



WORKERS' RIGHTS WHEN FEDERAL IMMIGRATION AGENTS CONDUCT AN I-9 INSPECTION OF THE WORKPLACE

The Immigrant Worker Protection Act (IWPA) is a Washington state law that requires your employer to notify you when federal immigration agents conduct an I-9 inspection of the business or worksite. An I-9 inspection is when federal immigration agents, including ICE, inspect whether an employer has properly completed I-9s.

ANY PERSON CAN EMAIL OR CALL THE WASHINGTON STATE ATTORNEY GENERAL'S OFFICE TO LEARN MORE, SHARE CONCERNS, OR REPORT POTENTIAL VIOLATIONS.



IWPA@atg.wa.gov



(206) 254-4270



The IWPA requires employers to do two things:

1. Within five business days of receiving notification from a federal agency of any inspection of I-9s and related worker records, employers must directly notify their workers (and their union or collective bargaining representative, if any) of the inspection and post notice of the inspection in an area where all workers can see it.

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2. Within five business days of receiving the I-9 inspection results from a federal agency, notify any affected worker (and their union or collective bargaining representative, if any) if the inspection identified errors in their work authorization forms or identified the worker as lacking work authorization, explain the time period for correcting the error, and offer to meet with workers and their union or collective bargaining representatives.

The full notice requirements under the law can be found in RCW 49.97.050 and 49.97.060

In the event of an I-9 inspection, this employer will notify each worker of the I-9 inspection via (☐ text / ☒ email / ☐ hand delivery / ☐ other) and post notices of any I-9 inspection at the following location(s):

Upper Columbia Conference

If the I-9 inspection identifies deficiencies, this employer will notify each affected worker identified with an error via (☐ text / ☒ email / ☐ hand delivery / ☐ other) and provide the worker an opportunity to meet with the employer and make any corrections.