



Navigating Changes to Healthcare & Immigrants' Rights

9/29/25 Virtually

Presentations by:

- BeWell New Mexico
- NM Immigrant Law Center



United Way of North Central New Mexico



Agenda

Welcome – Trish Marquez, *Community Engagement and Equity Lead*

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BeWell New Mexico: Healthcare changes – America Escobar,

Outreach and Engagement Specialist

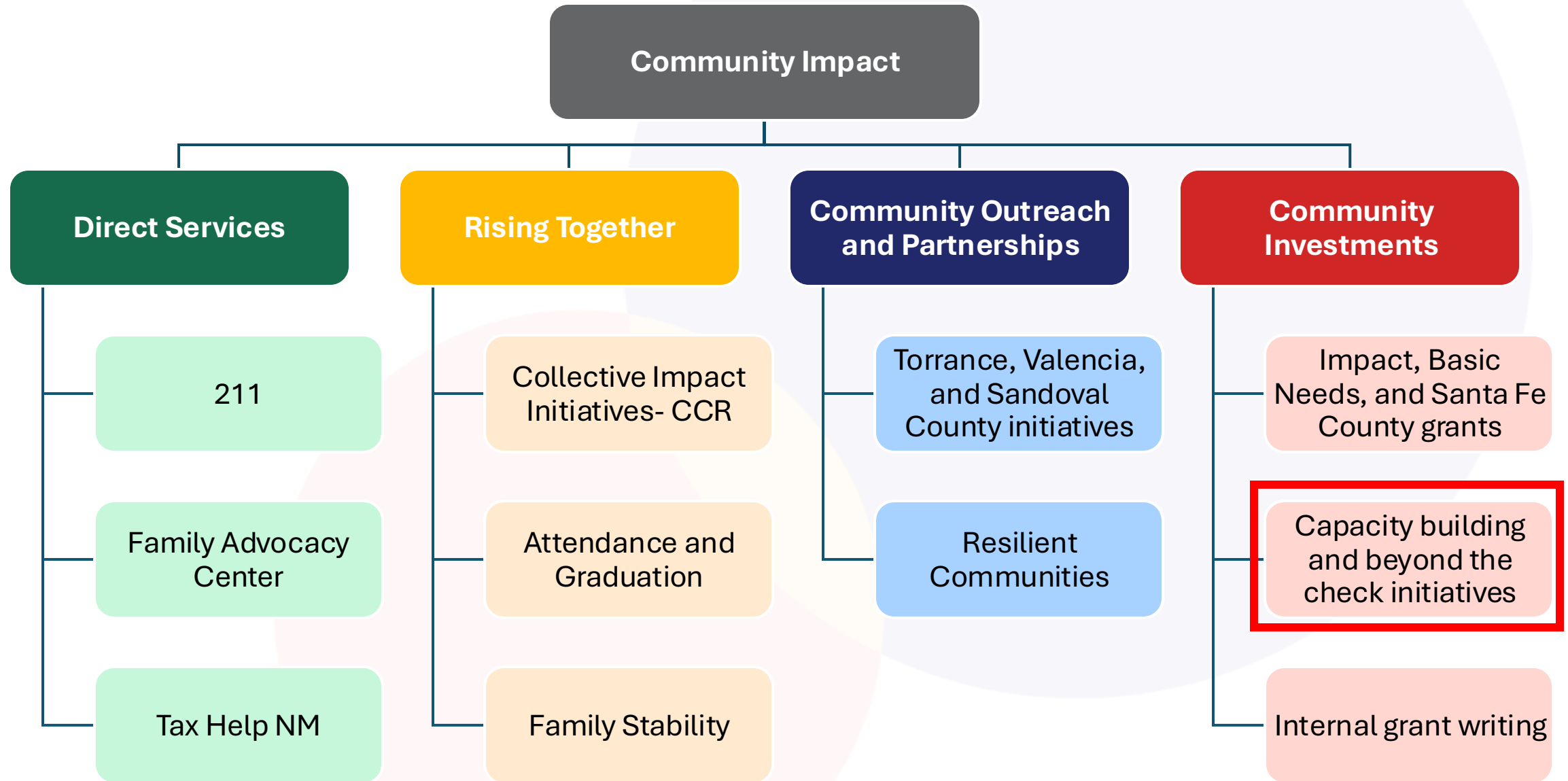
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NM Immigrant Law Center: Know Your Rights – Anna K. Trillo,

Director of Community Engagement and Economic Justice Attorney

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Q&A



Questions for America?



ICE Encounters in the Workplace

Anna K. Trillo

Director of Community Engagement

Economic Justice Attorney

Disclosures



If an employee needs NMILC services, please have them seek our services directly. Please do not contact to refer.



This is to protect confidentiality and attorney-client privilege.



Our priority is serving the community.

Agenda

- ▶ What is NMILC
- ▶ Basic Know Your Rights
- ▶ ICE in the Workplace
- ▶ Warrants: Judicial vs. Administrative
- ▶ Suggested Guidelines
- ▶ How Can Leadership Prepare?
- ▶ Basics to Prepare
- ▶ Resources

Who We Are

- ▶ Founded in 2010 in Albuquerque
- ▶ We are a social justice organization committed to working with immigrants in New Mexico.
- ▶ We work to advance justice and equity by empowering low-income immigrant communities through;
 - ▶ Collaborative legal services
 - ▶ Advocacy
 - ▶ Education
- ▶ In 2024, we served over 9,500 individuals in 28 of 33 counties in NM.
- ▶ Our services are *free*, so we only serve low-income New Mexicans
- ▶ Main Office in Albuquerque
 - ▶ Satellite offices in Las Cruces and Santa Fe

Collaborative Legal Services

- ▶ Direct Representation for:
 - ▶ U-Visa, VAWA Visa and T- Visa
 - ▶ Survivors of crimes, including domestic violence and trafficking
 - ▶ Special Immigrant Juvenile Status (SIJS)
 - ▶ Abandoned, abused, or neglected children
 - ▶ Asylum Applications
- ▶ Pro se services for:
 - ▶ Citizenship and green card renewals
 - ▶ DACA renewals
 - ▶ Asylum applications
 - ▶ Temporary Protected Status (TPS)
- ▶ Advocacy at ICE Detention Centers:
 - ▶ Torrance County
 - ▶ Cibola County
- ▶ Economic Justice Program
 - ▶ Monthly Workshops
 - ▶ Entrepreneur and Small Business Guidance
 - ▶ Registering for an LLC, EIN
 - ▶ Pro Bono Attorneys available
 - ▶ Wage Theft Claims
 - ▶ Collaboration with Color Theory Collaborative

Know Your Rights

- ▶ Right to Remain Silent
- ▶ Right to ask for Identification
- ▶ Ask if you are being detained
- ▶ Right to not consent to a search
- ▶ Right to ask for a warrant

ICE in the Workplace

- ▶ ICE is allowed to enter a workplace if it is open to the public.
- ▶ ICE is permitted to enter the public places of the workplace, like a waiting room/reception area.
- ▶ ICE is NOT permitted to enter the non-public spaces without a valid warrant or consent
 - ▶ This includes restricted areas, employee only areas.
- ▶ Owners and staff are allowed to deny ICE access to your workplace.



Warrants: Judicial vs. Administrative

SAMPLE OF JUDICIAL WARRANT ICE CAN ENTER YOUR HOME

AD-01 (Rev. 10-10-10) Search and Seizure Warrant

UNITED STATES DISTRICT COURT

For the

In the Matter of the Search of
(Briefly describe the property to be searched
or identify the person by name and address)

Case No.

A search warrant is needed to
search and enter premises; an
administrative warrant
doesn't allow entry

Check that the warrant has
your correct name and address

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer

An application by a federal law enforcement officer or an attorney for the government requests the search
of the following person or property located in the _____ District of _____
(Identify the person or describe the property to be searched and give its location)

Officers typically can only
search the specified person or
property described.

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property
described above, and that such search will reveal (identify the person or describe the property to be seized).

The search is only allowed at
the stated time and date.

YOU ARE COMMANDED to execute this warrant on or before _____ (not to exceed 14 days)
☐ in the daytime 6:00 a.m. to 10:00 p.m. ☐ at any time in the day or night because good cause has been established.

Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the
person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the
property was taken.

The officer executing this warrant, or an officer present during the execution of the warrant, must prepare an inventory
as required by law and promptly return this warrant and inventory to _____
(United States Magistrate Judge)

☐ Pursuant to 18 U.S.C. § 3103a(b), I find that immediate notification may have an adverse result listed in 18 U.S.C.
§ 3703 (except for delay of trial), and authorize the officer executing this warrant to delay notice to the person who, or whose
property, will be searched or seized (check the appropriate box)

☐ for _____ days (not to exceed 10) ☐ until, the facts justifying, the later specific date of _____

Date and time issued: _____ Judge's signature _____

City and state: _____ Printed name and title _____

A warrant is only valid with a judge's signature.
Without it, you can refuse the search.

SAMPLE OF ADMINISTRATIVE WARRANT ICE CANNOT ENTER YOUR HOME

U.S. Department of Justice

Immigration and Customs Enforcement

Warrant of Removal/Deportation

Important: An administrative warrant allows for the arrest of the
person named, NOT a search of private property. You can refuse
if an officer tries to search your home with this warrant.

File No: _____

Date: _____

This warrant is valid
only for the arrest of
the person named.

To any officer of the United States Immigration and Customs Enforcement

(Full name of alien)

Who entered the United States at _____ on _____
(Place of entry) (Date of entry)

Is subject to removal/deportation from the United States, based upon a final order by:

- ☐ An immigration judge in exclusion, deportation, or removal proceedings
- ☐ A district director or district director's designated official
- ☐ The Board of Immigration Appeals
- ☐ A United States District or Magistrate Court Judge

And pursuant to the following provisions of the Immigration and Nationality Act:
Section 241 (a) (5) of the Immigration and Nationality Act (Act), as amended.

I, the undersigned officer of the United States, by virtue of the power and authority vested in
the Attorney General under the laws of the United States and by his or her direction com-
mand you to take into custody and remove from the United States the above-named alien,
pursuant to law at the expense of the appropriation, "Salaries and Expenses Immigration
and Customs Enforcement" including the expense of an attendant if necessary.

(Signature of ICE Official)

(Title of ICE Official)

(Date and Office Location)

It must be signed by an
immigration officer to be valid

Suggested General Guidelines

- ▶ Set up procedures, practice and make sure everyone understands
 - ▶ Have them easily accessible and easy to understand
 - ▶ Make sure all staff is on the same page regarding procedures
 - ▶ Particularly important for people in reception areas
- ▶ Who is the point of contact if ICE/law enforcement arrives?
 - ▶ “I do not have authorization to speak to you but let me contact “X”.
 - ▶ “Can you please wait outside while I contact my supervisor?”
- ▶ What signage and/or barriers need to be added to workspaces?
 - ▶ Employees Only
 - ▶ Authorized Personnel Only
 - ▶ Registered Guests/Clients Only

How can Leadership Prepare?



What information do I need to communicate with our community?

Let customers/clients know that there is a protocol in place.
Who do they contact with concerns?



Check staff comfort level with interacting with law enforcement.

Will they accidentally provide consent or access to restricted spaces?



Does the rest of the staff need to do anything if ICE arrives?

Go to secure locations?
Lock doors?



Coverage for point of contact if ICE arrives.

How long will it point of contact to arrive if not in building?
Do you need to have multiple layers of point of contact to slow down the process?

Leadership Continued

- ▶ Does leadership need to contact someone?
 - ▶ Legal Counsel
- ▶ Do you know what to look for in a warrant?
- ▶ Internal I-9 Audit.
 - ▶ Is there consistency on procedure?
- ▶ Document retention being followed?
- ▶ Plain eye view documents or confidential information?

Basics to best Prepare

- ▶ Practice what you will say if you must interact with ICE.
- ▶ Have resources/information handy.
 - ▶ For Example:
 - ▶ Attorney
 - ▶ Emergency contact for staff
 - ▶ Emergency contact for clients/members
- ▶ Secure confidential information, keep all documents in a safe place.
- ▶ Encourage mixed status families to plan for safety of them, their family, and their children in event of deportation or detention.

More Resources Here and on our Website:



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NMILC.org

Thank You

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Monday 1pm - 5pm

Tuesday - Friday 9am - 12pm & 1pm - 5pm

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