



The Changing Landscape

IMMIGRATION GUIDANCE & SUPPORT

JULY 2025

Presented for:
UFCW Region 6



Novo & UFCW

Novo Legal has been supporting the UFCW International with immigration counsel since 2019. In that capacity, Novo has participated in raid response, hosted countless UCAN clinics, enlisted over 1,000 members in deferred action, provided webinars and consultations to locals and members in need, and we continue to be your trusted partner on immigration matters.



Presentation Agenda & Our Plan of Action



Changes So Far

A discussion of immigration enforcement changes that have already happened within the first 6 months of the Second Trump Administration.



Changes Coming Up

Changes we can expect to still occur within the remainder of the Trump Administration. What we know about the current priority pipeline.



Actions Needed Right Now

Webinars, Clinics, Resources to Share, Preparations to be Made Before Enforcement Action Reaches Your Local



How to Get Started

If you want to get started on any of the proposed solutions we mention, here is how you go about doing that:

“Flood the zone”

Changes We Have Seen Already:



Enforcement:

Sanctuary cities targeted
Workplace raids
ICE at Courthouses
ICE at USCIS
Visa Overstays
Re-opening Cases
3rd Country Removals



Program Termination:

CHNV Parole
CBP One
TPS (Venezuela / Haiti /
Cameroon / Nepal)
Travel Bans (Partial & Full)
Deferred Action - SIJS



Changes to Law:

Laken-Riley Act
“Big, Beautiful Bill”
End to Nat’l Injunctions

CHNV Parole

Cuba, Haiti, Nicaragua, Venezuela

The program is officially ended. On May 30, the Supreme Court ended a nationwide “stay” preventing DHS from removing individuals or ending their work authorization. After the stay was lifted, DHS published a final notice ending the program and ending the work permits associated with CHNV parole. (Category (C)(11)).

Not all (C)(11) permits are CHNV parole.

However, for companies using eVerify, USCIS has created a new system for checking individual permits.

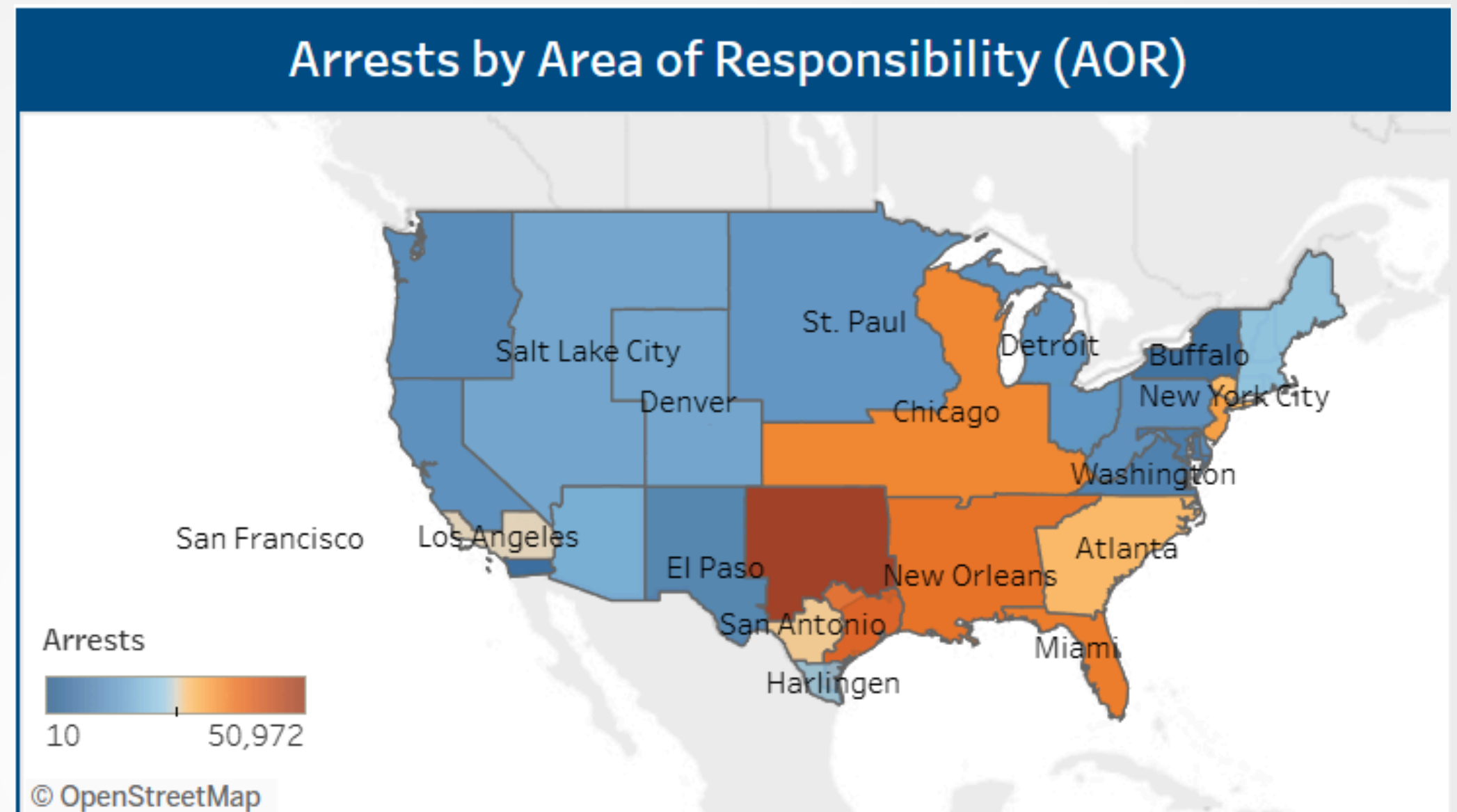


Changes Past & Future – TPS



Designated Country	Designation End Date	Recent DHS Action	7-month Deadline for Asylum Clinics
Afghanistan	Jul 14, 2025	Terminated on 03/21/2025	<i>Past</i>
Burma (Myanmar)	Nov 25, 2025	--	May 25, 2025
Cameroon	Aug 4, 2025	Terminated on 06/5/2025	<i>Past</i>
El Salvador	Sep 9, 2026	--	Feb 9, 2026
Ethiopia	Dec 12, 2025	--	May 12, 2025
Haiti	Aug 3, 2025	Terminated on 06/27/2025	<i>Past</i>
Honduras	Jul 5, 2025	--	<i>Past</i>
Lebanon	May 27, 2026	--	Nov 27, 2025
Nepal	Aug 5, 2025	Terminated on 06/06/2025	<i>Past</i>
Nicaragua	Jul 5, 2025	--	<i>Past</i>
Somalia	Mar 16, 2026	--	Aug 16, 2025
South Sudan	Nov 3, 2025	Designation Extended 6 months on 05/6/2025	<i>Past</i>
Sudan	Oct 19, 2026	--	Feb 19, 2026
Syria	Sep 30, 2025	--	<i>Past</i>
Ukraine	Oct 19, 2026	--	Mar 19, 2026
Venezuela (2021)	Sep 10, 2025	--	<i>Past</i>
Venezuela (2023)	04/7/2025*	Active litigation	<i>Past</i>
Yemen	Mar 3, 2026	--	Aug 3, 2025

Changes Upcoming:



Increased Enforcement & Workplace Enforcement

With the passage of the BBB, ICE will receive \$45 billion to increase the number of detention beds up to 116,000 on a given night. So too, they will receive \$30 billion to hire more enforcement officers. \$46 Billion will go to border wall construction, and \$3 billion will go to hiring many more immigration judges to eliminate the backlog of cases. The practice of releasing people from detention while pending a case before the court may also yet end.

Changes Upcoming:



Raid Preparedness - Making a Holistic Raid Response Plan

- Find a venue that can host lots of people and coordinate with the venue owner ahead of time for what building access will look like on a moment's notice
- Make sure that technology is figured out prior (Wi-Fi, printers, etc.)
- Coordinate with local nonprofits (UnitedWay, etc)
- Create a team of raid response coordinators for their specific teams (delegate, but be in the plan's loop!)
- Keep your staff in the loop about what the plan will be when it comes
- Promote Know Your Rights trainings ahead of time

Solutions Available Right Now



National Webinar Series

Bi-monthly nationwide webinars on selected topics of importance: (1) Faster work permit options; (2) Know Your Rights; (3) Asylum 101; (4) Changes in Policy



Clinics: Naturalization & Asylum

Naturalization is the greatest form of security we can offer to members: host a UCAN if you have members who are eligible.

Asylum is the largest “catch all” we can do for folks without other options.



Consultations & Shareables

Stay tuned to our monthly newsletters, schedule members with our office for consultations if they have legal questions, or host our attorneys for bigger consultation events if that is needed



Clinic Process

01

Need:

Determine the need:

If you have 12+ members who all have the same question, then the most efficient solution is scheduling a clinic for everyone to be helped at once.

02

Region

Coordinate with your region for approval of the clinic. If you have fewer than 12 members, perhaps another local nearby has extras. The region can coordinate to maximize efficiency (i.e. more members helped)!

03

Int'l

Once the region has determined that enough need exists, the **region will reach out to the International** for approval to send Novo to your event.

04

Training

Once the event itself is approved, Novo will coordinate with the impacted locals for an event training where we can workout the best way to run the event.

Your Action Items:



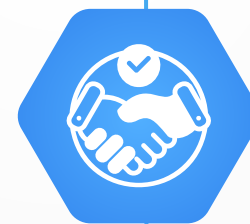
Promote the Webinars

When the International sends out the webinar schedule and the accompanying flyers, hang them up and get them distributed!



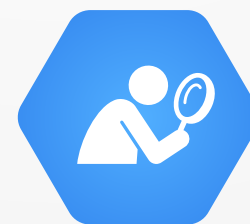
Schedule Clinics

Aggregate the requests from your members and track the data from these requests. If you have enough people for a naturalization event, schedule one. If enough people risk losing status soon, consider an asylum clinic.



Recommend Consultations

For folks with unique immigration questions, tell them to schedule a free, 30-minute consultation with our office so we can discuss their paths forward.



Prepare for Raids

We are on borrowed time: plan where your raid response event will be hosted and coordinate with local NGOs and legal service providers ahead of time!



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