

Date:

To:

[Employer Name]

[Employer Address]

Dear [Employer]:

Re: Day Without an Immigrant: Day of Solidarity, Truth, and Power

Attention management:

We workers are necessary for this country to function. Currently, it is unsafe for both immigrant and non-immigrant workers in the workplace. Armed, masked ICE agents have profiled, detained, and seriously injured, to the point of death, both citizens and non-citizens at work, in the street, at checkpoints, and at home. In December 2025, a record number of people died in immigration detention facilities, and members of Congress are being denied entry to those facilities.

We ask for your leadership in these unprecedented times to protect our physical safety and mental health at work by declaring that you will uphold our constitutional protection from illegal search and seizure and deny entry to ICE on the premises without a signed judicial warrant. Although the purpose of our upcoming community one-day work stoppage is to protect our safety at work, we also ask that you speak to our federal and state elected officials to demand humane immigration reform, accountability with ICE, and state-level action.

We will be engaging in a one-day community work stoppage on May 1, 2026, to demand that there be no 287 (g) agreements in Wisconsin, that ICE not be allowed in courts and communities, and to support national demands to defund ICE, Citizenship for All, and An Economy for All.

We ask that you establish a Know Your Rights in the Workplace training with Voces de la Frontera. This training ensures a safe job for all workers and clients and establishes the following measures to keep workers safe:

- Signs prohibiting entry by ICE without a judicial warrant.
- Doors that lock
- Private area signs
- Training for all workers on how to implement policies against illegal search and seizure by federal agents
- Ensuring de-escalation and managing interactions
- Connecting with community defense networks

This notice and unconditional offer to return on the next scheduled workday on or after May 2, 2026 also applies to ANY other of your employees who may choose to engage in the community work stoppage during this period.

