



Business Compliance Requirements under the Safer Community Places Ordinance

The ordinance places specific duties **only on private businesses/employers in two main areas:**

1) Signage & safety plans (tied to City Business License applications/renewals)

2) Worker notifications.

Here they are in clear bullet points:

1. Signage Requirements (Applies to ALL businesses)

- When applying for or renewing a City of Albuquerque Business License, you must display clear signage that delineates public areas from private/non-public areas on your premises.

2. Safety Plan Requirement (Applies to businesses with 5 or more employees)

- When applying for or renewing a City Business License, you must adopt a written "Safety Plan" that meets the City's minimum standards.
- The plan is designed to protect workers, customers, and others from unwanted immigration-enforcement intrusions into private spaces.
- The City will provide free templates and resources on its website.

3. Worker Notification Requirements (Applies to ALL employers)

• I-9 Inspection Notice

Within 24 hours of receiving notice of an I-9 Employment Eligibility Verification inspection, you must notify all current employees in writing.

- The notice must be posted in a conspicuous location and distributed individually.
- It must include agency name, date received, scope of inspection, link to immigrant/worker rights resources, and a copy of the notice itself.
- Also send the notice to any authorized employee representative (e.g., union).

- **Post-Inspection Notice (if deficiencies are found)**

If the immigration agency notifies you that an employee's work authorization documents have deficiencies, you must promptly notify only the affected employee(s) (and their authorized representative) with:

- Description of the deficiencies
- Timeline to correct them
- Date/time of any meeting with the employer
- Notice that the employee has the right to representation

- **Immigration Enforcement Presence Notice**

If any law-enforcement agent engaged in (or supporting) immigration enforcement is present at your workplace for any reason other than an I-9 inspection, you must notify all current employees, contractors, and other paid workers within 24 hours.

- Notice must include: agency name, date present, and nature of the agent's actions.

Important practical notes

- All notices must be provided in the language the employer normally uses for work-related communications (and may be sent electronically).
- The City will post template notices on its website within 90 days of the ordinance taking effect.
- These requirements work in conjunction with the existing "Immigrant Friendly City Policy."

The ordinance does not require businesses to refuse cooperation with federal immigration authorities or to block lawful warrants — it focuses on transparency, signage, and internal safety planning. Compliance is mainly enforced through the business-license process.

Key Concerns

1. Weakens Enforcement & Sends the Wrong Signal, reducing deterrence and potentially encouraging unlawful presence.

- Creates broad "no-cooperation zones" across city facilities, workplaces, and community sites and sends a message that Albuquerque is less supportive of enforcement efforts.
 - While federal enforcement is still allowed, the City is clearly stepping back from cooperation—
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2. Increased Risk to Public Safety prioritizing policy signaling over practical safety outcomes. Public safety depends on coordination—not fragmentation.

- Creates operational blind spots in areas like transit centers, shelters, and city facilities
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3. New Burdens on Businesses another layer of bureaucracy with unclear benefit.

4. Misallocation of City Resources

These efforts divert time and resources away from core priorities like **crime reduction, homelessness, and economic development**—which residents consistently rank as top concerns.

5. Negative Economic & Business Climate Impact

Employers need clarity, consistency, and a focus on core issues—not additional mandates tied to federal enforcement matters.

Conclusion

This ordinance goes beyond protecting access to services—it **institutionalizes non-cooperation with immigration enforcement**, adds burdens on businesses, and diverts focus from the issues that matter most to Albuquerque residents.

If the goal is to improve quality of life, the City should prioritize:

- Public safety
- Economic growth
- Accountability and effective governance