



Immigrant Labor: Increased Loss of Opportunity, Labor Exploitation, and Fear

Yadira Lopez | August 2026

Executive Summary

Lawmakers and the Trump Administration have used a combination of xenophobic messaging, attacks on immigrants' ability to work, increased immigration enforcement, and rescinded worker protections to create labor conditions that shift power toward employers, weaken workers' ability to assert their rights, and increase opportunities for labor exploitation.¹ Immigrants arriving in the U.S. already face many hurdles to successfully establishing themselves in the U.S., especially when it comes to finding employment. The administration's attacks on immigrants' ability to obtain and maintain work authorization, including efforts to terminate Temporary Protected Status (TPS) and undermine the Deferred Action for Childhood Arrivals (DACA) program, have made it harder for immigrant workers to support themselves and provide for their families. Additional rollbacks of interagency labor enforcement and the weakening of farmworker protections create a precarious environment for immigrant workers. Focus group conversations conducted between June and December 2025 with immigrant workers and their spouses from New Jersey, Washington, Georgia, Colorado, and Texas provide insights into workplace harms and exploitation.

This manifested for many as:

- Loss of opportunity in employment outcomes, particularly in terms of access and progress.
- Poor treatment and exploitation through wage theft and fear of retaliation.
- Increased fear of immigration enforcement and family separation.

Immigrant workers are the backbone of our workforce and economy. Their rights connect to all workers' rights, and to best support them, it is important for policymakers to:

- Reinstate and codify programs protecting immigrant workers' and employers' rights.
- Create pathways toward work authorization, residency, and citizenship.
- Uplift the value and experiences of immigrant workers in policy conversations, immigration reform, and public awareness campaigns.

Immigrants help stabilize and contribute millions to the U.S. economy.² However, a continued loss of opportunity affects their livelihoods and families, as well as local economies and labor markets.³ Exploitation and a dearth of protections for immigrant workers are one part of a larger fight for workplace justice. Lack of worker protections most directly affects workers from marginalized communities but also threatens the safety and well-being of all workers. Most importantly, protecting immigrant workers safeguards not only their children and families but also communities across the country.

Poverty, fear, detention, and separation harm all children and communities.⁴ Therefore, it is necessary to maintain stability within families and communities of color during an environment of increased immigration enforcement and simultaneous loss of opportunity. This brief shares insights on the intersection between labor protections and immigrant workers as well as the changing immigration landscape under the second Trump Administration. It also provides policy recommendations to shape responses to the administration.

Introduction

America's history of exploitative labor practices targeting communities of color stretches from the slavery of Black people to the exploitation of immigrant workers.⁵ Immigrants from around the world are the backbone of the U.S. labor force, especially in agriculture and food systems, yet they lack livable wages, housing, food security, and pathways to citizenship.⁶ Immigrant workers are concentrated in industries with hazardous conditions, subcontracting, and weak workplace protections.⁷ They arrive under the promise of a better life, yet they are isolated and threatened if they speak out about discrimination and injustices.⁸

REINFORCING THE CONDITIONS FOR IMMIGRANT EXPLOITATION

Since the start of the second Trump Administration, there has been a surge of racist and xenophobic messages in official speeches, press briefings, and federal agency communications.⁹ The administration has also acted through executive orders and changes to policy to target sanctuary cities and immigrant workers and their families. The messaging and policy changes coming from the administration and its allies underline the federal and institutional attacks on immigrants over the last year, which include:

- Restarting family detention.¹⁰
- Bolstering an enforcement agenda that seeks to detain as many immigrants as possible.¹¹
- Enacting a final rule requiring noncitizens to register with the government.¹²
- Empowering federal agents to racially profile, detain, and question people about their immigration status.¹³

Expanding the definition of who is considered a public charge, which would increase the number of green card denials. This will likely cause a chilling effect on the use of public benefit programs.¹⁴

There have also been multiple attacks on immigrants' ability to work through:

- Efforts to terminate Temporary Protected Status (TPS) and humanitarian parole programs for Cuba, Haiti, Nicaragua, Venezuela, Cameroon, Afghanistan, Nepal, Honduras, Syria, South Sudan, Burma, and Ethiopia.¹⁵ Without TPS, these immigrants lose work authorization and legal immigration status.
- Efforts to end automatic extensions of Employment Authorization Documents for TPS-eligible and asylum applicants and H1-B spouses.¹⁶
- Terminating the Deferred Action for Labor Enforcement program, which granted work authorization and temporary protection from deportation for those in labor disputes.¹⁷
- Rolling back coordinated labor enforcement efforts, which outlined information sharing, outreach, and tackling labor abuse through multiple agencies. This rollback has left immigrant workers more vulnerable than ever.¹⁸

- Proposing the rescission of worker protections such as the right to organize, just cause termination, and disclosure of applicable wage rates and overtime opportunities for farmworkers in the H2-A program.¹⁹

The Trump Administration's attacks have expanded surveillance and detention of immigrant workers and families, creating a chilling effect on workers and employers. Employers are more cautious about who they hire, and some immigrants refrain from working due to fear of detention, separation, or deportation.²⁰ Ultimately, the administration and lawmakers' prioritization of immigration enforcement over supporting immigrants and worker protections pushes immigrant workers to the sidelines and weakens labor standards enforcement for all.²¹

Collectively, these policy changes alter workplace incentives. As workers become more fearful of immigration enforcement and lose access to work authorization and labor protections, employers face fewer practical constraints on exploitative practices. Workers become less likely to challenge violations, file complaints, organize collectively, or leave abusive workplaces; this, in turn, increases employer leverage over wages, scheduling, working conditions, and overall employment. Insights from immigrant workers illustrate how employers are using this leverage, from changes in scheduling and work conditions to loss of employment and wages. These situations take a physical and emotional toll on workers and their families, as will be discussed later in the brief.

These employer-employee dynamics are likely exacerbated for immigrants employed through temporary staffing agencies, labor contractors, or other conditional work arrangements. Such workers often face multiple layers of employment relationships, which makes it more difficult to identify who is responsible for specific workplace conditions or how to seek help when labor standards are violated.²² As discussed later in the brief, several participants described increasing reliance on staffing agencies to find work, highlighting how immigration-related vulnerability intersects with already precarious forms of employment.

Other trends emerging under the Trump Administration include the government as a potential perpetrator of immigrant labor exploitation, given the use of immigrant workers in ICE (Immigration and Customs Enforcement) detention camps.²³ Federal agencies are increasing scrutiny of and targeting workplaces to incite fear and chaos, and some state agencies are pushing for workplaces to use verification systems.²⁴ Audits conducted by the Department of Homeland Security (DHS) are causing a chilling effect on top of increased immigration enforcement in workplaces and around the country.²⁵ Employers are firing workers because they are confused about their work authorization, which is often tied to volatile changes in immigration policy; employers are also scared to be penalized for hiring immigrant workers.²⁶ All of these factors have led to decreased immigrant employment opportunities and worker protections. As the number of local law enforcement agencies cooperating with immigration enforcement increases, fear will increase exponentially.²⁷ And recent

Supreme Court decisions such as the termination of TPS for Syrians and Haitians mean that instability in the lives of immigrant workers will become commonplace.²⁸

In 2025, immigrant workers were more likely to work in the service, natural resources, construction, maintenance, production, and transportation industries.²⁹ They also made up a large portion of the country's agriculture workers.³⁰ Researchers predict that fear of immigration enforcement and a decrease in employment opportunities will lead to labor shortages.³¹ Between immigrants' contributions to economic growth and public benefits programs, including how this labor helps mitigate the financial concerns of an aging population, continued attacks on immigrants will hurt both local communities and the national economy.³²

CENTERING THE PEOPLE

Between June and December 2025, CLASP researchers collaborated with local partners to uplift the experiences of immigrant parents with young children and the people who serve them.³³ While the original research did not intend to center immigrant work experiences, several focus group participants shared their struggles finding work and navigating workplaces. Ultimately, this brief focuses on emergent findings regarding labor exploitation from focus groups with immigrant parents who identified themselves as being at risk of detention or deportation.

The effects of exploitation and immigration enforcement not only affect the individual worker but also their family. Parents in the focus groups shared how immigration enforcement impacts their daily routines and access to basic supports, which in turn affects stability within the home.³⁴ Parents have also discussed the uncertainty, stress, and physical and mental toll that exploitation and increased enforcement are taking on them and their children.³⁵ The impact on young children is especially concerning considering the need for safety and stability in crucial stages of development. An estimated 205,000 children have experienced parental detention since the beginning of the second Trump Administration, which raises questions about the long-term impacts on children.³⁶

Researchers did not collect information on immigration status or work authorization at the time of the conversations. The focus groups consisted of members of immigrant communities in Colorado, Georgia, Michigan, New Jersey, and Texas. Participants described the changing immigration landscape and its effect on them as workers, their financial situations, and their families. Their experiences and concerns demonstrate the value of lived experiences, and their insights helped develop policy recommendations.

Findings

Immigrants arriving in the U.S. face a variety of hurdles in assimilating, and one of the hardest is finding employment. Through a myriad of factors such as connections, language accessibility, discrimination, experience, and work authorization, immigrants encounter barriers to finding, maintaining, and adapting to new employment and workplace environments. These barriers have become more daunting under the second Trump Administration through a combination of anti-immigrant narratives, limited access to and terminations of work authorization, and weakened protections for both workers and immigrants.

Within this context, findings among the focus groups can be grouped around three main themes: loss of employment opportunities, diminished worker protection and support, and increased fear within the workplace.

LOSS OF EMPLOYMENT OPPORTUNITIES

Some focus group participants shared the challenges they encountered in finding employment during their initial arrival period, especially since employers may not always recognize professional credentials and prior work experience from outside of the U.S. For those who were able to find employment, maintaining this work and adapting to workplace environments was difficult. Others shared that they lost work opportunities and stability due to their limited employment status, had increased difficulty when working through a third party (e.g., staffing or temp agency), and were afraid of immigration enforcement.

"Now, they don't take you directly from the company. Now, to start working, you enter through an agency, no longer like before...now every company is 'scan the link and fill it out' but they don't call you."³⁷ – New Jersey Participant

In a New Jersey focus group, participants described the difficulty of getting hired directly by companies, and instead worked through a third party, which was often referred to as "agencias" or "agencies." The "agencies" many participants referred to are likely staffing or temp agencies that contract workers out to other companies or businesses. Participants described their current experiences with agencies as even worse than during the COVID-19 pandemic due to the lack of communication about opportunities.

Participants also noted the poor conditions, such as late working hours, of the employment they did

find. This illustrates how immigrant workers are increasingly pushed toward jobs with unappealing working conditions or completely shut out of opportunities.

Adding to these worries are fears of immigration enforcement. The threats of detention and deportation, which would result in separation from family members and communities, have made many immigrant workers and families terrified to go outside, even to work; instead, they have made the difficult choice to stay home. However, participants shared that this leads to a loss of mobility, opportunities, and employment that exacerbates economic instability. Fear, isolation, and a lack of work also contributed to a great deal of mental distress. One New Jersey participant mentioned how work relieves their stress, but in this environment, even that is not always an option.

Some participants shared the limits they'd encountered to finding employment opportunities that offered stability and progress. One participant discussed how delayed processing in work authorization limited their ability to find a job and the added layer of discrimination toward immigrants that limited their options. Participants also highlighted that they perceived fewer opportunities within industries that have historically employed immigrant workers, including construction, roofing, landscaping, and the service industry.

In another case, a participant's husband was self-employed and had to travel long distances to earn more money. However, this separation increased the family's fear and anxiety. As the participant put it, "We've only been here for one year. We thought we would progress more, but no." Another participant shared that their husband had a work permit and had contributed toward his pension through a union. However, the participant said that if their husband lost his work permit, he would also lose access to his pension. Opportunities for work authorization have become more limited and lengthier, and losses and lapses of work authorization have become more commonplace under the administration, highlighting the precarious situations immigrant workers face.

DIMINISHED WORKER PROTECTION AND SUPPORT: A SHIFT IN EMPLOYEE TREATMENT

Coupled with unrelenting attacks on TPS, legal and work status, and the DACA program, participants expressed how they are experiencing diminished worker protections.³⁸ In addition to losing their jobs, participants shared that there are no resources to demand internal workplace investigations of mistreatment or laws offering protection when filing complaints. Participants highlighted how agencies and employers pay below the minimum wage, increasingly discriminate against immigrant workers, don't pay workers in full, and more frequently employ a "trial period" to exploit workers. As described by participants, a "trial period" entails an employer bringing in a worker for a short period

of time without extending full employment to the worker or paying them for their service. Participants also described employers as having less flexibility regarding sick days and rest, how employers emphasized understaffing to avoid giving workers time off, and how workers were often given an ultimatum: stay and work or take the day off and lose the job.

An Extreme Case of Retaliation

A participant from Georgia described how a contractor who hired her husband for yardwork threatened to call immigration enforcement authorities to avoid paying for the service.

The participant recounted the sequence of events: "When they finished the job, the man told them to leave, that he was not going to pay them a single cent because we are worth nothing here, that we are garbage...and he said: 'You are...like our slaves and you are going to do the work without getting paid.'"³⁹ When her husband and the other workers insisted on receiving payment, the contractor then threatened to call immigration authorities on them. Following local police involvement and intervention from a sympathetic neighbor, the contractor did not call immigration authorities but also did not pay for the service.

The situation left the participant's family shaken, including their young son.

*"[My husband] arrived at the house very scared, and he said: 'I almost didn't come back' [...] so the boy, my son, is very attached to him, and he started to cry. Now, he is always calling him: 'Dad, are you okay [...] what time are you coming home?'"*⁴⁰

This kind of retaliation shows the consequences of the lack of protection for immigrant workers. Many fear retaliation in the form of loss of employment *and* intervention by immigration agents.

INCREASED FEAR OF IMMIGRATION ENFORCEMENT AND ITS CONSEQUENCES

IN WORKPLACES

These focus group testimonies point to growing anti-immigrant sentiment, increased incidences of workplace discrimination, and widespread fear. Immigrant workers are increasingly faced with two conflicting desires: to earn a livelihood means exposure to immigration enforcement and possibly being detained; staying home leads to isolation and a lack of income for basic needs.

"Fear is, when you have your foundation here, to be able to develop and be able, economically, to provide help to your family...The fear is that you cannot continue supporting them..."⁴¹ –New Jersey Participant

Participants articulated a specific fear of immigration raids at the workplace, especially as they explained how managers no longer provided protection from raids. Prior to 2025, some managers reassured their workers that ICE would not be allowed on the premises or would provide warnings when ICE was in the area. Many workers no longer feel this support.

"I also worked in a factory. The owner knew when immigration was coming. [Before this administration] they would tell [the workers], 'don't come tomorrow.'"⁴² –New Jersey Participant

Participants also shared suspicions of potential collaborations between employment agencies and immigration enforcement authorities. Instances of employers threatening to call ICE on immigrant workers further demonstrate a new and negative shift in workplaces.⁴³

"Obviously one is afraid. The fact of going out to work and perhaps you won't come back to see your child...there are a lot of mothers who go out to work without knowing if they will return in the afternoon to see their children or if their children will return to see their mothers..."⁴⁴ –New Jersey Participant

Focus group participants described ICE as an ever-present threat, likely due to DHS's increasing capability for enforcement and removal operations. ICE's presence has been a part of everyday life in many localities, causing participants to feel a pervasive lack of security in both workplaces and daily

life. They shared the dehumanization and violence of ICE arrests, and the current political climate also contributes to the trauma they and their families are experiencing.

[I]n 2006 or 2005, well, there were also those raids. It was not that impactful as now. In those times, even where I worked, the supervisor told us, 'Look, you still don't be afraid that immigration will arrive here, because for those individuals to arrive, they have to ask or send an authorization that they are going to arrive, they give notice. Don't be afraid.'...But now... this is fatal. Fatal. Now they go and enter without permission, without anything." ⁴⁵ –New Jersey Participant

POLICY RECOMMENDATIONS

Participants have expressed growing concerns for the immigrant community, which manifests in connected trends described throughout this piece. In order to address the growing inequities, fear, and exploitation of immigrant workers, it is important for lawmakers at the state and national level to:

- Reinstatement and codify programs supporting immigrant workers from unlawful retaliation, detention, or deportation while in a labor dispute.⁴⁶
- Reject and repeal policies that purposefully create barriers to work authorization and obtaining legal status.
- Ease and create pathways toward work authorization, residency, and citizenship that allow immigrant workers to access the same protections U.S. workers receive.
- Protect employers from unlawful audits and investigations meant to intimidate employers and employees.⁴⁷

Center the experiences of immigrant workers and their value as people with cultures situated in our communities through policymaking, immigration reform, and public campaigns.

Ultimately, employment instability translates to instability in all other aspects of an immigrant's life. And the effects of decreased employment opportunities and access to protections for immigrant workers, along with increased exploitation and immigration enforcement, mean that worker protections and working environments become unsafe for all workers. The administration's aggressive approach to immigration enforcement will lead to labor shortages that will affect workers, industries, and consumers across the country. Additionally, limiting access to income and resources means that local economies and communities will continue to suffer.⁴⁸ Aside from codifying policies that protect workers and migrants, it is important to uplift the lived experiences of immigrant workers and families to center their humanity and make clear the severity of this moment. It is time

we protect immigrant workers and their livelihoods, families, and communities for all of America to thrive.

Acknowledgements

This brief would not have been possible without the insights of immigrant workers across various U.S. states. Thank you for your vulnerability and expertise. A special thank you to CLASP staff, Suma Setty, Kaelin Rapport, Renato Rocha, Lorena Roque, Lulit Shewan, and Sarah Erdreich for the feedback throughout the writing process and Nicolas Martinez for design.

Endnote

¹ “The First Year of Trump’s Second Term: Harms to Children, Families, and Workers,” Center for Law and Social Policy, January 20, 2026, <https://www.clasp.org/publications/report/brief/first-year-trump-second-term-families-harm/>.

² Tara Watson, “The Impact of Immigrants on the US Economy,” Brookings, March 30, 2026, <https://www.brookings.edu/articles/the-impact-of-immigrants-on-the-us-economy/>.

³ Elizabeth Cox and Chloe N. East, “Labor Market Impacts of ICE Activity in Trump 2.0,” National Bureau of Economic Research, April 2026, <https://www.nber.org/papers/w35129>.

⁴ Suma Setty, Kaelin Rapport, Emily Rodriguez, et. al., “Even the Playground Isn’t Safe: How Immigration Policies are Harming Our Youngest Children,” Center for Law and Social Policy, April 16, 2026, <https://www.clasp.org/publications/report/brief/even-playground-unsafe-immigration-policies-hurt-child/>; “Children’s Advocates to Congress: Additional Funding for DHS is a Cruel Misuse of Public Funding and a Direct Attack on Children and Families,” Children Thrive Action Network, May 19, 2026, <https://childrethriveaction.org/2026/05/childrens-advocates-to-congress-additional-funding-for-dhs-is-a-cruel-misuse-of-public-funding-and-a-direct-attack-on-children-and-families/>.

⁵ Parker Gilkesson Davis, “Land, Labor, Liberation: A Juneteenth Reflection on Racism in American Agriculture,” Center for Law and Social Policy, June 18, 2025, <https://www.clasp.org/publications/report/brief/land-labor-liberation-a-juneteenth-reflection-on-racism-in-american-agriculture/>.

⁶ Davis, “Land, Labor, Liberation.”; Yadira Lopez, “Vulnerability and Food Systems: Immigrants in Agriculture,” Hunger Free Oklahoma, February 13, 2026, <https://www.hungerfreeok.org/vulnerability-and-food-systems-immigrants-in-agriculture/>.

⁷ Lulit Shewan, “The Exploitative Mechanisms of Precarious Work: National Insights and New Orleans’ Worker VOICES,” Center for Law and Social Policy, February 11, 2026, <https://www.clasp.org/publications/report/brief/exploitative-precarious-work-national-insights-new-orleans/>.

⁸ Davis, “Land, Labor, Liberation.”

⁹ “The First Year of Trump’s Second Term,” Center for Law and Social Policy.

¹⁰ “AILA: Trump Administration Restarts Family Detention Guaranteeing Harm and Trauma to Children and Parents,” American Immigration Law Center, March 14, 2025, <https://www.aila.org/library/aila-trump-administration-restarts-family-detention-guaranteeing-harm-and-trauma-to-children-and-parents>.

¹¹ “Securing Our Borders,” The White House, January 20, 2025, <https://www.whitehouse.gov/presidential-actions/2025/01/securing-our-borders/>.

¹² “Alien Registration Form and Evidence of Registration,” National Archives Federal Register, June 19, 2026, <https://www.federalregister.gov/documents/2026/06/29/2026-13057/alien-registration-form-and-evidence-of-registration>.

¹³ “Supreme Court Order Will Embolden Racial Profiling and Targeting of Immigrants,” Center for Law and Social Policy, September 26, 2025, <https://www.clasp.org/press-room/press-releases/supreme-court-order-will-embolden-racial-profiling-and-targeting-of-immigrants/>.

- ¹⁴ "Public Charge Ground of Inadmissibility," National Archives Federal Register, July 20, 2026, <https://www.federalregister.gov/documents/2026/07/20/2026-14539/public-charge-ground-of-inadmissibility>; Mark H. Greenberg, "A Growing Effort to Restrict Immigrants' Access to Public Benefits, Brookings, July 24, 2026, <https://www.brookings.edu/articles/a-growing-effort-to-restrict-immigrants-access-to-public-benefits/>.
- ¹⁵ "Temporary Protected Status and Deferred Enforced Departure," Library of Congress, August 28, 2025, <https://www.congress.gov/crs-product/RS20844>; "Temporary Protected Status," U.S. Citizenship and Immigration Services, July 2026, <https://www.uscis.gov/humanitarian/temporary-protected-status>; "The First Year of Trump's Second Term," Center for Law and Social Policy.
- ¹⁶ "Removal of the Automatic Extension of Employment Authorization Documents, National Archives Federal Register, October 20, 2025, <https://www.federalregister.gov/documents/2025/10/30/2025-19702/removal-of-the-automatic-extension-of-employment-authorization-documents>.
- ¹⁷ Elias Schisgall, "USCIS Quietly Ends Program to Shield Workers Reporting Abuse," Bloomberg Law, July 17, 2025, <https://news.bloomberglaw.com/daily-labor-report/uscis-quietly-ends-program-to-shield-workers-reporting-abuse>; Diane Harris, "Without DALE, Employers Gain More Power to Exploit Workers," Center for Law and Social Policy, October 20, 2025, <https://www.clasp.org/blog/without-dale-employers-gain-more-power-to-exploit-workers/>.
- ¹⁸ "CLASP Opposes Proposed Rescission of 29 FR Part 42 Coordinated Enforcement Regulations," Center for Law and Social Policy, September 2, 2025, <https://www.clasp.org/publications/testimony/comments/clasp-opposes-proposed-rescission-of-29-cfr-part-42-coordinated-enforcement-regulations/>.
- ¹⁹ "CLASP Opposes Proposed Rule Rescinding Worker Protections in the H-2A," Center for Law and Social Policy, September 2, 2025, <https://www.clasp.org/publications/testimony/comments/clasp-opposes-proposed-rule-rescinding-worker-protections-in-the-h-2a-program/>.
- ²⁰ Parker Purifoy, "Employers See Spike in Labor Department Immigration Enforcement, Bloomberg Law, April 7, 2026, <https://news.bloomberglaw.com/daily-labor-report/employers-see-spike-in-labor-department-immigration-enforcement>; Marcela Escobari, Ian Seyal, and Paul Beach, "Shock, Awe, and Economic Fallout: The Employment Effects of ICE Enforcement in US Cities," Brookings, May 29, 2026, <https://www.brookings.edu/articles/ice-enforcement-employment-effects-us-cities/>.
- ²¹ Harris, "Without DALE."
- ²² Shewan, "The Exploitative Mechanisms of Precarious Work."
- ²³ Kamal Cheema, Laura Edwards, Thomas Hernandez, et. al., "One Dollar a Day: Labor Conditions Within California Immigrant Detention Center," UCLA Luskin School of Public Affairs, 2023, https://drive.google.com/file/d/164ISuLgEQLLV-ktzztc_0Y3TQSOmNIIdN/view; Russell Payne, "Delaney Hall is Reshaping how ICE Runs its Detention Centers," Salon, June 29, 2026, https://www.salon.com/2026/06/29/delaney-hall-is-reshaping-how-ice-runs-its-detention-centers/?utm_source=everyaction&utm_medium=email&utm_campaign=twii-260701&emci=7bac1608-8f75-f111-ac9c-000d3a54bed0&emdi=6772b60f-9675-f111-ac9c-000d3a54bed0&ceid=14513510.
- ²⁴ Khair Johnson, "California State Employees Alarmed by Demand to Prove their Citizenship or Work Eligibility, CalMatters, January 29, 2026, <https://calmatters.org/economy/technology/2026/01/california-state-workers-must-use-citizenship-e-verify>.

- ²⁵ Katrina Pross, "Hennepin Healthcare Workers 'Deeply Concerned' as Homeland Security Audits Employee Records," Sahan Journal, January 16, 2026, <https://sahanjournal.com/health/homeland-security-audit-hennepin-healthcare/>; Sharon Yoo, "Washington AG Proposes New Protections for Immigrant Workers as Federal I-9 Audits Rise," King TV, December 5, 2025, <https://www.king5.com/article/news/community/facing-race/washington-immigration/protections-immigrant-workers-federal-i-9-audits/281-7ec7cd29-61b8-4d43-8b7b-8ec00f84a6a9>.
- ²⁶ "Explainer: Work Authorization for Afghan Allies," #Afghan Evac, 2026, <https://afghanevac.org/work>.
- ²⁷ Chelsie Kramer, "Texas' Controversial SB4 Immigration Law Goes into Effect at Critical Moment for the State's Workforce," American Immigration Council, June 29, 2026, https://www.americanimmigrationcouncil.org/blog/texas-sb4-immigration-law-workforce/?utm_source=everyaction&utm_medium=email&utm_campaign=twii-260701&emci=7bac1608-8f75-f111-ac9c-000d3a54bed0&emdi=6772b60f-9675-f111-ac9c-000d3a54bed0&ceid=14513510; Mary Sadallah, "ICE is Rapidly Expanding Dangerous 287(g) Agreements with Local Police," American Civil Liberties Union, February 26, 2026, <https://www.aclu.org/news/immigrants-rights/ice-expanding-287g-agreements-police>.
- ²⁸ Whitehurst, "The Supreme Court."
- ²⁹ "Foreign-born Workers: Labor Force Characteristics 2025," Bureau of Labor Statistics, May 19, 2026, <https://www.bls.gov/news.release/pdf/forbrn.pdf>.
- ³⁰ Julia Gelatt and Valerie Lacarte, "The Essential Role of Immigrants in the U.S. Food Supply Chain," Migration Policy Institute, March 2025, <https://www.migrationpolicy.org/data-story/role-immigrants-us-food-supply-chain>.
- ³¹ Cox and East, "Labor Market Impacts."
- ³² Tara Watson, "The Impact of Immigrants on the US Economy," Brookings, March 30, 2026, <https://www.brookings.edu/articles/the-impact-of-immigrants-on-the-us-economy/>.
- ³³ "Documenting the Impact of Harmful Immigration Policies During the Trump Administration's Second Term," Center for Law and Social Policy, April 2026, <https://www.clasp.org/documenting-the-impact-of-harmful-immigration-policies-during-the-trump-administrations-second-term/>.
- ³⁴ Setty, et. al., "Even the Playground Isn't Safe."
- ³⁵ Setty, et. al., "Even the Playground Isn't Safe."
- ³⁶ Maria Cancian, Nissi Cantu, Eileen Powell, et. al., "How Many Children are Affected by Parental Immigration Detention?," Brookings, May 13, 2026, <https://www.brookings.edu/articles/how-many-children-are-affected-by-parental-immigrant-detention/>.
- ³⁷ Quote originally in Spanish: "Ahora ya no te cogen directamente de la empresa. Ahora tú para entrar a trabajar entras por agencia, ya no como era antes de esa facilidad...ahora toda empresa es, 'escanee el link y llene,' pero no te llaman."
- ³⁸ Lindsay Whitehurst, "The Supreme Court lets the Trump Administration End Legal Protections for Haitians and Syrians," AP News, June 25, 2026, <https://apnews.com/article/immigration-supreme-court-haiti-syria-tps-1bbb8115f984a0d53336656924e989d>; Josè Olivares, "How the Trump Administration is Undermining Legal Immigrants," The Guardian, March 21, 2026, <https://www.theguardian.com/us-news/2026/mar/21/trump-administration-legal-immigration>; "Families of Their Own: How Attacks on DACA Recipients Affect Children and Families," Children Thrive Action Network, June 15, 2026, <https://childrethriveaction.org/2026/06/families-of-their-own-how-attacks-on-daca-recipients-affect-children-and-families/>.

³⁹ Quote originally in Spanish: "...cuando ellos terminaron de hacer el trabajo, el señor le dijo que se fueran, que él no les iba a pagar ni un centavo porque nosotros aquí no valemos nada, que somos unas basuras...y le dijo: 'Ustedes son nuestros... como nuestros esclavos y ustedes van a hacer el trabajo y sin cobrar'"

⁴⁰ Quote originally in Spanish: "El llegó así muy asustado a la casa, y dice: '*Por poco yo ya no vengo*'...Entonces el niño, mi hijo está muy apegado a él, y se puso a llorar, y ahora a cada rato él le anda llamando: '*Papá, ¿estás bien*', papá, '*¿a qué hora vas a venir?*'"

⁴¹ Quote originally in Spanish: "Temor es cuando tú tienes aquí tu base. para poder desarrollarte y poder, económicamente, poder brindar ayuda a la familia...El temor es de que tú no puedes seguir apoyándoles..."

⁴² Quote originally in Spanish: "Yo trabajaba en una factoría también. El dueño sabía cuándo viene la migración. Le decían, 'no vengan mañana.'"

⁴³ Amir Khafagy, "Immigration Discrimination Complaints Surge in New York During Trump's Second Term," Documented, May 20, 2026, <https://documentedny.com/2026/05/20/fear-deportation-immigrant-rights/>.

⁴⁴ Quote originally in Spanish: "...obviamente uno tiene miedo. El hecho de salir a trabajar y quizás no vas a regresar a ver a tu niño...hay un montón de madres que salen a trabajar sin saber si en la tarde van a regresar a ver a sus hijos, o a la vez sus hijos van a regresar a ver a sus mamás."

⁴⁵ Quote originally in Spanish: "...en el 2006 o 2005, bueno, que hubo también esas redadas. No fue ese impacto como ahora. En aquellos tiempos, incluso donde yo trabajaba, nos dijo el supervisor, 'miren, todavía ustedes no tengan miedo que llegue migración aquí, porque para que lleguen estos individuos, tienen que pedir o mandar una autorización que van a llegar, avisan. Pero ustedes no tengan miedo.' ...Pero ahora...esto es fatal. Fatal. Ahora van y entran sin permiso, sin nada."

⁴⁶ Harris, "Without DALE."

⁴⁷ Johnson, "California State Employees Alarmed."

⁴⁸ Marcela Escobari, "ICE is a Job Killer Everywhere It Goes," *The New York Times*, June 26, 2026, https://www.nytimes.com/2026/06/26/opinion/ice-jobs-economy-immigration.html?unlocked_article_code=1.uIA.waQY.Mgu9DxmbY9Zu&smid=nytcore-android-share; Lauren Aratani, "'These are People's Livelihoods': Minnesota's Economy in Crisis amid ICE Surge," *The Guardian*, February 10, 2026, <https://www.theguardian.com/us-news/2026/feb/10/minnesota-small-business-ice-immigration-agents>.