

MOTION

ECONOMIC DEVELOPMENT & JOBS

President Trump made clear through his first executive orders that he plans to follow through on threats against immigrants across the United States. Similar to his previous time in office, he is expected to weaponize worksite enforcement—using raids and audits to intimidate and terrorize low-wage workers.


The Immigration Reform and Control Act of 1986 (IRCA) created penalties against employers for hiring people who are not authorized to work in the United States, but in reality, its enforcement has disproportionately punished the workers themselves. During the first Trump Administration, Immigration and Customs Enforcement (ICE) used I-9 audits and worksite raids to terrorize immigrant workers and destabilize entire communities.


Both employers and workers have rights when ICE conducts raids or audits, but too often, they don't know how to exercise these rights. Employers are not required to let ICE into non-public areas of their business unless presented with a judicial warrant signed by a judge—not an ICE-issued administrative warrant. The City should dedicate resources to assist employers and their employees to inform them of their rights.

I THEREFORE MOVE that the Council direct the Chief Legislative Analyst, in coordination with the Economic and Workforce Development Department, the Community Investment for Families Department, the Bureau of Contract Administration and the City Attorney's Office, to report on how the City can provide employers and employees with information regarding workplace immigration enforcement, threats of raids and should include a feasibility analysis of:

- Providing information, such as worksite required-postings regarding employer and employee rights in anticipation of Immigration and Customs Enforcement (ICE) workplace enforcement;
- Creating a protocol to require employers to inform the City if they have received a Notice to Comply with an I-9 Audit or worksite ICE raid. The program should include all necessary privacy protections to protect personally identifiable information and should include a reporting schedule to provide public reports about when, where and what industries are being targeted by ICE in the City;
- Incorporating immigration rights information into city-required worksite trainings;
- Providing access to immigration rights information for employers at Business Source Centers and workers at Work Source Centers ; and
- Report on how a Social Policy Ordinance could require all City of LA vendors to provide immigrant rights information to all employees

PRESENTED BY:


HUGO SOTO-MARTÍNEZ
Councilmember, 13th District


IMELDA PADILLA
Councilmember, 6th District

SECONDED BY:




FEB 04 2025

ORIGINAL