

Immigration- Know Your Rights

Training and Resources

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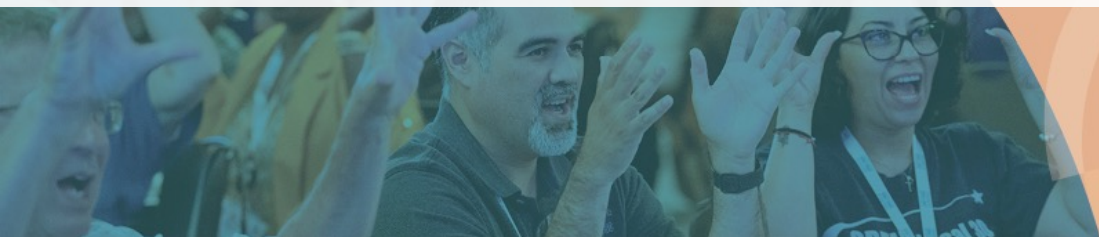


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What you will learn today

Agenda

- Our Mission
- Important Need to Know
- Upstander vs Bystander
- Do's and Don'ts as a:
 - Union
 - KP Healthcare Worker & Union Leader
 - Civilian
- True or False
- Question

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Our Mission

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Our Mission

Our mission is to improve the quality of life for our members, their families, and dependents by achieving a higher standard of living, by elevating their social conditions and by striving to create a more just society. Through unions, we join together to win better wages, benefits and a voice on the job.

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We believe in the fight for our vision for a Just Society: where all workers are valued and all people are respected- no matter where we come from or what color we are. Where all families and communities can thrive; and where we leave a better and more equitable world for the generations to come.

Need to Know

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Need To Know: TERMINOLOGY

Green Card:

**Officially known as
Permanent Resident Card**

DACA:

**Stands for Deferred Action for
Childhood Arrivals**

Working Visa:

**A work permit for immigrants
to work in the U.S.**



Need To Know: RED CARDS

We have these “**red cards**” that people can hand to ICE agents. You can also print them out yourself by going to the immigration resources page on our union’s website at www.seiu-uhw.org.

You can also find excellent videos there showing these rights in action from the WeHaveRights.us project of the ACLU.

You have constitutional rights:

- **DO NOT OPEN THE DOOR** if an immigration agent is knocking. If you are inside of your house, show the card through the window or slide it under the door.
- **DO NOT ANSWER ANY QUESTIONS** from an immigration agent if they try to talk to you. You have the right to remain silent.
- **DO NOT SIGN ANYTHING** without first speaking to a lawyer. You have the right to speak with a lawyer.
- If you are outside of your house, **SHOW THIS CARD TO THE AGENT**. Ask the agent if you are free to leave and if they say you can, leave calmly.



www.RedCardOrders.com

Upstander vs. Bystander

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Upstander vs Bystander

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UPSTANDER



BYSTANDER



Upstander vs Bystander

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UPSTANDER



- Acts in real time
- Speaks up
- Steps in or designates support for others
- Gets help and activates resources
- Stays present in difficult moment

Upstander vs Bystander

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BYSTANDER

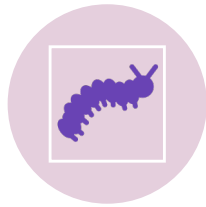


- Flight/Freeze
- Avoids involvement
- Stays silent
- Assumes someone else will act
- Walks away
- Fears retaliation or involvement
- Lack of Knowledge

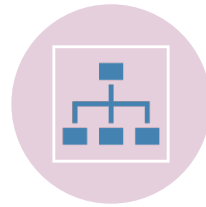
5 D's



DIRECT



DISTRACT



DELEGATE



DELAY



DOCUMENTATION

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Do's & Don'ts Unions

SEIU Local 49

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Do's & Don'ts Union

Do's:

- Advocate for legislation that protects workers
- Coordinate rapid response when issues arise
- Educate members on their rights and protocols
- Ensure contract enforcement and accountability
- Provide visible union leadership at worksites

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Do's & Don'ts Union

Do: Support Bills

Oregon House Bill 1570

Oregon Governor Tina Kotek signed the Healthcare Without Fear Act (Senate Bill 1570) into law on April 9, 2026, restricting federal immigration enforcement (ICE) within hospitals and health clinics. Effective June 5, 2026, it requires hospitals to limit agent access to private areas without warrants, protects patient data, and ensures safe access to care for all, regardless of status.





From the Offices of Representatives Grayber, Ruiz, and Senator Campos

FOR IMMEDIATE RELEASE

March 2, 2026

Press Contact:

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New Protections Aim to Keep Hospitals Focused on Care, Not Immigration Enforcement

SALEM, Ore. – Legislation designed to ensure Oregonians can seek medical care without fear of immigration enforcement passed the Oregon House today after previously clearing the Senate, sending [SB 1570](#) to the governor’s desk for signature.

The bill establishes clear boundaries around when hospitals may share personal information, particularly information related to immigration or citizenship status. It also requires hospitals to identify nonpublic areas and creates protections for health care workers who provide patients with information about their legal rights.

“When fear keeps people from care, public health suffers. When trust erodes, we all pay the price,” said **Sen. Campos** (D-Hillsboro, Aloha & West Beaverton). “The Healthcare Without Fear Act protects safety, privacy, and trust for everyone seeking medical care.”

The bill responds to growing anxiety among immigrant families and health care providers as immigration enforcement actions intensify nationwide. SB 1570 prohibits hospitals from sharing sensitive information like a person’s country of birth or immigration status with law enforcement unless required by law, a court order, or necessary to ensure continuity of care. The bill also requires hospitals and federally qualified health centers to treat immigration-related information the same way they treat protected health information.

“As a first responder, I know that hospitals and emergency rooms are carefully coordinated environments where roles are clear, every second matters, and trust is essential. When immigration enforcement disrupts that environment, people get hurt,” said **Rep. Dacia Grayber** (D - SW Portland & E Beaverton). “This bill protects patient privacy and limits access to sensitive areas, ensuring that patient care is never compromised by enforcement activity.”



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Do's & Don'ts Union

- **Don't** leave frontline workers, stewards, union leaders to figure things out on their own.
- **Don't** allow senior KP leaders or management to implement changes without partnership/bargaining.
- **Don't** treat issues as isolated incidents.
- **Don't** lose visibility with members.

“A strong union doesn't react; it prepares, organizes and leads”

Do's and Don'ts: KP Healthcare worker/ Union Leader

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- **Know EMTALA, HIPAA, Patient Privacy, & P.H.I.** – We cannot release patient information to law enforcement without a subpoena or patient consent. Emergency department must provide medical care to all patients, regardless of Immigration status.
- **Hospitals/Clinics are Not Safe Zones Anymore** – Under past policies, hospitals were considered “sensitive locations,” but this is no longer guaranteed. We must be prepared.
- **Patient Rights** – If ICE inquires about a patient, refer them to hospital administration or legal counsel. Do not disclose any information yourself.
- **Staff Protection** – Some of our own union members are here on work visas. If they feel unsafe, direct them to union leadership or legal support.

KP Healthcare Worker/ Union Leader

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✓ Do's:

- Support members who may feel unsafe by providing guidance and ensuring their rights are protected.
- Document any interactions involving ICE or law enforcement in the workplace.
- Remind members of their rights, including the right to remain silent and request legal representation.
- Immediately notify union leadership if ICE or law enforcement is on-site.

× Don'ts:

- Do not interfere with law enforcement physically or obstruct them from doing their job.
- Do not provide false information or encourage members to hide.
- Do not take photos or videos of law enforcement in Kaiser Facilities or Kaiser property.
- Do not ask union members “are you documented?”
- Do not tell management someone’s immigration status
- Do not assuming someone is “safe” because they’ve been here a long time
- Do not giving legal advice outside your role

KP Healthcare Worker/ Union Leader

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- ✓ **Step 1: Stay Calm & Observe** – Do not engage directly but take note of what’s happening.
- ✓ **Step 2: Notify Leadership** – KP Leadership, contact a Steward, Chief steward, contract specialist, Labor Partner, Internal Organizer, Union Representatives.
- ✓ **Step 3: Do Not Share Information** – Do not provide patient or employee details.
- ✓ **Step 4: Support Employees** – Remind affected staff that they have the right to remain silent and request a lawyer.
- ✓ **Step 5: Document Everything** – Keep a record of the time, place, and details of the situation.

“Our role is to provide support and protect both patient privacy and worker rights. We are not law enforcement or attorneys, and we should not intervene beyond what is legally allowed.”

“Immigration status should never determine whether someone is treated with dignity at work. Our contract protects workers... not paperwork.”

Scenarios

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Scenario #1

You and a coworker are working at the front desk at a Kaiser facility when Immigration and Customs Enforcement (ICE) Officers arrive, demanding to enter patient care area.

The interaction is occurring with your coworker.

What would you do?



Scenario #1

UPSTANDER



- Call supervisor, manager or designated administrator to your location.
- Notify union leaders of ICE at facility.
- Document the interaction
- Step in for co-worker if they are having issues remembering what to do.
- Once KP leaders have arrived, debrief with employee and check on their wellbeing.

BYSTANDER




- Fears retaliation/ KP Policy Violation
- See involvement as a political involvement
- Stays silent and avoids involvement
- Leaves co-worker to face situation alone.
- Documents nothing.
- Does not help in notifying KP leadership or Union leaders.
- Inaction can put workers and patients at risk

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Scenario #2

You are working in a patient care area and receive the following Teams message:

PAR Team Chat · 10:16 AM

 ICE agents are here at registration asking about a patient. I'm kind of freaking out — who do I call??

What would you do?

Scenario #2

ICE agents are here at registration asking about a patient. I'm kind of freaking out — who do I call??



Brian · 10:17 AM

@here I'll notify your managers and union reps now. Stay calm — we're sending someone your way to help.

UPSTANDER



Do or delegate:

- **Safely go to employee dealing with Law Enforcement.**
- **The call the supervisor, manager or administrator to their location.**
- **Delays until administrators arrive**
- **Notification to union leaders of ICE at facility.**
- **Document the interaction.**
- **Debrief with employee and check on their wellbeing. Advocate for them and/or your work area's safety.**

BYSTANDER



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- **Issue might be personal (Fight/ Flight/ Freeze)**
- **Fears confrontation or retaliation**
- **Afraid of policy violations**
- **Ignored the group chat completely**
- **Goes on break.**
- **Documents nothing.**
- **Does not help in notifying KP leadership or Union leaders.**
- **Inaction can put workers and patients at risk**

Do's and Do'nts

It's not "if" it happens, but rather "when" it happens.

"We are here to support, not to take on legal battles ourselves. If an employee is at risk, connect them with your locals' immigration resources."

Do's and Don'ts: Civilian

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Do's and Don'ts

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5.2.3 Personal Opinions. Employees are personally responsible for the content that they publish online. Employees should be mindful that content published on a social media site can be copied or stored indefinitely by the site itself or by a third party. Employees should also be mindful that an employee's affiliation with KP on one site can be linked to statements made on another social media site and accordingly take care to understand the impact that even non-work-related communications can have on their own reputation as well as that of KP.

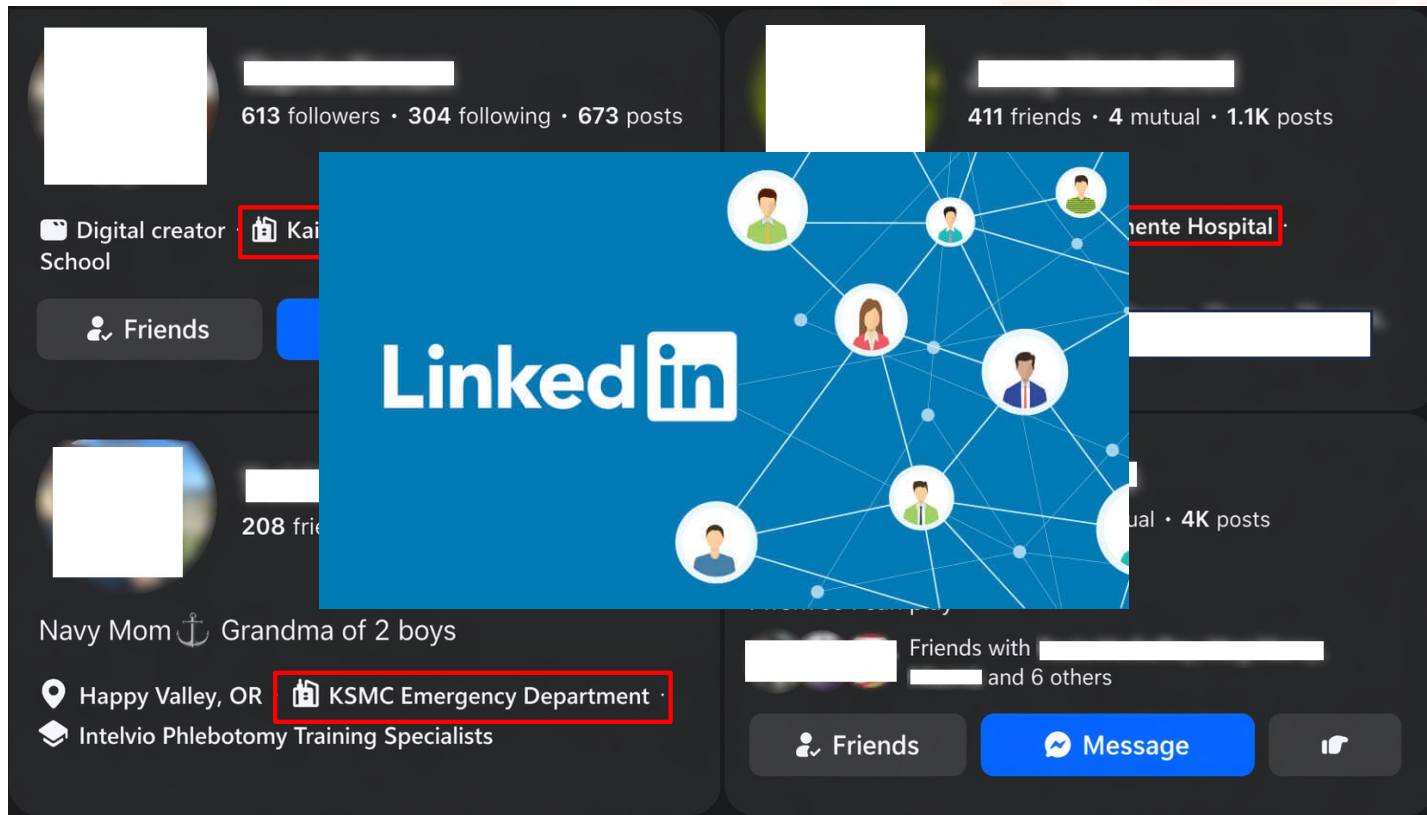
This policy in no way impinges on any employee's right under the law to express either protected political opinions or to engage in protected concerted activity under the National Labor Relations Act.

5.2.3.1 KP employees may not represent themselves as a spokesperson for KP without express authorization from Communications to do so.

5.2.3.2 Employees may not represent that they are communicating the views of KP or do anything that might reasonably create the impression that they are communicating on behalf of or as a representative of KP. To prevent creating the wrong impression, it is best to include a disclaimer that the statements made are not the opinions of KP.

Do's and Don'ts

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Do's and Don'ts

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Do's and Don'ts:

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Activity

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Take 15 minutes to talk at your table regarding what you are doing at your local regarding immigration.

Capture and share best practices.

True or False

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True or False

1. Every Person born in the U.S. is automatically a U.S. citizen?

True

2. You have the right to remain silent if approached by an Immigration and Customs Enforcement (ICE) agent.

True

True or False

3. As a healthcare worker, you are obligated to assist ICE agents in arresting a person identified with an ICE administrative warrant.

False

4. All patients, regardless of immigration status, have the right to access emergency medical treatment at Medicare participating hospitals.

True

True or False

5. As a citizen (outside of KP property), you are not allowed to video someone being arrested.

False

6. As healthcare workers at Kaiser, we are allowed to video record, photograph or live stream on our social media platforms, someone being arrested on KP Property.

False

True or False

7. Identifying as a KP employee on social media platforms and making statements could be seen as creating significant operational and reputational harm to KP?

TRUE! (NATL.COMM.001 – 5.1.1.3)

True or False

8. As a union member, testifying on house/senate bills would violate KP policies?

False!

“They can also advocate on employment- related issues if they follow the appropriate solicitation and distribution policies. (NATL.HR.008)”

“Nonpartisan activities that are free from party affiliation, bias or designation (NATL.HR.008 - 4.6)”

Wrap Up

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Evaluation

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