

# The POWER Campaign

**Protect Our Workers from Exploitation and Retaliation**

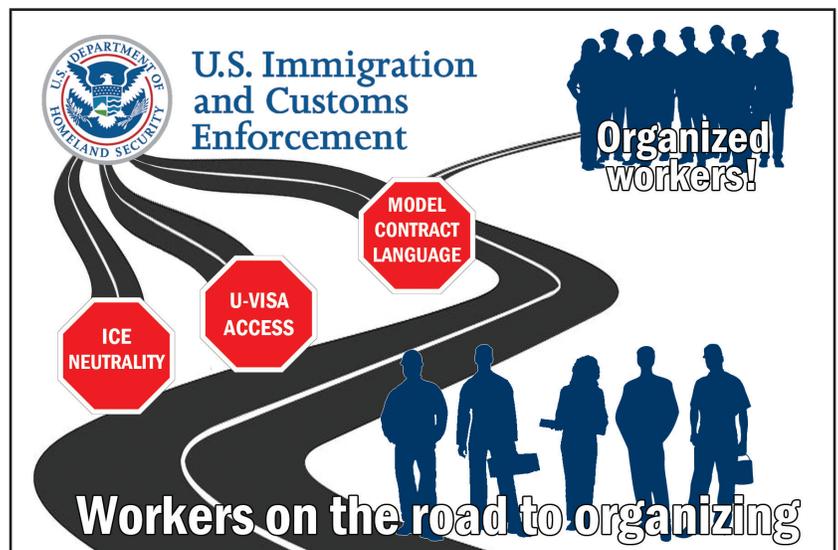
The **POWER Campaign** seeks to eliminate the threat of ICE in worker organizing efforts. It also aims to expand protections for worker leaders who stand up to unscrupulous employers. The POWER Campaign builds off of existing protections in order to create the conditions for new broader protection in several ways:

## **ICE NEUTRALITY AGREEMENTS:**

When ICE (Immigration and Customs Enforcement) enters a worksite, whether on its own or because of an employer intervention, the agency has the potential to destroy organizing efforts. Although workplace organizing is protected and takes precedent over enforcement of civil immigration law, ICE may not know organizing is taking place until it is too late. However the POWER Campaign has developed the ICE Neutrality Agreement to act as a mechanism to formally keep ICE out where worksite organizing is taking place. It will also help to establish evidence and support for workers who do still end up in proceedings. By proactively protecting workplaces from ICE intervention during organizing drives, labor leaders can eliminate the possibility of disruption.

## **U-VISA ACCESS:**

U-Visas were established to encourage immigrant victims to come forward and report crime. Although most commonly used for the victims of domestic and other violent crimes, U-Visas can also be granted to immigrant workers who may be the victims of qualifying crimes. Under the protection of a U-Visa, workers are given status and work authorization that allows them to continue to organize and hold employers accountable. The POWER Campaign seeks to expand the qualifications of U-Visas in the context of common “crimes” committed by employers on workers during labor disputes. Doing so makes U-Visas more of an organizing tool in campaigns for immigrant workers’ rights and eliminates potential wedges used by employers to divide immigrant workers for others in mixed sites.



## **MODEL CONTRACT LANGUAGE:**

Even after initial organizing efforts are successful, workers’ rights remain vulnerable to the threat or perceived threat of ICE. Bad employers can play off of this to use divide-and-conquer tactics. For this reason it is important that unions address the dynamic needs of mixed status workforces in union contracts. The POWER Campaign promotes the use of model contract language to provide baseline agreements between employers and the union on specific rights and benefits, regardless of status, in order to protect all workers and their organizing efforts.

Through these efforts, the POWER Campaign will build broader defenses, enhance worker organizing, and create conditions for the passage of new protections, like the POWER (Protecting Our Workers from Exploitation and Retaliation) Act.

[www.thepowercampaign.org](http://www.thepowercampaign.org)

Or contact Natalie Patrick-Knox at [natalie@jwj.org](mailto:natalie@jwj.org) or 202.393.1044 x130 for more information.

1. Qualifying crimes include involuntary servitude, obstruction of justice, extortion, and peonage, among others. See full list at <https://nilc.org/u-visa-protect-workers-2010-09-15.html>