

UNITEHERE!

To: Signatory Non-Hotel Employers

From: Kurt Petersen, Susan Minato, Ada Briceño, Co-Presidents, UNITE HERE Local 11

Re: Unsafe Conditions Arising from Hosting of ICE and Border Patrol Personnel

Date: March 23, 2026

We write to invoke the health and safety protections of our collective bargaining agreement in connection with the presence of ICE or U.S. Customs and Border Protection (Border Patrol) agents at or in the immediate vicinity of the workplace.

Under our contract language, workers have a right to refuse to work under conditions that would subject them to unusually dangerous conditions. When ICE or Border Patrol personnel utilize a workplace, workers may be exposed to situations involving heavy armed federal presence, protests, and law-enforcement responses that can escalate rapidly. These conditions create safety risks that are beyond the reasonable control of staff or management and should not be imposed on hospitality workers as part of their regular duties.

In recent weeks, ICE and Border Patrol have wreaked havoc on communities across the country, including multiple shootings and numerous violent encounters. In Minneapolis, federal immigration agents were involved in the killing of two U.S. citizens, part of a series of disturbing incidents that have ignited protests and widespread public condemnation across the country. Here in Los Angeles, an off-duty ICE agent reportedly used his federally-issued firearm to shoot and kill another U.S. citizen — a resident of Northridge and a father of two. Our members have also reported violent and frightening incidents in their own communities — including the detention of legal permanent residents and citizens. The conditions faced by detainees are abhorrent — there are numerous reports of physical and sexual abuse, overcrowding, poor sanitation, and lack of access to healthcare in detention centers. The violent conduct and abuse by ICE and Border Patrol has prompted widespread protest activity, including demonstrations in areas where agents are present, including at restaurants and other hospitality establishments or in locations such as parking lots used by agents to stage their activities.

On October 14, 2025, finding that the federal government's unlawful and indiscriminate immigration enforcement actions pose extreme peril to the safety of county residents, the County of Los Angeles proclaimed a local emergency due to the recent federal immigration actions.

Our members — your employees — must not be forced to be exposed to the violence, trauma, and safety risks associated with ICE and Border Patrol activities. Accordingly, be advised that the Union considers the presence of ICE or Border Patrol on the property or in the immediate vicinity of a signatory employer to constitute unusually dangerous conditions that are inconsistent with the contractual right to a safe workplace and trigger the right to refuse to work.

Further, in order to avoid unnecessary risks to workers, we demand that you refrain from allowing agents or personnel onto your properties, including for the purposes of staging ICE or Border Patrol activities.¹ Doing otherwise may place our members—and by extension your guests, management, and communities—into harm's way through no fault of their own.

Lastly, as Los Angeles prepares to host the World Cup this June, federal authorities have signaled intentions to increase ICE presence around major events, as shown by the deployment of ICE at the Winter Olympics in Milan, Italy. We want to be clear: If ICE or similar enforcement agents are present at or near your property, workers must be allowed to leave or refuse to report to work without reprisal.

We ask that you confirm that you agree with our understanding of our contract's health and safety protections and will adhere to the requests outlined above. We worked together to protect customers and employees during COVID, the worst public health disaster of our generation. It is time to come together again to face this dangerous threat to the safety of your guests, our members, and our communities.

¹ Please note that our contract also prohibits you from allowing immigration agents onto your property without a warrant.