

IMMIGRANT WORKER PROTECTION ACT

SB 5852/HB 2105

Many Washingtonians, both immigrants and citizens, are afraid of being harmed by aggressive and often chaotic immigration enforcement. Federal immigration agents are carrying out raids at worksites, increasing stress among workers who don't know if their job site may be targeted.

THE PROBLEM

ICE typically notifies employers 72 hours before they intend to conduct a workplace inspection and review Form I-9 documents, which verify a person has legal authorization to work in the U.S. **But right now, there is no requirement that employers notify employees when they receive this 72-hour notice from ICE.**



THE SOLUTION

The legislature should pass the Immigrant Worker Protection Act (SB 5852/HB 2105), protecting employees in the workplace by requiring employers to notify staff when the federal government has requested their employment eligibility information. The bill would also ensure employers only share employees' personal data with federal immigration authorities who have a subpoena or judicial warrant.

- **The Immigrant Worker Protection Act gives workers time to update their information, ensure they have copies of work authorizations, or consult with an attorney.** Immigration agents have detained people who do have legal authorization to live and work in the U.S., even citizens. This legislation would give workers the information they need to decide if they want to have certain documents with them at work when ICE has given notice of a worksite enforcement action, potentially preventing wrongful deportations or employer fines.
- **This legislation levels the playing field by ensuring workers and employers have the same information.** Transparency helps ease anxiety and fear for all workers, both immigrants and citizens. Clearly outlined expectations help employers navigate a rapidly shifting landscape of federal agency actions.
- **Oregon, California, and Illinois already require employers to provide similar notice to employees when an I-9 inspection is planned, and the Massachusetts legislature is considering similar legislation.** While the Trump administration challenged the California and Illinois policies, courts upheld both the state's notice requirement laws.
- **The Immigrant Worker Protection Act does not override federal law or an employer's duty to comply with a subpoena or valid court order.**

Citation: PBS, "U.S. citizen wrongfully detained twice in Alabama workplace raids sues immigration authorities" (Oct. 1, 2025)

Learn more at wslc.org

Questions? Contact WSLC Government Affairs Director John Traynor at jtraynor@wslc.org