

Preparing for Immigration Enforcement



- *Missouri Lawyers Media "Power List" Top 100: Immigration Law, 2024-2025*
- *First-hand experience navigating U.S. immigration system*

Gizie Hirsh
Partner
Kansas City



- *Best Lawyers in America, 2022-2026*
- *Minnesota Monthly, "Minnesota's Top Lawyers"*
- *Minnesota State Bar Certified Employment and Labor Law Specialist*

Mark Mathison
Partner
Minneapolis

Introductions

Lathrop GPM's Immigration Practice

We represent businesses and help employers in all matters related to:

Nonimmigrant Visas
(authorization to hire foreign talent in temporary work and other visas: H-1B, L-1, TN, O-1, R-1, etc.)

Permanent Residence
(process to obtain permanent residence/green card based on immigrant classifications: EB-1, EB-2, EB-3, and EB-4)

Immigration Compliance
(Form I-9, E-Verify, and other compliance issues)

Naturalization
(process by which a foreign national can become a United States Citizen)

What is happening and how did we get here?

WELCOME! DUE TO STAFFING CHALLENGES WE ARE OPERATING WITH A LIMITED MENU, AND YOU MAY EXPERIENCE LONGER THAN USUAL WAIT TIMES. WE REGRET ANY INCONVENIENCE AND APPRECIATE YOUR PATIENCE.

THESE ADJUSTMENTS ARE TEMPORARY, AND WE'RE ACTIVELY WORKING TOWARD RETURNING TO OUR FULL MENU. IF YOUR FAVORITE ITEM IS MISSING FROM THE MENU PLEASE KNOW THAT WE MISS SERVING THEM TOO.

WE APPRECIATE YOUR UNDERSTANDING AS WE NAVIGATE THIS DIFFICULT MOMENT TOGETHER. THE SUCCESS AND WELLBEING OF MINNESOTA IS BUILT ON SECURE AND DIVERSE COMMUNITIES. IS HERE TO SERVE AND SUPPORT EVERYONE. ENJOY



**NO ICE ACCESS
IN THIS BUSINESS**



PRIVATE PROPERTY – ENTRY RESTRICTED BY LAW

**NOTICE TO ALL LAW ENFORCEMENT &
IMMIGRATION AGENTS**

- **This is a private business. You are not permitted to enter non-public areas of this business (including offices, break rooms, storage areas, and staff-only areas) without a valid JUDICIAL WARRANT signed by a judge or magistrate.**
- **An ICE administrative warrant (Form I-200 or I-205) does not authorize entry into private areas of this business.**
- **You may not question employees or search the premises without proper legal authority.**
- **All employees and visitors have the right to remain silent and the right to**

What is happening and how did we get here?

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CHICAGO SUN-TIMES

THE WHITE HOUSE
WASHINGTON

NEWS GALLERY LIVESTREAM INVESTMENTS SCHOOL CHOICE WH WIRE CONTACT



PRESIDENTIAL ACTIONS

SECURING OUR BORDERS

The White House | January 20, 2025

139 STAT. 72

PUBLIC LAW 119-21—J

By the authority vested in me as President of the United States of America, including the authority conferred upon me by section 301 of title 3, United States Code, and section 301 of title 3, United States Code, I hereby

Section 1. Purpose. Over the last several years, the United States has experienced an unprecedented level of immigration enforcement. This includes the entry of contraband

Public Law 119-21 119th Congress

July 4, 2025
[H.R. 1]

An Act

To provide for reconciliation pursuant to title II of H. Rept. 119-21, 119th Congress, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. TABLE OF CONTENTS.

The table of contents of this Act is as follows:

TITLE I—COMMITTEE ON AGRICULTURE, NUTRITION, AND FORESTRY

Subtitle A—Nutrition

MINNEAPOLIS/ST. PAUL
BUSINESS JOURNAL

OWN | INVEST |
Storage Redefining
April 10 • Las Vegas, NV

Government & Regulation

Minnesota CEOs call for deescalation after second fatal immigration enforcement shooting

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IMMIGRATION NEWS CHICAGO

Chicago-area Asians were arrested in Operation Midway Blitz. They kept quiet about it, for a while

Stigma and a false sense of security have kept families from speaking publicly about immigration enforcement. The daughter of a deported man says "staying silent ... hurts you more than anything."

By Esther Yoon-Ji Kang | WBEZ | Feb 9, 2026, 5:30am CST

▶ LISTEN



SHOP
SUN-TI

Source: [whitehouse.gov](https://www.whitehouse.gov)

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officers spend their limited resources on stopping the entry of contraband

What to do when ICE agents arrive



Differentiating between a judicial warrant and an “ICE” warrant



State/local requirements



Preparedness and training

It is so ORDERED.

SIGNED this 31st day of January, 2026.

*“Civics lesson to the government:
Administrative warrants issued by the
executive branch to itself do not pass
probable cause muster. That is called
the fox guarding the henhouse. The
Constitution requires an independent
judicial officer.”*


FRED BIERY
UNITED STATES DISTRICT JUDGE



Credit: Bystander
Matthew 19:14
John 11:35

Source: *Opinion and Order of the Court, Adrian Conejo Arias v. Noem, et al., United States District Court for the Western District of Texas, Case No. SA-26-cv-415-FB*

What to do when ICE agents arrive



Differentiating between a judicial warrant and an “ICE” warrant



State/local requirements



Preparedness and training

Private vs. Public Areas

FEDERAL AGENTS NOT PERMITTED ON PREMISES

**FEDERAL AGENTS (ICE, DEA,
ATF, OR ANY OTHER AGENT OR
AGENCY) MAY NOT ENTER¹ OR
PARK OR STAGE IMMIGRATION
OPERATIONS ON THIS
PROPERTY**

This property is owned and/or controlled by:

¹ WITHOUT A VALID WARRANT AUTHORIZING ACCESS TO THIS PROPERTY, SIGNED BY A JUDGE, LESS THAN 10 DAYS OLD which EVERYONE KNOWS YOU DON'T HAVE

Employment Law Considerations



Scope of judicial
warrant/subpoena



If ICE demands to see/seize
records

Employee Issues



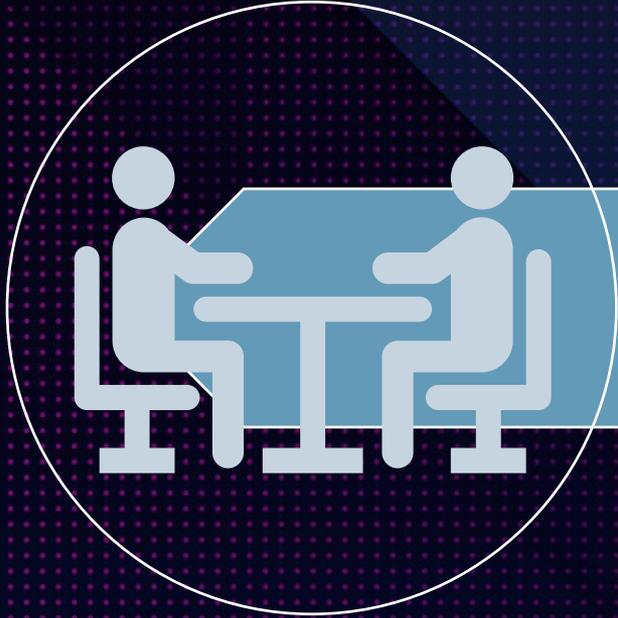
Employee morale



Providing proper resources



Employment issues



Q&A

Thank you!



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