

“An Injury to One is an Injury to All”: CFA Resolution on Becoming a Sanctuary Union

Whereas the California Faculty Association is a labor union rooted in principles of anti-racism and social justice, and therefore is deeply committed to immigrant justice; and,

Whereas in the wake of the 2024 presidential election, many people live in righteous and justified fear of the 47th presidential administration’s deportation threats; and,

Whereas the 47th presidential administration has threatened to eliminate sanctuary cities, violate the 14th amendment, triple the number of ICE (Immigration and Customs Enforcement) agents, and terminate DACA (Deferred Action for Childhood Arrivals), TPS (Temporary Protected Status), and asylum seekers’ rights; and,

Whereas immigrant workers have become increasingly policed since the raids on neighborhoods and workplaces under President George W. Bush, with deportations reaching record levels under Presidents Obama, Trump, and Biden; and while Donald Trump sank to new depths, including mass detention camps and the brutal policy of family separation, President Biden maintained and even extended most Trump-era policies, breaking his promise to stop building the border wall and imposing stiffer punishments for those caught crossing the border; and,

Whereas the responsibility for low wages, unemployment, and underfunded public services, including public higher education, lies not with immigrants, but with big business and their two political parties, who have refused to carry out the reforms to the immigration laws which our union has strongly advocated for, while maximizing the insecurity and uncertainty of working-class life, despite the massive increase in wealth at the top of our society; and,

Whereas U.S. foreign policy, driven by the greed for profit, has resulted in mass migrations of peoples to escape its effects, examples include trade deals like NAFTA which have disrupted economies, and military invasions in Afghanistan and Iraq, coups and regime change particularly in the Southwest Asia, North Africa, Latin America and the Caribbean, and presently the support of both establishment parties for Israel's attacks on Gaza, the West Bank, Lebanon, Yemen, and Syria, all of which have displaced people fearing for their lives; and,

Whereas destabilization caused by racial capitalism and its destructive drive for profit, is accelerating these migrations on a global scale; and,

Whereas significant sectors of the US economy, from agriculture to high-tech to scholarly work in universities, rely on the exploitation of immigrant workers, and history shows that undermining immigrant rights and increasing deportations undermines the conditions and wages of both native-born and immigrant workers by making the immigrant workforce more vulnerable and exploitable while not changing any of the underlying conditions that are driving immigration; and,

Whereas undocumented workers pay billions of dollars in state, federal, and social security taxes for which they receive no direct benefits in return.

Whereas CFA members, allies, and co-conspirators, including staff, and students in the CSU – the People’s University – report increased levels of fear, anxiety, and insecurity within their workplaces, schools, families, and communities; and,

Whereas immigration agents have historically targeted heavily-immigrant neighborhoods, where many CSU campuses and communities are located; and,

Whereas the integrity of our system of public higher education requires that students feel absolutely sure that they can seek out education and pursue their dreams without the risk of detention and/or deportation by immigration agents and other law enforcement entities; and,

Whereas Foreign students have been increasingly targeted for expressing their political views;

Whereas Pro-Israel groups are handing lists of pro-Palestinian faculty and students to ICE for deportation;

Whereas CFA is in solidarity with all the Earth’s workers, regardless of country of origin or citizenship status, in defiance of both nationalism and current US borders, which were created under white supremacist practices of conquest, violence, and theft.

Therefore, Be It Resolved, that CFA opposes all anti-immigrant attacks; and be it further

Resolved, that CFA will actively protect the rights and safety of every member of our union as well as our CSU community of students and staff, including undocumented people and their families; and be it further

Resolved, that CFA continues to oppose the presence of ICE, for any reason, on or near any CSU campus, and opposes the CBP on our campuses for recruitment fairs, or any other event; and be it further

Resolved, that CFA will not voluntarily cooperate with federal agents to enforce immigration laws; and be it further

Resolved, that CFA will not collect personal information on our members which might reveal their immigration status, except as required by federal I-9 requirements; and be it further

Resolved, that CFA pledges to show up for, support, and defend the most vulnerable among us, such as those deliberately targeted by the 47th presidential administration's xenophobic attacks; and those who are targeted by the government's hate and resulting stochastic terrorism; and be it further

Resolved, that CFA demands an end to all concentration and/or internment camps for immigrants, and an end to the criminalization of asylum seekers, refugees, and anyone who provides humanitarian aid to them; and be it further

Resolved, that CFA demands an immediate moratorium on all ICE raids, arrests, deportations, harassment, seizures, and other abuses of undocumented workers; and be it further

Resolved, that CFA demands an end to all political attacks against the sanctuary city movement and encourages all members to actively support all efforts in their community to defend immigrants from abuse and harassment; and be it further

Resolved, that CFA urges its members to address the social, emotional, and mental health needs of our students, community members, and our CSU colleagues in this hostile, racist, and xenophobic political moment, and to continually affirm through our daily actions our collective commitment to antiracism and social justice transformation; and be it further

Resolved, that CFA commits to negotiating contract language that protects jobs and contractual rights regardless of immigration status, prevents the CSU from participating in any and all ICE

enforcement programs; and obligates the CSU to refuse entry to ICE agents who do not possess a valid judicial warrant and to notify the union if contacted by ICE; and be it further

Resolved, that CFA commits to offering “Know Your Rights if ICE Shows Up” trainings to its members, in order to augment immigrant justice political education and protection by and for our students and university communities; and be it further

Resolved, that in the event of workplace raids by the 47th administration or any other administration, CFA will immediately mobilize alongside the labor movement in solidarity, with a demand to immediately end all workplace raids; and

Be It Finally Resolved, that CFA commits to being and becoming a sanctuary union, a union that offers refuge, protection, safety, and inclusion to its members and the communities within and beyond our universities in the CSU, as we move toward the horizon of liberation together, leaving none of our siblings outside the circle of justice.

Written by the CFA Immigration Task Force – Feb 2025