

CERTIFICATE OF ENROLLMENT

SENATE LEGISLATIVE DIRECTIVE LD-32-04

BOARD BILL 5.10

32nd Session

2025-2026 Academic Year

Passed by the Board [Month
Day, 2025] YEAS XX NAYS XX

Nandana Jaideep
President, Board of
Directors

Passed by the Senate February
24th, 2025. YEAS 98 NAYS 2.



Erick Jacobsen
Speaker, Student Senate

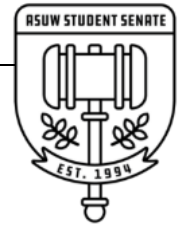
CERTIFICATE

I, Erick Jacobsen, Speaker of the Senate of the Associated Students of the University of Washington, do hereby certify that the attached is **SENATE LEGISLATIVE DIRECTIVE LD-32-04** as passed by the Senate on the date set forth.



Erick Jacobsen
Speaker, Student Senate

Under Consideration



LD-32-04

A Legislative Directive to Support Paid Leave for
University Employees in Immigration Procedures

Under Consideration - 2025-2026 Academic Year

A.S.U.W.

Winter Quarter 2026

32nd Session

Sponsored by Erick Jacobsen, *ASUW Senate Speaker*.

Co-Sponsored by

Referred to Committee on Off-Campus Affairs on 02/23/2026.

Read on the floor 02/24/2026.

BILL SUMMARY: This Legislative Directive authorizes ASUW lobbying on HB 2411, which authorizes shared leave for public employees such as those employed by the University of Washington, in the case of absences due to hate crimes or immigration enforcement action, in line with JR-31-3.

- 1 **WHEREAS** HB 2411 in the 2026 Washington Legislative Session
2 refers to AN ACT Relating to modifying shared leave provisions
3 to authorize shared leave for victims of a hate crime and those
4 whose absence is due to immigration enforcement actions against
5 the employee or the employee's relative; and amending RCW
6 41.04.665 and 41.04.655 [1]; and
- 7 **WHEREAS** HB 2411 was submitted and sponsored by UW student and
8 Washington State Representative Osman Salahuddin of the 48th
9 Legislative District and co-sponsored by 21 Representatives,
10 including Shaun Scott and Nicole Macri of the 43rd Legislative
11 District, which includes UW [1]; and
- 12 **WHEREAS** HB 2411 reforms Washington state law to provide paid
13 leave for Washington state public employees who are victims of
14 hate crimes or of immigration enforcement action, such as
15 detention by Immigration and Customs Enforcement (ICE) [1]; and
- 16 **WHEREAS** the second Trump Administration has been defined by an
17 increase in mass deportations [2], the expansion of immigration
18 enforcement in areas previously protected [3], the revocation of
19 visas [4], and targeting of green card holders [5], legal
20 refugees [6], and more; and

21 **WHEREAS** Seattle [7], King County [8], and Washington State [9]
22 have established sanctuary policies, limiting cooperation with
23 federal immigration enforcement efforts, but these localities
24 are unable to prevent ICE operations within their jurisdictions,
25 leaving immigrant communities vulnerable to federal actions that
26 may conflict with state and local protections; and

27 **WHEREAS** 64-year-old UW employee Lewelyn Dixon was detained by
28 ICE and held in the Tacoma Detention Center for three months in
29 2025 despite holding legal permanent residence [10], indicating
30 a threat against the wellbeing of public university employees
31 and the operations of the UW; and

32 **WHEREAS** Washington State has a moral and ethical responsibility
33 to create an inclusive, safe, and supportive environment for
34 all, particularly those who may face disproportionate challenges
35 due to their immigration status and those from marginalized
36 communities, including Latine residents; and

37 **WHEREAS** R-31-20 A Resolution in Support of Undocumented Students
38 Amidst Recent Federal Policy, which was approved 60-2 by the
39 Senate and 6-0 by the Board of Directors in April 2025 [11], and
40 JR-31-3 A Joint Resolution Calling on University Administrators
41 to Speak Out About Federal Funding Cuts and Overreach, which was
42 approved 50-1 by the Senate and 5-0 by the Board of Directors in
43 May 2025 [12], support a wide range of policies protecting
44 international, immigrant, and especially undocumented students;
45 and

46 **WHEREAS** JR-31-3 establishes that is the official policy of the
47 UW students that University employees be allowed to utilize
48 leave while in detention or immigration proceedings [12], which
49 aligns precisely with the effects of HB 2411; and

50 **WHEREAS** the passage of HB 2411 by the Washington State
51 Legislature would bring the student body one step closer to
52 enacting policies which protect immigrant faculty, staff, and
53 students at the University of Washington in alignment with these
54 bills; and

55 **WHEREAS** LD-31-1 A Legislative Directive to Adopt the ASUW
56 Legislative Agenda, Section 3: Bridging Educational Gaps and
57 Inequities, Subsection B. Supporting Undocumented Students,
58 commits ASUW support to the Keep Washington Working Act as well
59 as general protections and support for undocumented and
60 international students, there is no item in the Legislative
61 Agenda which would confer the ability to support HB 2411 [13];

62 **THEREFORE, BE IT RESOLVED BY THE ASSOCIATED STUDENTS OF THE**
63 **UNIVERSITY OF WASHINGTON:**

64 **THAT** the students of the University of Washington officially
65 support the passage of HB 2411 in the 2026 Legislative Session;
66 and

67 **THAT** ASUW Director of Legislative Affairs Brandon Elliott is
68 officially authorized to lobby and organize advocacy in support
69 of HB 2411 for the 2026 Legislative Session; and

70 **THAT** the ASUW thanks Representative Salahuddin for his work on
71 HB 2411, which reflects the will of his fellow students per R-
72 31-20; and

73 **THAT** this legislation be forwarded to the following
74 individuals:

75 **Brandon Elliott** | Director of Legislative Affairs, *Associated*
76 *Students of the University of Washington*

77 **Osman Salahuddin** | Representative, *Washington State Legislature*

References:

- [1] **HB 2411** (2026) | <https://lawfilesextra.leg.wa.gov/biennium/2025-26/Pdf/Bills/House%20Bills/2411.pdf?q=20260219131955>.
- [2] **White House Presidential Actions: "SECURING OUR BORDERS"** (2025) | <https://www.whitehouse.gov/presidential-actions/2025/01/securing-our-borders/>
- [3] **DHS Directive Expanding ICE Operations to Sensitive Locations** (2025) | <https://www.dhs.gov/news/2025/01/21/statement-dhs-spokesperson-directives-expanding-law-enforcement-and-ending-abuse>
- [4] **Reuters: Trump administration has revoked over 100,000 visas, State Department says** (2026) | <https://www.reuters.com/legal/government/trump-administration-has-revoked-over-100000-visas-state-department-says-2026-01-12/>
- [5] **Prism: Under Trump, the criminal legal system now targets another population: Green card holders** (2025) |

<https://prismreports.org/2025/09/09/under-trump-the-criminal-legal-system-now-targets-another-population-green-card-holders/>

[6] **CBS: Trump administration gives ICE broader powers to detain legal refugees, citing security concerns** (2026) | <https://www.cbsnews.com/news/trump-administration-gives-ice-broader-powers-to-detain-legal-refugees-citing-security-concerns/>

[7] **Sanctuary Cities in Washington** | <https://www.uscisguide.com/state-regulations-and-laws/sanctuary-cities-in-washington/>

[8] **King County Sanctuary Policies** | [https://aqua.kingcounty.gov/council/clerk/code/05 Title 2.pdf#page=24](https://aqua.kingcounty.gov/council/clerk/code/05%20Title%202.pdf#page=24)

[9] **Governor Inslee Signs Law Making Washington a Sanctuary State** | <https://komonews.com/news/local/gov-inslee-signs-law-making-washington-a-sanctuary-state>

[10] **NBC: ICE releases health worker arrested at airport despite living in the U.S. legally for 50 years** (2025) | <https://www.nbcnews.com/news/asian-america/ice-releases-health-worker-us-legally-50-years-rcna209975>

[11] **R-31-20 A Resolution in Support of Undocumented Students Amidst Recent Federal Policy** (2025) | https://uwnetid-my.sharepoint.com/:w:/g/personal/asuwssvc_uw_edu/IQAsrWQ4Ycc7RZY EaI2Gmw-9AU GC4z1C2B3m3V80ze9Usw

[12] **JR-31-3 A Joint Resolution Calling on University Administrators to Speak Out About Federal Funding Cuts and Overreach** (2025) | https://uwnetid-my.sharepoint.com/:w:/g/personal/asuwssvc_uw_edu/IQAwwYzfIateRqa E4g0gzlk8AX0Tstj8ecAqTrDROUmdYf0

[13] **LD-32-1 A Legislative Directive to Adopt the ASUW Legislative Agenda** (2025) | https://uwnetid-my.sharepoint.com/:w:/g/personal/asuwssvc_uw_edu/IQDu6jQiDZeBQIf qe407k6SaAbJF86MY7GMiu62h6GKPLrE