

Solidarity Resources

Know Your Rights

*Protect Yourself, Your Family
and Your Coworkers*



UNITE HERE represents nearly 300,000 people working in the hospitality industry and beyond across the U.S. and Canada. Together, we are building a movement to empower immigrants and all workers to achieve greater equality and opportunity.

Legal Disclaimer: The information contained in this publication is provided as a public service for informational purposes only. It is not legal advice. It is not tailored to the facts of your situation. Speak to an attorney for legal advice about your specific circumstances.

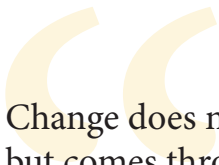


We have the opportunity to significantly advance the struggles for equality for women, immigrants and African Americans. Women, immigrants, and African Americans have built our union and our industries, but remain overrepresented among the unorganized. There can be no freedom for workers in general until those specific battles are won.

—UNITE HERE Constitution (As ratified in 2014)

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Change does not roll in on the wheels of inevitability, but comes through continuous struggle. And so we must straighten our backs and work for our freedom. A man can't ride you unless your back is bent.”

—*Martin Luther King, Jr.*



Know Your Rights

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A Union: Your Best Protection on the Job

If you have a union in your workplace, you have rights.

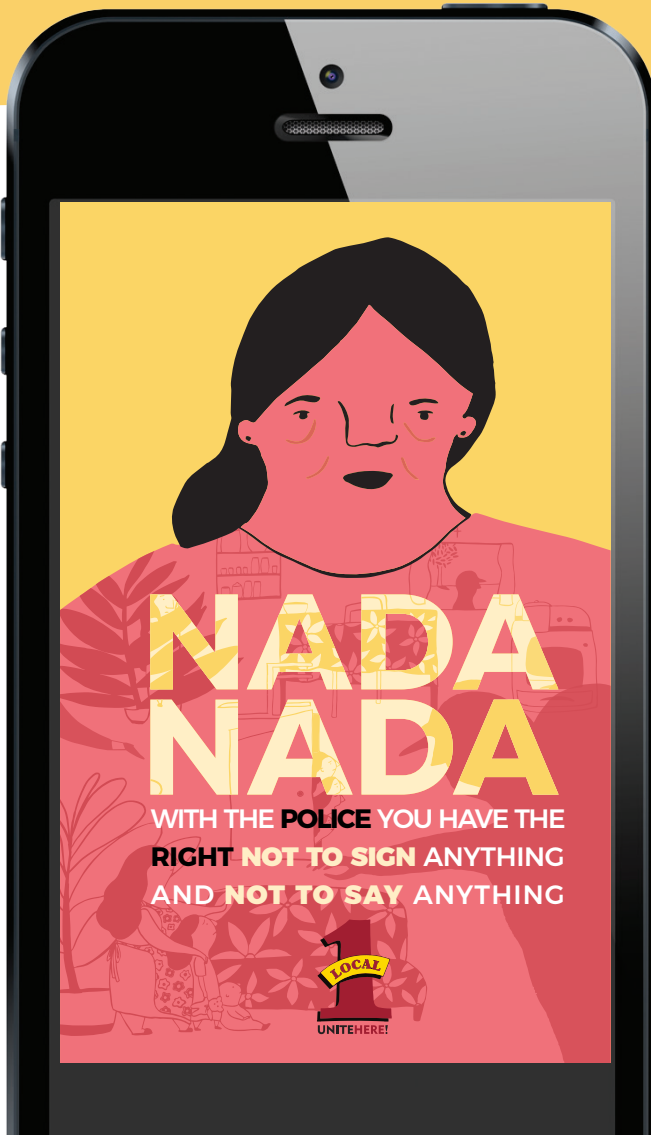
- Speak with your UNITE HERE organizer or shop steward to learn how your union contract protects you and your coworkers regardless of race or immigration status.
- Many UNITE HERE contracts have specific language to prevent discrimination and to provide notification about document expirations and time off for citizenship ceremonies or to update authorization paperwork.
- Make sure that if ICE comes to your workplace, you and your coworkers are prepared to remain calm, exercise your rights, and notify your union rep or shop steward right away.



Learn more about how your UNITE HERE union contract can protect all workers:
[UNITE HERE website](#)

UNITE HERE Local 1 in Chicago created the free #NadaNada ringtone to help us all remember our right to say nothing and sign nothing when interacting with immigration agents.

In stressful moments, it can be hard to remember your right to #NadaNada—say nothing and sign nothing. [Download and share our ringtone.](#)



If ICE comes to your workplace

ICE can only enter private areas of a workplace if they have a warrant signed by a judge, or if they have consent from the employer.

You have the right to:

- **Remain silent.** You can refuse to answer their questions, even if they arrest you. In some states, you can be required to provide your name to state or local police. Lying or providing false information can have very serious consequences.
- **Speak to an attorney** before answering any questions. Keep their information with you at all times.
- **Not sign anything.** You have the right to refuse to sign any documents presented to you by ICE.

NOTE: In case of an ICE raid in your workplace, contact your union rep or shop steward immediately.



If ICE stops you in public

You have the right to:

- **Leave if you are not being detained.** You may ask if you are being detained or are free to go. If you are not being detained, you have the right to walk away. Stay calm and do not run.
- **Remain silent.** You can refuse to answer their questions, even if they arrest you. In some states, you can be required to provide your name to state or local police. Lying or providing false information can have very serious consequences.
- **Speak to an attorney** before answering any questions. Keep their information with you at all times.
- **Not sign anything.** You have the right to refuse to sign any documents presented to you by ICE.

If ICE comes to your home

You have the right to:

- **Not open the door.** You have the right to refuse to allow ICE or police to enter your home unless the officers show a search warrant **signed by a judge.**
- **Ask to see a warrant.** You have the right to ask ICE to slide the warrant under the door so you can inspect it. ICE can only enter your home if they have a search warrant signed by a judge with your full name and home address.
- **Remain silent.** Present the Rights Card (see pg. 19) to officers. If you talk about your immigration status, your country of origin or how you got to the U.S., this information could be used against you.

NOTE: ICE agents can and do lie in order to gain entrance to your home.



If ICE comes to your car

- You have the right to remain silent, to speak to your attorney, to leave if you are not being arrested or detained, and to not sign anything without speaking to your attorney.
- If you are the driver of the vehicle, do not resist. You may be required to show your license, registration and proof of insurance. In some states, you can be required to provide your name to state or local police.
- Take note of which kind of law enforcement agent has stopped you (sheriff, city or county police, state trooper, or immigration officer), and the name and badge number of the agent.

Remember: Presenting false documents or false identification can lead to serious legal consequences.





Make a Plan

Prepare a family plan

- 1** Find an attorney and consult with them on your immigration status.
- 2** Carry your attorney's phone number and the Rights Card on page 19 with you at all times.
- 3** Make sure your family has your attorney's phone number, your full name and date of birth, and your immigration number if you have one. This number begins with an "A" and can be found on your work permission or residency card.
- 4** Keep important documents, like birth certificates, marriage certificates, passports, and alien number, in a safe location that your family can access easily.
- 5** Make a plan to care for your family if you are detained.
 - Get a notarized letter giving a trusted family member or friend legal power to care for your children.
 - Start an emergency fund and make sure someone you trust can access this fund if you are detained to cover legal fees or pay your mortgage, for example.

Help for families

Catholic Legal Immigration Network's Emergency Planning Guide can be downloaded in English and Spanish to help you and your family form a plan. Download the plan by [clicking here](#).



Additional Resources

Apply for citizenship

Even if you are a legal permanent U.S. resident, you may not be safe from detention or deportation. The best way to protect yourself and your family is to apply to become a U.S. citizen. Many people are eligible for citizenship but have not yet applied.

Determine if you are eligible and begin the process of applying for U.S. citizenship today!

Click the links below for more information on:

- Citizenship eligibility, cost, fee waivers, and process:

[USCIS website](#)

- Organizations and events that can help you apply for citizenship (in person and online). Ask your local organizations if they also provide citizenship classes:

[CitizenshipWorks.org](#)

- Study materials and sample tests for the English and civic tests:

[CitizenshipWorks.org](#)

Temporary Protected Status (TPS)

Almost 1 million immigrants have permission to live and work in our country due to a form of humanitarian relief called Temporary Protected Status (TPS). Since 1990, TPS has been granted to people from countries facing violent conflict or national disaster.

President Trump unsuccessfully tried to end TPS during his first administration. Our union and labor allies have been instrumental in protecting TPS. The Trump Administration and Project 2025 have announced intentions to repeal TPS designations.

If you or your family members hold TPS designations, it is urgent that you review the latest updates for your country, as well as the relevant dates and registration forms. [Visit the USCIS webpage on TPS.](#)

Contact a trusted immigration attorney with any questions unique to your situation.

Deferred Action for Childhood Arrivals (DACA)

In 2012, President Obama established DACA to offer temporary protection to undocumented immigrants who came to the U.S. before the age of 16, have no lawful status, and meet other requirements. Over 530,000 people have active DACA status.

The future of the DACA program is currently uncertain because of ongoing court challenges to the legality of the program. If you are a current DACA recipient, or are considering applying for the first time, you should seek legal advice from a trusted immigration attorney about your options in light of the evolving circumstances.

If you or your family members have active DACA status, visit the [National Immigration Law Center website](#) for the latest updates, resources, and frequently asked questions.

What can I do to help protect TPS and DACA?

- Educate your coworkers, friends and family, and urge all TPS and DACA recipients to consult an attorney about other forms of immigration relief.
- Make a plan with your local union and join forces with other organizations to fight to extend and protect TPS and DACA;
- Call on elected officials and employers to publicly oppose ending TPS and DACA and pass legislation creating a path to citizenship for people who have put down roots and are contributing to our country,



Finding Legal Help

Where can I find free or low-cost legal help?

Nonprofit organizations that provide low-cost help can be found by visiting ImmigrationLawHelp.org.

Carry A Rights Card

The AFL-CIO has Know Your Rights palm cards in several different languages that you can [download and print by clicking here](#).

You can also contact your union rep for a copy of the Rights Card.

Keep this card (and the phone number of an immigration attorney) with you at all times.

These rights apply to everyone in the United States—carrying this card is an important reminder of those rights, especially for those of us in communities that face racial profiling by police or ICE.

I am exercising my right to remain silent, my right to refuse to answer your questions and my right to refuse to sign anything, until I consult an attorney.

Unless you have a signed judicial warrant, I do NOT consent to your search of my home, vehicle or property. If I am detained, I request to contact this attorney/organization immediately.

Phone # _____

Thank You



www.UNITEHEREimmigration.org • www.UNITEHERE.org