

UAW 4121 Membership Meeting

04-10-25

- Approve agenda (1 min)
- Approve minutes and board actions (3 mins)
- Election to fill Elections Committee seats (7 mins)
- ISWG take over - KYR training (25 mins)
- Announcements & Discussions (15 mins)
- Adjourn (1 min)



To be added to discussion: type "stack" in the chat.
Other questions/concerns: chat to Cam

Approve Minutes

Approve Board Actions

Triennial Elections

Electing the Elections Committee (EC)

- Raise your hand in-person or on Zoom to accept nomination
- 7 person committee + 1 alternate
- At least one ASE, PD, RSE
- Voting period

Nominees (vote to elect passed at MMM):

- Emmi Russo
- Fiona McClary
- Lena Johnson
- Jake Moran
- Sam Jahn
- Norma Garfias
- Tracy Chin
- No alternate

Election Announcement + Timeline

To accept your nomination:

- Submit a statement of acceptance to the elections committee (EC) via email
- Members may only accept nomination for one (1) executive board position
- May also submit candidate statements of up to 500 words to the EC; must be received by **May 18 @ 11:59 pm**

<https://www.uaw4121.org/about/bylaws/>,
Section 15

Timeline:

- **May 12 @ 11:59 pm** – Nomination period closes
- **May 26 @ 9 am to May 28 @ 11:59 pm** – Voting period (using ElectionBuddy software)
- **May 30 @ 9 am to May 30 @ 11:59 pm** – Runoff election (if necessary)

International Solidarity Work Group Takeover



Seattle Office of
Labor Standards

APALA
ASIAN PACIFIC AMERICAN LABOR ALLIANCE, AFL-CIO
SEATTLE CHAPTER



PROTECT IMMIGRANTS!
KNOW YOUR RIGHTS AND RESPONSIBILITIES

KNOW YOUR RIGHTS

LOCAL AND STATE

Local

- Seattle is a Welcoming City
 - Don't Ask Policy (SMC.4.18.015)
 - City employees prohibited to inquire about immigration status except by law or court order
 - Seattle Resolution 31730
 - All city services are accessible to all residents regardless of status
 - City of Seattle Mayor is intaking federal immigration enforcement agencies to the Mayor's Office

State

- Keep Washington Working Act (2019)
 - Prohibits law enforcement inquiring about citizenship unless linked to a criminal investigation
 - No sharing of non-public information with feds unless required
 - Cannot detain individual

SEPERATOR OF RESPONSIBILITIES

Federal vs. Local Responsibilities

- Immigration law enforcement is federal responsibility; the City does not perform DHS duties under the Immigration Nationality Act.
- Local enforcement entanglement with federal immigration enforcement diverse resources and blurs accountability.
- Local law enforcement cannot enforce immigration laws without a Section 287(g) agreements.
- The Seattle Police Department and all Washington state agencies have no such agreement

Keep in Mind:

While the City ensures its resources are focused on city business, it does not interfere with federal agencies acting under judicial orders or within law

EDUCATION & IMMIGRATION RIGHTS IN WA STATE

Created by Scholar Fund | Access at bit.ly/EdRightsWA

Guidance for protecting undocumented students

What schools cannot do:

1. Deny admission to any student based on their citizenship status.
2. Create hostile or unwelcoming environments for students based on citizenship status.
3. Require students or families to disclose or document immigration status.
4. Ask questions that could reveal undocumented status.
5. Engage in practices that discourage student enrollment.

K-12 Guide for WA State bit.ly/protectionsk12

WA Attorney General Guide bit.ly/keepwaworking

One-Pager Resources bit.ly/undocuwa

Guidance for protecting undocumented students

Schools must ensure data privacy to protect students.

What Federal Law Says:

1. Schools cannot request or release immigration status without written parental consent, except under specific legal orders.
2. The Family Education Rights and Privacy Act (FERPA) protects student privacy, and there is no special exception in the law that gives immigration authorities the ability to bypass these protections.
3. Schools can only provide this information to immigration agencies with parental consent, a subpoena, or a court order, and families are generally notified in advance.

What State Policy Says:

4. Schools must inform families before releasing student information.
5. Districts are required to have procedures in place to limit sharing of data without consent.
6. Schools can only share information with law enforcement under strict legal conditions.

K-12 Guide for WA State bit.ly/protectionsk12

WA Attorney General Guide bit.ly/keepwaworking

One-Pager Resources bit.ly/undocuwa

Guidance for protecting undocumented students

What to know if immigration enforcement comes to campus

1. Public schools cannot initiate engagement with federal immigration authorities to share student information.
2. Public schools must prohibit aiding in immigration enforcement targeting students, families, staff, or volunteers.
3. Any attempt at enforcement requires a valid court order or judicial warrant.

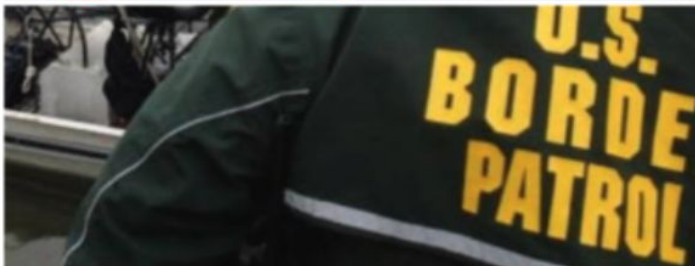
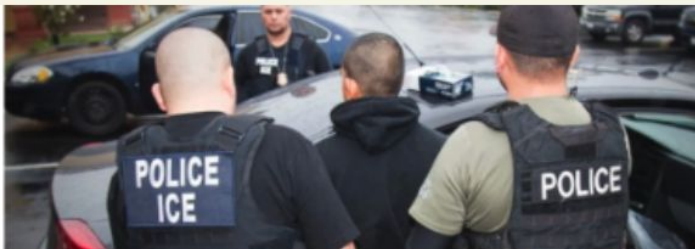
According to the **Keep Washington Working Act**, all WA public schools (K-12 and higher ed) shall adopt policies like this or notify the Attorney General if they will not.

K-12 Guide for WA State bit.ly/protectionsk12

WA Attorney General Guide bit.ly/keepwaworking

One-Pager Resources bit.ly/undocuwa

Vehicles & Uniforms



KNOW YOUR RIGHTS IMMIGRANT RIGHTS

What to do if you encounter Immigration and Customs Enforce (ICE) officer?

- In public - likely not required to have a warrant
- At work - must have a warrant signed by a judge (if the workplace is not usually open to the public)
- At home - must have a warrant signed by a judge

THINGS TO KNOW:

ICE almost never brings a warrant from a judge to a home visit. It is more likely for a worksite raid.

ICE does not have to tell you it has to have a warrant, and that limitation goes away if someone agrees to let them in voluntarily.

UW PRIVATE V. PUBLIC SPACES

Private (non-public)	Public
classroom, laboratory, campus residence or private office	other places on campus, including library common spaces, the Quad, and building hallways

KNOW YOUR RIGHTS IMMIGRANT RIGHTS

Difference between a “judicial warrant” vs DHS warrant

Enforceable Legally Binding Warrant

NO 19 (Rev. 01/95) Search and Seizure Warrant

UNITED STATES DISTRICT COURT
for the
Southern District of California

In the Matter of the Search of)
()
of)
()
2343 Raymond Avenue)
San Diego, California)

Case No. **14 MJ 0 396**

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 officer or property.

YOU ARE COMMANDED to execute this warrant on or before February 19, 2014
(not exceed 10 days)

in the daytime, 6:00 a.m. to 10 p.m. at any time in the day or night if first removable 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. Berick
(name)

I find that immediate notification may have an adverse result listed in 18 U.S.C. § 2795 (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 (except as appropriate here). (File _____ day's (not to exceed 30) _____
Oath, the facts justifying the later specific date of _____.

Date and time issued: 1/19/2014 [Signature]
Judge's signature

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

Non-binding ICE Warrant

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
- 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-201 (Rev. 09/04)

KNOW YOUR RIGHTS **IMMIGRANT RIGHTS**

What to do if you encounter Immigration and Customs Enforce (ICE) officer?

1. Stay calm, don't run, and just say "I choose to remain silent"
 - a. Do not share information - remain silent if they ask about individuals

KNOW YOUR RIGHTS **IMMIGRANT RIGHTS**

What to do if you encounter Immigration and Customs Enforce (ICE) officer?

2. Be calm but assertive, ask for identification and judicial warrant

KNOW YOUR RIGHTS **IMMIGRANT RIGHTS**

What to do if you encounter Immigration and Customs Enforce (ICE) officer?

3. Do not sign anything! You have the right to consult with an attorney before answering any questions or signing any documents.

KNOW YOUR RIGHTS **IMMIGRANT RIGHTS**

What to do if you encounter Immigration and Customs Enforce (ICE) officer?

4. If you have a valid U.S. Immigration Documents, carry them with you. Don't carry a foreign passport or papers from another country, as these could be used against you.

KNOW YOUR RIGHTS IMMIGRANT RIGHTS

What to do if you encounter Immigration and Customs Enforce (ICE) officer?

5. No Law enforcement agent has the right to enter your home without a proper warrant from a court signed by a judge. Do NOT open the door without having them first show you a signed warrant, and do not accept a warrant from DHS. Do not give consent to enter private areas and state “ I do not give you permission to be here. Please leave.”

KNOW YOUR RIGHTS **IMMIGRANT RIGHTS**

What to do if you encounter Immigration and Customs Enforce (ICE) officer?

6. Inform anyone in the public areas their right to remain silent but not direct individuals to not speak

KNOW YOUR RIGHTS **IMMIGRANT RIGHTS**

What to do if you encounter Immigration and Customs Enforce (ICE) officer?

7. Document - if you want to record, announce you are recording

BEST PRACTICES ON CAMPUS

- **If an immigration officer seeks your consent to enter non-public space**, such as a classroom you are teaching in, your office, or a research lab, let them know that you are not obstructing their process, but that there are steps you are required to take. These are:
 - Ask the law enforcement officer for their name, identification number and agency affiliation.
 - Tell them they will need to present appropriate documentation for review to UW's legal counsel, which is the Attorney General's office. Inform them you are not the right person to provide consent to access a non-public space nor are you authorized to review or accept legal documentation on the University's behalf.
- **If an immigration officer requests your or others' personal information**, follow the same steps as above.
 - You are not required to share personal information with immigration officials just because they ask for it. Examples of personally identifiable information may include and are not limited to names, contact information, class lists, student schedules, etc. Student records are protected by federal law (FERPA) and cannot be released without an appropriate legal warrant. To ensure compliance with FERPA and HIPAA regulations, do not share information with immigration officials without authorization from the Attorney General's Office.
- **If you see an immigration officer on campus**, document accurate and detailed information about the sighting. Call the WAISN Deportation Defense Hotline (1-844-724-3737) available Monday through Friday from 6 AM to 6 PM. When a caller reports an incident, volunteers verify and document the situation and may send a rapid response team to show up to bear witness and record what happens.

KNOW YOUR RIGHTS UAW 4121 ASE CONTRACT

Are you a tutor, reader, grader, research assistant, or teaching assistant at the UW?

Last year, we won access to 4 hours of immigration-related paid time off each year.

Article 37 - Immigration Status and Work Authorization

Section 1. Joint Union-Management Committee. The Union and University, including a representative of the University's International Student Services (ISS) office, shall meet upon request up to four (4) times per calendar year to discuss issues arising from academic student employment, immigration status, and work authorization. The parties may add additional meetings by mutual agreement.

Section 2. Work Authorization. If the University is not able to lawfully employ or continue to employ an ASE as a result of the ASE's immigration status, upon request, the University agrees to meet with the ASE and the Union to discuss possible employment or re-employment scenarios. The University agrees to make reasonable efforts to employ or re-employ the ASE as soon as possible after they have notified their Department of their work authorization or immigration status that lawfully permits them to work as an ASE.

Section 3. Immigration-Related Time off. ASEs may request and be granted up to four (4) hours of paid immigration-related time off annually when given one (1) week's prior notice to attend any appointments, hearings, and/or proceedings related to their own immigration or citizenship status scheduled by federal immigration officials or the U.S. Department of State. Additionally, the University will not unreasonably deny requests for vacation time off for the purpose of attending appointments, hearings, and/or proceedings related to immigration or citizenship status of the ASE's spouse, registered domestic partner, child, or parent scheduled by federal immigration officials or the U.S. Department of State. All vacation time off requests must be submitted according to Departmental policy. The University may require proof of the appointment and/or hearings and proof of the family relationship for any time off requested in this section. Immigration-related time off will not count towards an ASE's workload requirement.

Section 4. Nothing in Section 2 regarding the determinations of whether to employ an ASE is subject to the grievance process.

[View Article 37 - Immigration Status and Work Authorization \(pdf\)](#)

Source:

Article 37 'Immigration status and work authorization,' UAW 4121 ASE Contract

<https://www.uaw4121.org/member-center-2/know-your-rights/contract/>

RESOURCES & CONTACTS

- **UAW Immigration Legal help hotline at 1-888-416-2110** for legal assistance for those whose immigration status has been revoked or changed.
- **Washington Immigrant Solidarity Network (WAIN): 1-844-724-3737**
- **Northwest Immigrant Rights Project (NWIRP): 1-800-445-4009**
- **Other resources near your place visit: *resources.wainn.org***
- **NAKASEC - Know Your Rights App**
- **UW Student Legal Services**



Breakout Groups

To come:

- A sign-on letter with a list of ways we want the UW to support students whose authorizations are revoked
- Printed resource cards for international scholars
- ISWG members have written a syllabus addendum and Canvas announcement with resources for international and undocumented students.
- Join us! international-solidarity@uaw4121.org

Announcements & Discussions

Injury to One Conference
May 3-4

Labor for Social Justice!

- Will be held on UW Seattle campus, May 3-4
- Free to register (4/14 deadline)
- Sessions on integrating social justice into contract bargaining and enforcement, political action, new organizing, and more



<https://tinyurl.com/injury-to-one-conf>

WSLC May Day Rally Endorsement



- Unions and community organizations are partnering this year to organize a rally and march on May 1st, a day historically for workers and immigrants
- We are being invited to endorse as a partner organization

RSVP here:



Resolution in Defense of Student Activists

SMWG Meetings: Tuesday 12-1PM, biweekly

Palestinian Land Day March Endorsement

Meet at E. Pine & Broadway: Saturday April 12th 1:00PM

Order your UAW 4121 jacket and hat by **TODAY!**

- Jacket: \$95.30 or \$47.65 (honor system; first come, first serve for half price)
 - +\$5 for custom embroidery
- Baseball cap: \$21.10



<https://my.cheddarup.com/c/uaw-4121-hats-jackets/items>



Stand Up Fight Back Work Group

[Join SUFB](#)



- Fight back against attacks on workers, students, education, immigrants, etc.
- April 8th Kill the Cuts recap
- Coalition building
- May Day Rally
- Impact survey
- Meets weekly Tuesday 6pm



Email to Kill the Cuts

Progressive Revenue for WA!



<https://actionnetwork.org/letters/kill-the-cuts-to-wa-higher-ed/>

- Higher Ed is 2nd on the chopping block in the state budget
\$33 million cut from UW alone
- AG office is facing cuts; in Feb they said this would most heavily impact wage theft protections and civil rights division
- PFML and other healthcare programs are getting cut and more

Adjourn