

## **DACA/IMMIGRANT AFFECTED EMPLOYEES - 2017-19**

**WHEREAS**, On September 5, 2017, the Department of Homeland Security announced the end to the Deferred Action for Childhood Arrivals (DACA) policy. The DACA policy provided work authorization documents to nearly 800,000 people who came to the United States as children,

**WHEREAS**, Minneapolis Public Schools and the Minneapolis Federation of Teachers (MFT59) recognize that the people who have received DACA benefits are a valued and important part of our community,

**WHEREAS**, the termination of the federal DACA policy may affect the work authorization of employees of the Minneapolis Public Schools, both Minneapolis Public Schools and Minneapolis Federation of Teachers (MFT 59),

### **NOW, THEREFORE BE IT RESOLVED THAT**

1. Minneapolis Public Schools reaffirms its commitment to equal opportunity in the workplace and shall not discriminate based on race, color, religion, national origin, sex, sexual orientation, gender identity, age, disability, veteran status, immigration status, or citizenship status.
2. Minneapolis Public Schools will not inquire about or demand proof of immigration or citizenship status, except as required by law.
3. Upon written request, Minneapolis Public Schools will provide legal consultation for any employee who has received a work authorization document under DACA ("affected employee") in order to determine the extent to which the employee's work status will be affected by the termination of DACA and whether the employee may be eligible for any employment-based immigrant or non-immigrant visas.
4. Upon request by the Minneapolis Federation of Teachers (MFT59) or an affected employee, the Minneapolis Public Schools will make all reasonable efforts to sponsor an affected employee for any employment-based immigrant or non-immigrant visas for which they are eligible.
5. Upon written request, an affected employee will be released for up to five (5) paid working days in order to attend to immigration or citizenship status matters. Such leave will not be deducted from the employee's accumulated leaves. Minneapolis Public Schools may request verification of such absence, as long as such a request does not violate paragraphs 1 and 2.
6. In the event that Minneapolis Public Schools is no longer permitted to employ an affected employee due to immigration restrictions, Minneapolis Public Schools will treat the affected employee's separation as a leave of absence for purposes of the employee's return to work. Specifically, Minneapolis Public Schools will reinstate the affected employee to the employee's former position, if available, without loss of prior seniority, upon the employee providing proper work authorization within three (3) years of the date of separation. If the former position is not available, Minneapolis Public Schools will reinstate the employee to substantially similar employment or the next available opening for which the employee is qualified.

7. Within thirty (30) days of ratifying this contract agreement, Minneapolis Public Schools and Minneapolis Federation of Teachers (MFT59) will send the following:
  - a. A joint letter to our congressional delegation explaining the importance of the DACA policy to our community and the need for a legislative solution.
  - b. A joint letter to educators and support staff with resources such as the AFT immigrant and refugee children guide for educators and support staff.
  - c. A joint letter to students and their families with resources, such as those listed on the here to stay website.

**FURTHERMORE,**

**BE IT FURTHER RESOLVED,** any dispute regarding the meaning, interpretation, or application of this MOA shall be subject to the grievance and arbitration procedure provided in the parties' collective bargaining agreement.

**For the District:**

By: \_\_\_\_\_

Its: \_\_\_\_\_

Date: \_\_\_\_\_

**For the Union:**

By: \_\_\_\_\_

Its: \_\_\_\_\_

Date: \_\_\_\_\_