LAANE KYR Outreach Program Script
English & Spanish

Small Business Outreach Script

Hi, I'm [YOUR NAME] with LAANE. With the rise of workplace raids, we're going around to local businesses in our neighborhood to tell business owners and managers about their constitutional rights. May we speak with the business owner or manager on duty?

Have you heard about agents entering small businesses without warrants and detaining people? (*pause*) It's happening more than people realize. Just this year, there've been thousands of incidents in Los Angeles where agents entered workplaces without showing a warrant.

Legally, they're required to either have a judicial warrant signed by a judge or get the business owner's consent to enter private areas of a business like breakrooms, kitchens, or storage areas. **shows print-out signage** Do you have employee-only signage up?

> **No:** That's why we're going around sharing information on these signs on how to enforce your 4th amendment rights. Simply having signs like this gives you the legal right to refuse anyone into the private spaces of your business designated only for workers.

***NOTE:** When ICE agents deliver an I-9 notice of inspection to a workplace, it does not give them legal authority to demand to speak to employees. After a notice of inspection is delivered to an employer, the business has a minimum of 72 hours to provide the documents requested in the notice of inspection.*

Does your business have a policy in case of law enforcement presence at the workplace?

- What would that mean for your staff?
- Your customers?
- Your peace of mind?

Having a clear, uniform, written policy for how you respond to the presence of law enforcement - regardless of whether it is ICE, local, or state police - is something businesses can do to protect their rights and ensure that employees' rights are also respected.

The good news? There's something we can do.
We're helping local businesses take simple steps to protect their rights and their people.

That includes:

- Identifying which parts of your space are private

- Training your staff on their rights

- **And posting a clear sign**: *"Private Employees Only. No Public entry."*

If enough of us do this, we'll send a strong message:
Our businesses respect the Constitution and each other.

Can we count on you to post the sign and have a quick conversation with your team about their rights?

(*Pause. Let them respond.*)

If Yes:

That's great, it really makes a difference.
Here are the materials, can I help you put them up now?

Are you interested in receiving a Know Your Rights Training from our team in the future? (Yes/No)

If Maybe:

Totally understandable.

What's holding you back?
What do you think happens if most businesses stay quiet?

If No:

Thanks for hearing me out.
Would it be okay if I check back in another time?

Frequently Asked Questions / Talking Points

- **How does immigration enforcement affect my business?**
    - Inaction could lead to devastating consequences. A single raid can lead to detentions, costly fines, legal battles, and irreversible damage to your worker's lives and your business. Knowing your rights and how to respond in the moment could make the difference between protection and immense loss for everyone involved.

    - *If they've trained/invested in their workers:* Have you invested in training and resources for your workers? Consider the time and money it's going to take to retrain and rehire new workers
- **Workplace Know Your Rights !!**
    - You have 4th amendment rights as a business owner. Businesses have the right to deny law enforcement entry into private areas of a business. The best way to establish which areas are private and closed to the public is with clear signage.
    - Agents must present a judicial search warrant signed by a judge before they can legally enter the private areas of a workplace, establishment, or residence. Recently, a tactic ICE agents have used to gain access to workers is saying that they are doing an i-9 audit and demanding that you present I-9 paperwork on the spot. However, businesses and workers legally have a minimum of 72 hours to respond to an I-9 Notice of Inspection (NOI), which is the first document that initiates an I-9 audit.
- **Consequences of Inaction** ⚖️Inaction could lead to devastating consequences. A single raid can lead to detentions, costly fines, legal battles, and irreversible damage to working peoples' lives and local businesses. Knowing your rights and how to respond in the moment could make the difference between protection and immense loss for everyone involved.
- **Economic Impact** 💸 Your business could gravely be affected by these workplace raids. Did you spend money to train your workers? Having to rehire and train brand new workers would be costly given that business may be shut down due to lack of staff.
- **Tearing Working Families Apart** 💔 Working-class immigrant families are being torn apart by unlawful immigration enforcement — often conducted in violation of the constitution, and depriving individuals of their due process rights.These workplace raids don't make us safer, but instill more fear into our communities. In order to protect our rights, there is a growing urgency for workers, employers, and allies to understand their rights and responsibilities in the workplace and within our communities.
- **Protecting Our Constitutional Rights** ✊ Without a judical warrant signed by a judge, ICE can only come into the public areas of businesses and establishments. Business owners have the right to deny ICE entry into the private areas of the workplace.

Guión de campañas para pequeñas negocios

Hola, soy [SU NOMBRE] de LAANE. Estamos trabajando con negocios locales para ofrecer información y educación sobre sus derechos legales bajo la constitución federal ¿Podemos hablar con el dueño o gerente de turno?

¿Has oído hablar de agentes que entran en pequeños negocios sin orden judicial y detienen a gente? Sucede con más frecuencia de lo que la gente cree.

Sólo este año, ha habido miles de incidentes, en Los Angeles, donde los agentes ingresaron a los lugares de trabajo sin mostrar una orden judicial.

Legalmente, deben tener una orden judicial firmada por un juez, u obtener el permiso del propietario del negocio para ingresar a espacios privados como salas de descanso, cocinas o áreas de almacenamiento.

NOTA: Cuando un oficial de ICE entrega una notificación de inspección de I-9, no impone ninguna obligación de proveer ni documentos ni empleados en el momento. ; La notificación de inspección es el primer paso en un auditoria de I-9. Los empleadores tienen un mínimo de tres días para proporcionar los documentos solicitados en dicho aviso.

¿Tiene su empresa un plan?¿En caso de que algo así ocurra?

- ¿Qué significa esto para su personal?
- ¿Sus clientes?
- ¿Tu tranquilidad?

¿La buena noticia? Hay algo que podemos hacer.
Estamos ayudando a las empresas locales a tomar medidas sencillas para proteger sus derechos y a su gente.

Esto incluye:

- Identificar qué partes de tu espacio son privadas
- Capacitar a su personal sobre sus derechos
- **Y poner un cartel claro**: *Solo empleados privados. Prohibida la entrada al público.*

Si somos suficientes los que hacemos esto, enviaremos un mensaje contundente:
Nuestras empresas respetan la Constitución y se respetan entre sí.

¿Podemos contar con usted para colocar el rótulo y tener una conversación rápida con su equipo sobre sus derechos?

(*Pausa. Déjalos responder.*)

En caso afirmativo:

Eso es genial, realmente hace la diferencia.
Aqui tengo los materiales, podemos montarlos ahora?

Si tal vez:

Totalmente comprensible.

¿Qué te detiene?
¿Qué crees que pasaría si la mayoría de las empresas permanecieran en silencio?

Si no:

Gracias por escucharme.
¿Estaría bien si vuelvo a consultar en otro momento?

Preguntas frecuentes / Temas de conversación

- **¿Cómo afecta la aplicación de leyes migratorias a mi negocio?**
    - La inacción podría tener consecuencias devastadoras. Una sola redada puede resultar en detenciones, multas costosas, litigios y daños irreversibles a la vida de sus trabajadores e incluso a sus negocios locales. Conocer sus derechos y cómo responder en el momento oportuno podría marcar la diferencia entre la protección y una pérdida inmensa para todos los involucrados.
    - *Si han capacitado/invertido en sus trabajadores:* ¿Ha invertido en capacitación y recursos para sus trabajadores? Considere el tiempo y el dinero que se necesitarán para capacitar y contratar a nuevos empleados.