizenship &
Immigration
Services**

**Customs &
Border
Protection**

**Immigration &
Customs
Enforcement**

The Immigration System: Department of Homeland Security



U.S. Citizenship & Immigration Services (USCIS)

Review applications and conduct interviews for:

- Asylum
- Green cards
- Special visas
- Renewing work permits
- Applying for citizenship

They can grant status to people who qualify, but can also deny applications.



The Immigration System: Department of Homeland Security



Customs & Border Protection (CBP)

Border patrol

- within 100 miles of all borders,
- at checkpoints,
- and at ports of entry.



The Immigration System: Department of Homeland Security



Immigration & Customs Enforcement

- Immigration arrests, detentions, and deportation removals

ICE agents are sometimes dressed in casual clothing and drive unmarked vehicles when attempting to make an immigration arrest.



What does immigration enforcement look like?



How People May Come into Contact with Immigration Enforcement



- Contact with the criminal system
 - ICE presence in and outside criminal courts
- Applying for a benefit at USCIS, especially while having a removal order or criminal charge
- Green card holders returning from travel
- Raids & targeted enforcement
- Other limited circumstances





Who is at Risk of Deportation?

- Anyone who is not a U.S. citizen can be vulnerable if they fall under a ground of deportation such as criminal charges or a prior order of deportation.
 - Unauthorized / Undocumented immigrants
 - People with asylum or refugee status or some other form of protection
 - Lawful permanent residents (green card holders)
 - Non-immigrants (visitors, students, etc.)



Know Your Rights: Employees and Employers

<https://miracoalition.org/news/know-your-rights/>

Basic Rights

- Everyone living in the U.S. has certain basic rights under the U.S. Constitution, regardless of immigration status
- It is important to assert these rights and protect our basic rights

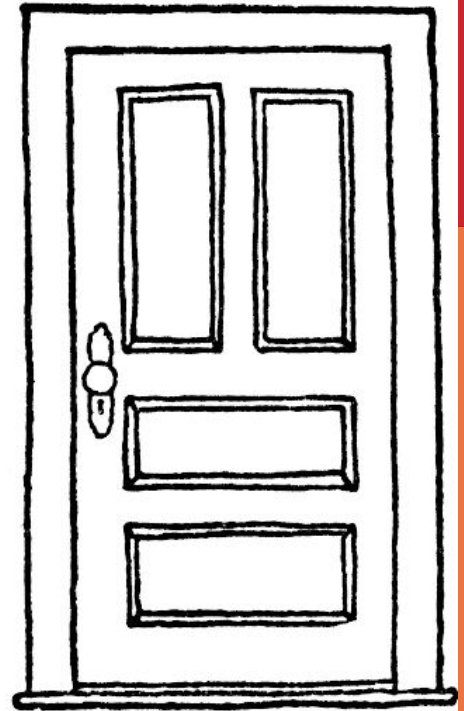


If Immigration Comes to Your Work...



Do not immediately open the door:

- Legally, you do not need to open the door unless the officer provides you with a warrant signed by a judge.
- Ask officers to identify themselves (agency, name, ID)
- Ask if they have a **warrant** signed by a judge
- You have the right to remain silent and to an attorney. If you choose to invoke that, state to officers "I request my right to silence and to an attorney."
- Call your employer or your shift supervisor/ Point Person



Warrants



Example of warrant signed by a judge

AO 102 (Rev. 01/09) Search and Seizure Warrant

UNITED STATES DISTRICT COURT
for the
Southern District of California

In the Matter of the Search of)
(Briefly)
or take...) and)
2043 Raymond Avenue) Care No.)
San Diego, California)
)
'14 MJU 396

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 Southern District of California
(Identify the person or describe the property to be searched and give its location)
See Attachment A-2.

The person or property to be searched, described above, is believed to conceal (Identify the person or describe the property to be searched)
See Attachment B-2.

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property.

YOU ARE COMMANDED to execute this warrant on or before February 14, 2014
(not to exceed 10 days)

☒ in the daytime 6:00 a.m. to 10 p.m. ☐ at any time in the day or night as I find reasonable 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 Hon. David H. Barrick (Name)

☐ 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 course of action is established.

Date and time issued: 1/14/2014 5:44 PM [Signature]
Judge's signature

City and state: San Diego, California David H. Barrick, U.S. Magistrate Judge
Printed name and title

Example of immigration warrant: does not give immigration permission to enter the home

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-209 (Rev. 09/14)

Public vs. Private Areas in the Workplace



- Defining workplace spaces: Where ICE can and cannot enter
- Employer has the right to restrict ICE access
 - **STATE CLEARLY THAT YOU DO NOT CONSENT TO THE SEARCH**
- Assigning a Point Person per shift
- Right to deny access without proper warrant





Employer Rights and Responsibilities

How Employers Can Prepare for ICE Action

- Written Response **Plan Ahead of Time**
- Train Workers NOT to Talk to ICE Agents
- Know Your Rights

What Employers Should Do When ICE Arrives

- Steps-by-Step Actions for Handling an ICE Visit
- Request Proper Documentation
- Limiting ICE's Access to non-public, or private, areas

Employer Rights and Responsibilities



- I-9 Audits

- You do not need to hand over requested documents immediately.
 - Notification of Inspection- 72 hour rule.
 - Only turn over files requested, and make copies before doing so.
 - *Contact an attorney for ramifications of providing documents.*

- No- Match letters

- Notification that employment records provided by the employer for an employee do not match the SSA's records.
 - ***The information you receive from SSA mismatch records does not make any statement regarding a worker's immigration status.***

- Employment Authorization Documents

- On Dec. 13, 2024, the Department of Homeland Security published a final [rule](#) that permanently increases the automatic extension period for employment authorization and Employment Authorization Documents (EAD) available to certain EAD renewal applicants from up to **180 days to up to 540 days**

ICE in the Workplace: Let's Review

- Create a company-wide plan for how to respond to an ICE raid/ targeted enforcement action:
 - Communicate it with employees and provide resources, prepare as a staff
 - Find a qualified immigration lawyer:
 - Pathways for Immigrant Workers (<https://www.myimmigrantpathway.org/>)
- Develop policies aiming at supporting employees in the aftermath of a raid or targeted enforcement action
- In the event of an ICE raid
 - Determine if ICE has a legal warrant signed by a judge, not an ICE office or field director.
 - Do not allow access into private areas, if there is no valid warrant.
 - Write down as much information as possible
 - **Remain CALM**
- <https://www.nilc.org/resources/a-guide-for-employers-what-to-do-if-immigration-comes-to-your-workplace/>

If You See ICE in Public

Verify

- Confirm that they are ICE agents not a different law enforcement agency
- Pay attention to the words that appear on their uniforms

Document

- If you feel safe, take videos or photos of what the officers are doing and not how many officers are there
- Write the time, date, and the exact location of the encounter

Share

- Please share only verified information. We want our communities to be informed without spreading undue stress, fear, or anxiety in our communities.

Immigration Legal Resources

- **Legal Services Directory in Massachusetts:**
 - Massachusetts Legal Resource Finder:
<https://masslrf.org/en/home>
 - Immigration court list of legal services:
<https://www.justice.gov/eoir/file/ProBonoMA/download>
 - City of Boston free consultations:
https://masslrf.org/en/programs/view/boston_immig_clinic
- **Legal Services Directory Outside of Massachusetts:**
 - Immigration Advocates Network Legal Directory:
<https://www.immigrationadvocates.org/legaldirectory/>



Policy Changes

Parole Programs and Temporary Protected Status



Parole: Explicitly ending all categorical parole policies (example: CHNV) and re-aligning border policies to stop anyone from coming into the country, effectively ending parole on a case-by-case basis.

Current Status: Last month a federal judge in Massachusetts ruled to halt the Trump administration's attempt to revoke the legal status and work permits of the CHNV program. The Trump administration has sought a stay of this ruling, and the motion is pending.

On 5/28, a federal judge in Massachusetts ordered the Trump administration to resume processing applications for more permanent immigration benefits filed by humanitarian parolees.

TPS: Explicitly ending TPS for Venezuelans and Haitians.

Current Status: On Monday, the Supreme Court allowed the Trump administration to terminate TPS for some Venezuelan. Impacts venezuelans who were granted TPS under the 2023 designation (expiration date 4/2/25).

For Haitians, the 2023 designation of TPS expires on Aug. 3, 2025. Unclear if it will be given it's redesignation.

Protect Our Immigrant Communities Campaign

Safe Communities Act (SCA)

➤ Key Provisions

- Protecting Immigrants from Unwarranted Immigration Inquiries
- Safeguarding Rights during ICE Interrogations
- Access to Justice in Court
- Ending Costly, Harmful 287(g) Agreements

Immigrant Legal Defense Act

➤ Why It Matters

- State Investment in Legal Services
- Widening Access to Justice



More Resources and Next Steps



Sign MIRA Coalition Petition



Questions and Answers



Workers Rights Initiative: Webinars and Workers' Rights Clinics



DOMESTIC WORKERS, KNOW YOUR RIGHTS!

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THANK YOU

For more information:

www.boston.gov/labor-policy

workers@boston.gov

