

IHE TELEBRIEFING



April 16, 2026

Welcome!



SPEAKERS & SPECIAL GUESTS



Dr. Beatty

Assistant Medical Director
County of San Diego



Mikey Knab

Business Outreach Manager
San Diego County Office of Labor
Standards & Enforcement

EDUCATION SECTOR TEAM



Nicole Villa



Allison Hirahara



Tiffany Su

AGENDA



Agenda Item	Speaker/Presenter
Welcome & Announcements	Nicole Villa
Public Health Updates	Dr. Beatty
Know Your Rights in the Workplace During Federal Immigration Enforcement Activity	Mikey Knab
Q&A Session	All Panelists



Public Health Updates

Dr. Beatty

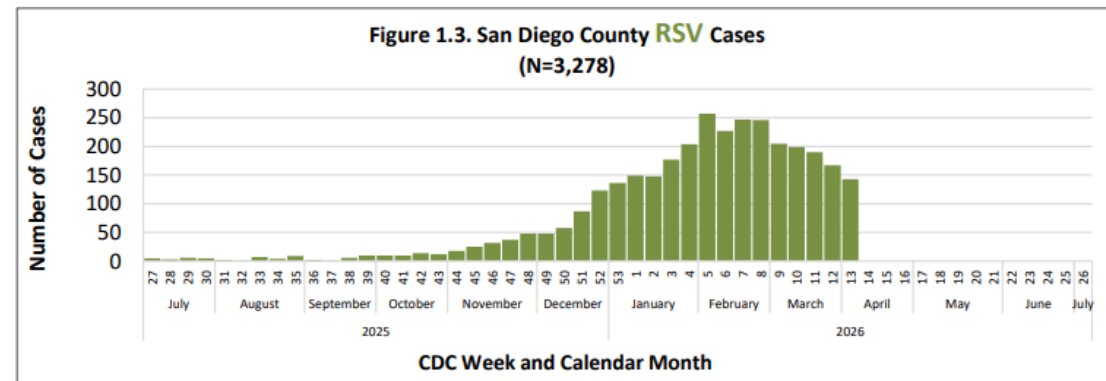
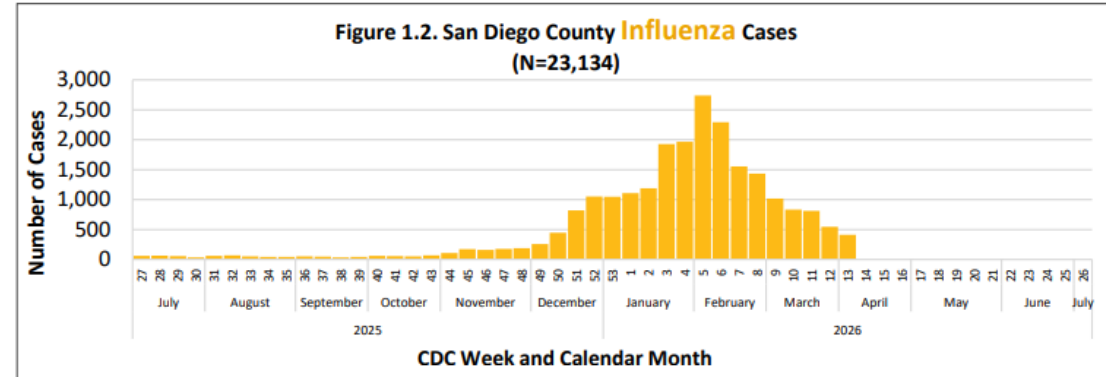
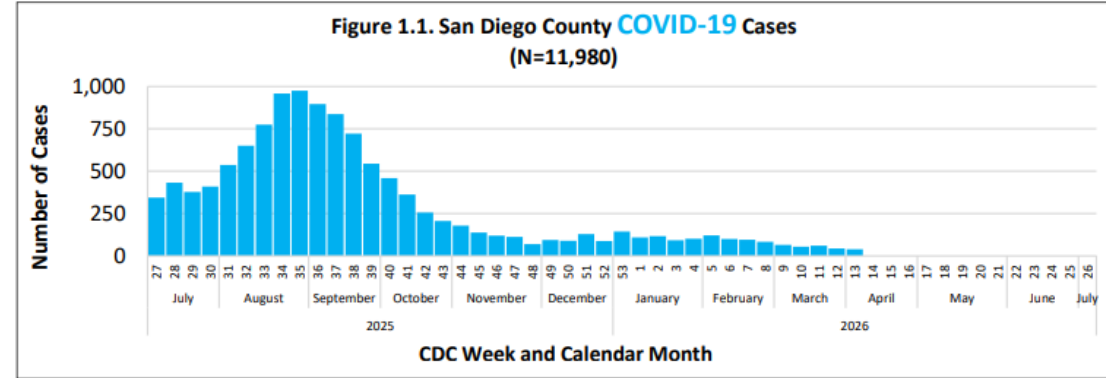
RESPIRATORY VIRUS UPDATE



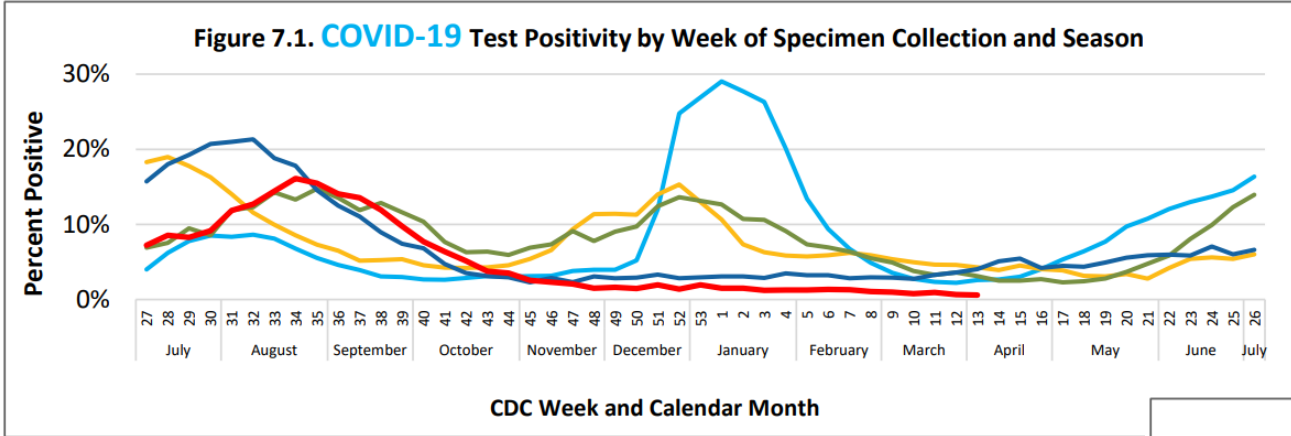
COVID-19	Influenza	RSV
Hospitalizations 2,208	Hospitalizations 2,582	Hospitalizations 681
Deaths 85	Deaths 62	Deaths 10
Outbreaks* 110	Outbreaks* 32	Outbreaks* 6
6/29/2025 – 4/4/2026	6/29/2025 – 4/4/2026	6/29/2025 – 4/4/2026

*In residential congregate settings

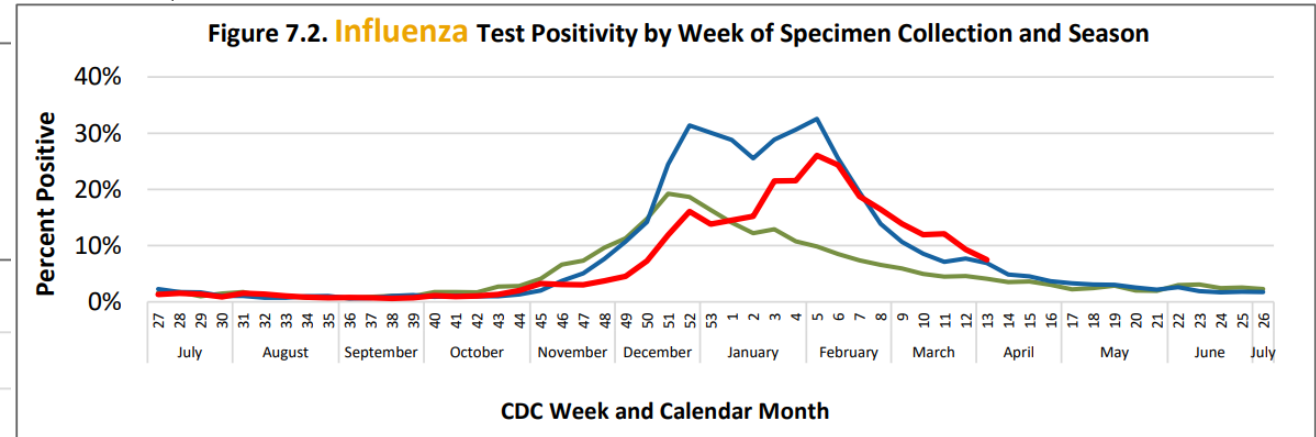
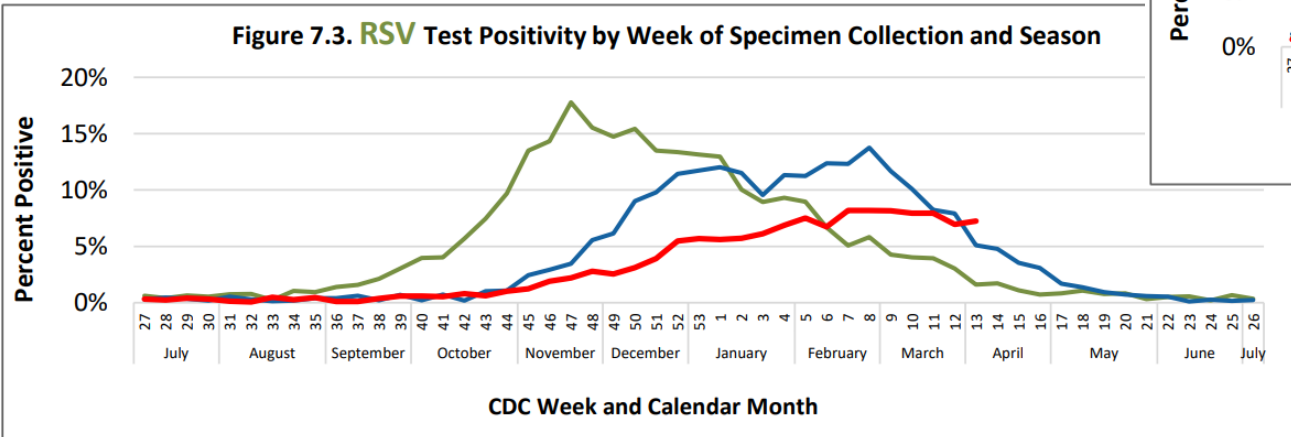
[Respiratory Virus Surveillance Report](#)
(Updated April 9, 2026)



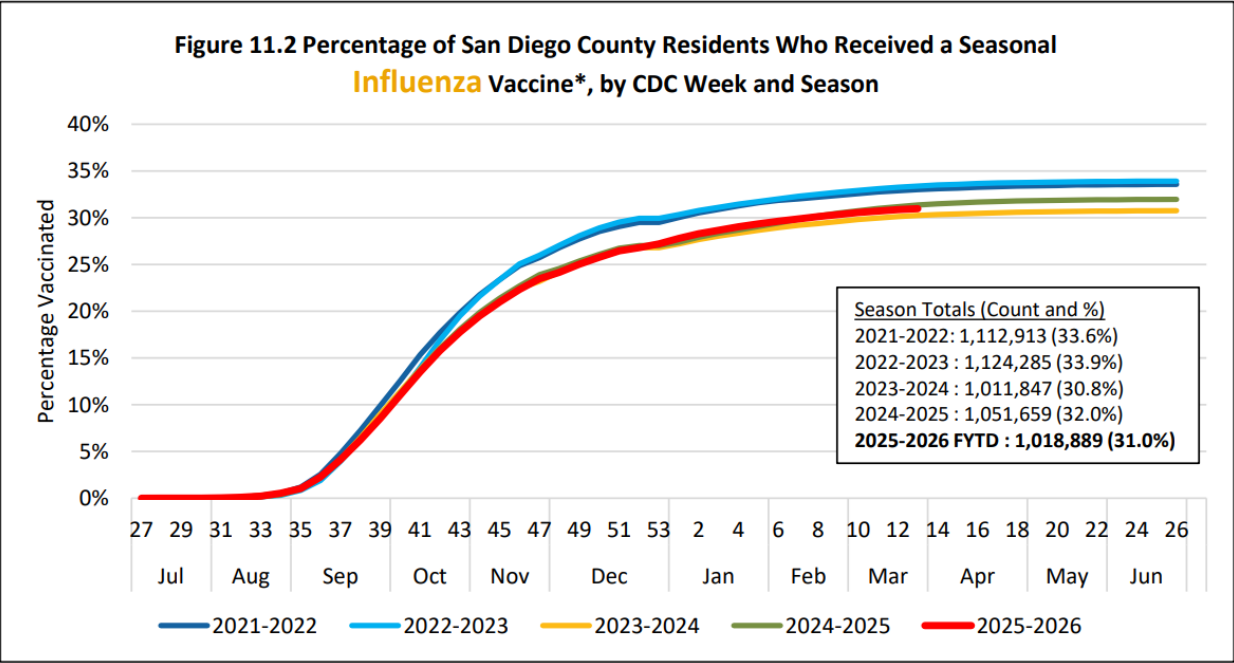
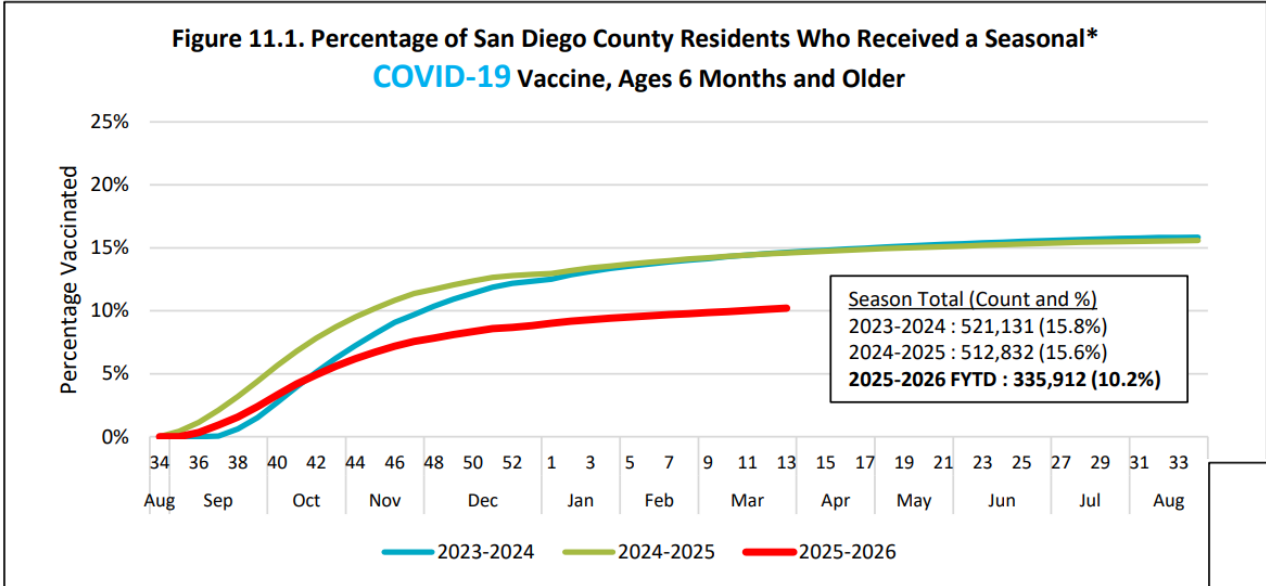
COVID-19, INFLUENZA, & RSV POSITIVITY



2025-26 2024-25 2023-24 2022-23 2021-22



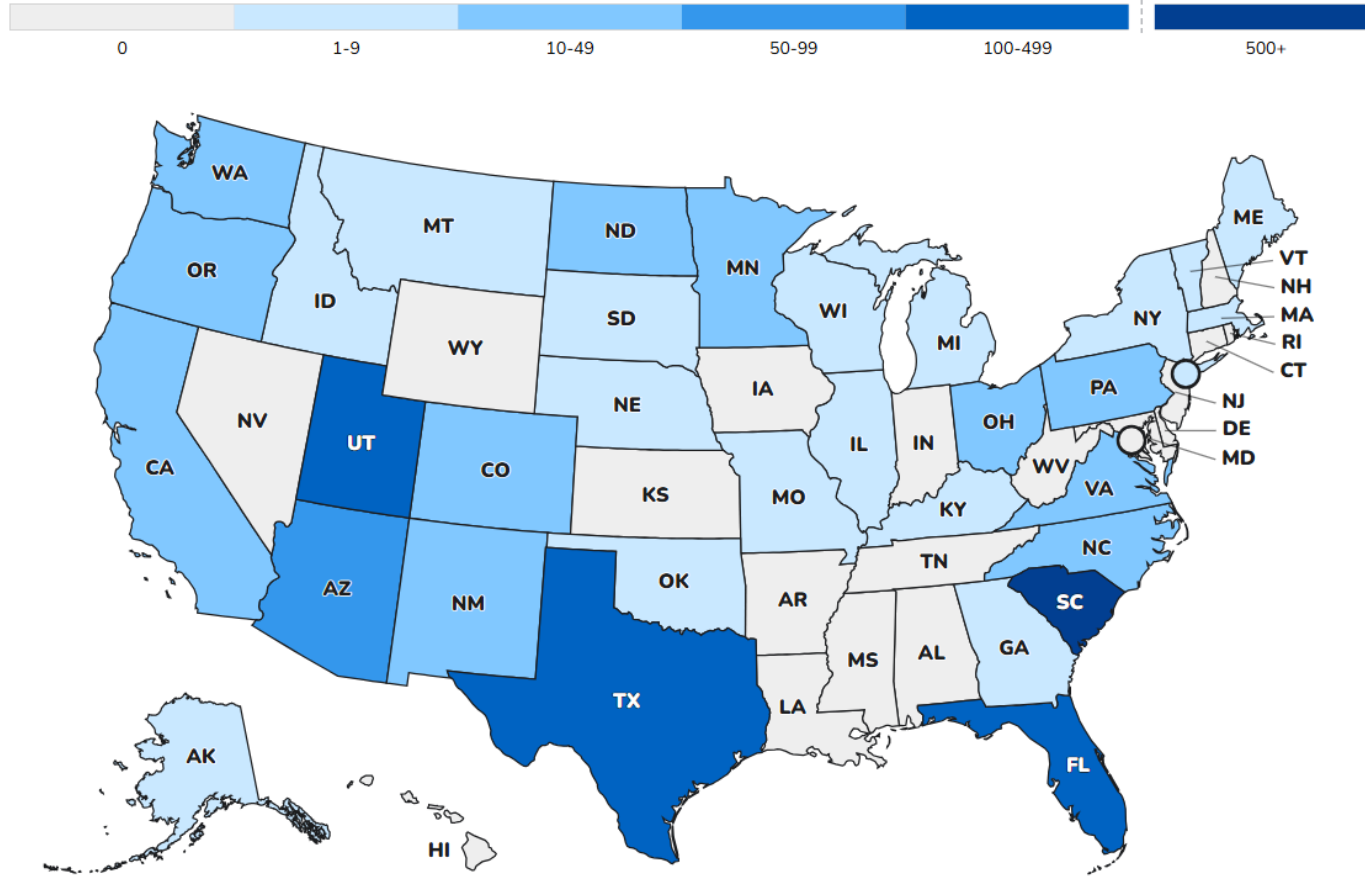
COVID-19 & INFLUENZA VACCINATIONS



MEASLES CASES AMONG U.S. RESIDENTS



Updated 4/10/26



	2026 To date	2025 Full year
Total Cases	1,714	2,287
Age		
Under 5 years	354 (21%)	584 (26%)
5-19 years	888 (52%)	1,015 (44%)
20+ years	467 (27%)	675 (30%)
Age unknown	5 (0%)	13 (1%)
Vaccination Status		
Unvaccinated or Unknown	92%	93%
One MMR dose	4%	3%
Two MMR doses	4%	4%

MMR VACCINE



- **The measles-mumps-rubella (MMR) vaccine is effective.** Two doses provide 97% protection against measles.
 - Children: 1 dose at 12 months of age and another dose at 4-6 years.
 - Children may get the measles, mumps, rubella, and varicella (MMRV) vaccine instead, which protects against chickenpox too.
 - Older children, adolescents, and adults who have not previously received the vaccine.
- **Plan to be fully vaccinated at least 2 weeks before international travel.**
- Families with children **traveling to regions in the United States with ongoing outbreaks** should consult with a health care provider about following immunization recommendations for international travel.



Update on Vaccine Preventable Diseases and Childhood Recommendations

Mark Beatty, MD, MPH

Epidemiology & Immunization Services Branch

County of San Diego Health and Human Services Agency

SHOTS - HEALTH NEWS

RFK Jr. boots all members of the CDC's vaccine advisory committee

JUNE 9, 2025 · 5:53 PM ET

- Nationally recognized vaccine experts
- Liasson from the Professional Organizations also removed


Recent Changes made by ACIP

- June 15, 2025: Remove thimerosal containing flu vaccines from use.
- Sept 18, 2025: Universal COVID vaccination end: For most it requires shared-decision making.
- Sept 18, 2025: MMRV should not be used prior to 4 years of age.
- Dec 5, 2025: Hep B should not be universally given at birth.
- Jan 5, 2026: Reduce the number of routine childhood vaccines from 17 to 11: Other vaccines requires shared-decision making



CDC Acts on Presidential Memorandum to Update Childhood Immunization Schedule


RELEASE

 For immediate release: January 5, 2026

CDC Media Relations

 (404) 639-3286

 media@cdc.gov

 <https://www.cdc.gov/media/>

RFK Jr. overhauls childhood vaccine schedule to resemble Denmark's in unprecedented move


The new U.S. guidelines recommend all children get vaccines for 11 diseases, compared with the 18, including Covid, previously on the schedule.

	U.S.	Denmark
Health Care	Privatized/Medicare medicaid	Universal Health
Vaccine requirements (e.g. exceptions)	Decentralized (vary from state)	Centralized
Population	338 million	6.06 million
Hep B incidence	1.1/100,000 (~3,250)	0.28/100,000 (n=14)

Vaccines No Longer Routine in ACIP Childhood Schedule

- COVID 19
 - Hepatitis A
 - Hepatitis B
 - Influenza
 - Meningococcus
 - Rotavirus
 - RSV
- In addition: HPV vaccine schedule reduced to 1

Shared Clinical Decision Making

When does ACIP make shared clinical decision-making recommendations? 

Generally, ACIP makes shared clinical decision-making recommendations when individuals may benefit from vaccination, but broad vaccination of people in that group is unlikely to have population-level impacts.

- *Potential impact: reduced vaccine uptake due confusion or loss of confidence in vaccines*

CA Assembly Bill 144: Key Tenets

- AB 144 signed on September 17, 2025 establishes CDPH as the source for immunization recommendations and preventive services guidelines
- Sets Advisory Committee on Immunization Practices (ACIP) recommendations as baseline recommendations, which CDPH can then update based on guidance from professional organizations such as:
 - AAP, AAFP, ACOG
- Prescribing, dispensing, ordering, furnishing, or administering vaccines in accordance with CDPH guidance are protected from liability

Follow the
***American Academy
of Pediatrics (AAP)***
Child and Adolescent
Immunization Schedule



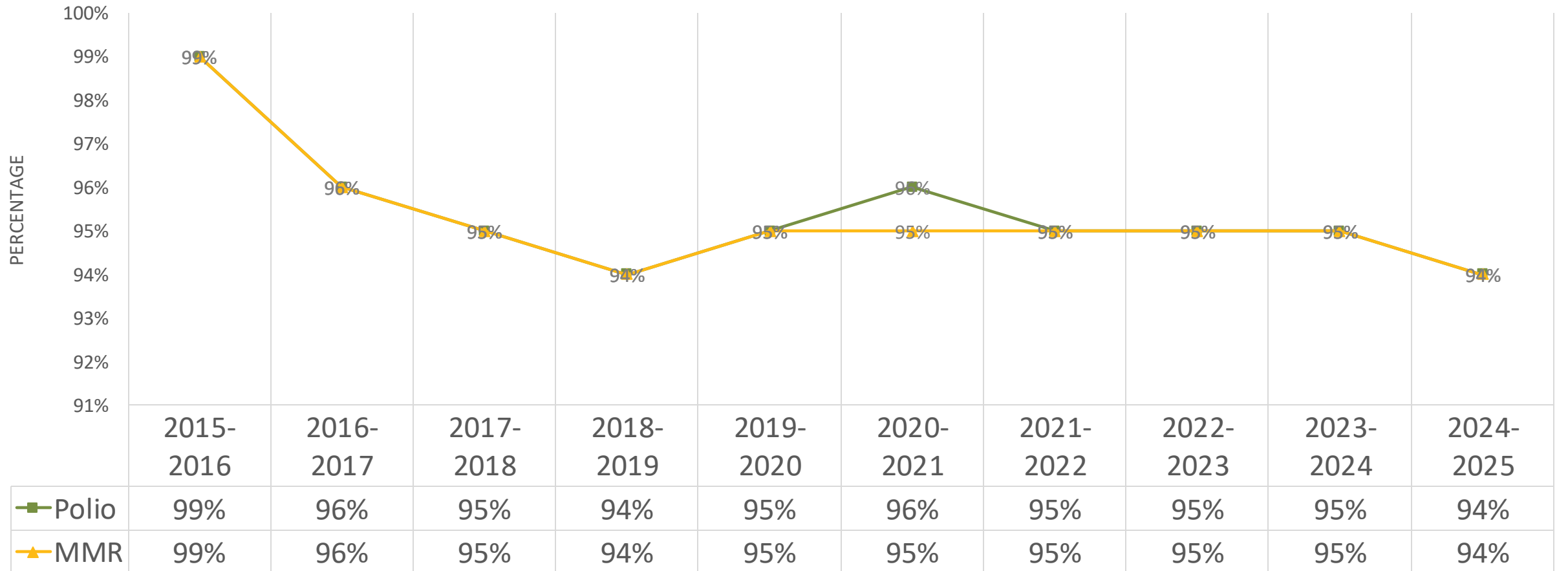
LIVE WELL
SAN DIEGO



Vaccine Preventable Disease Epidemiology

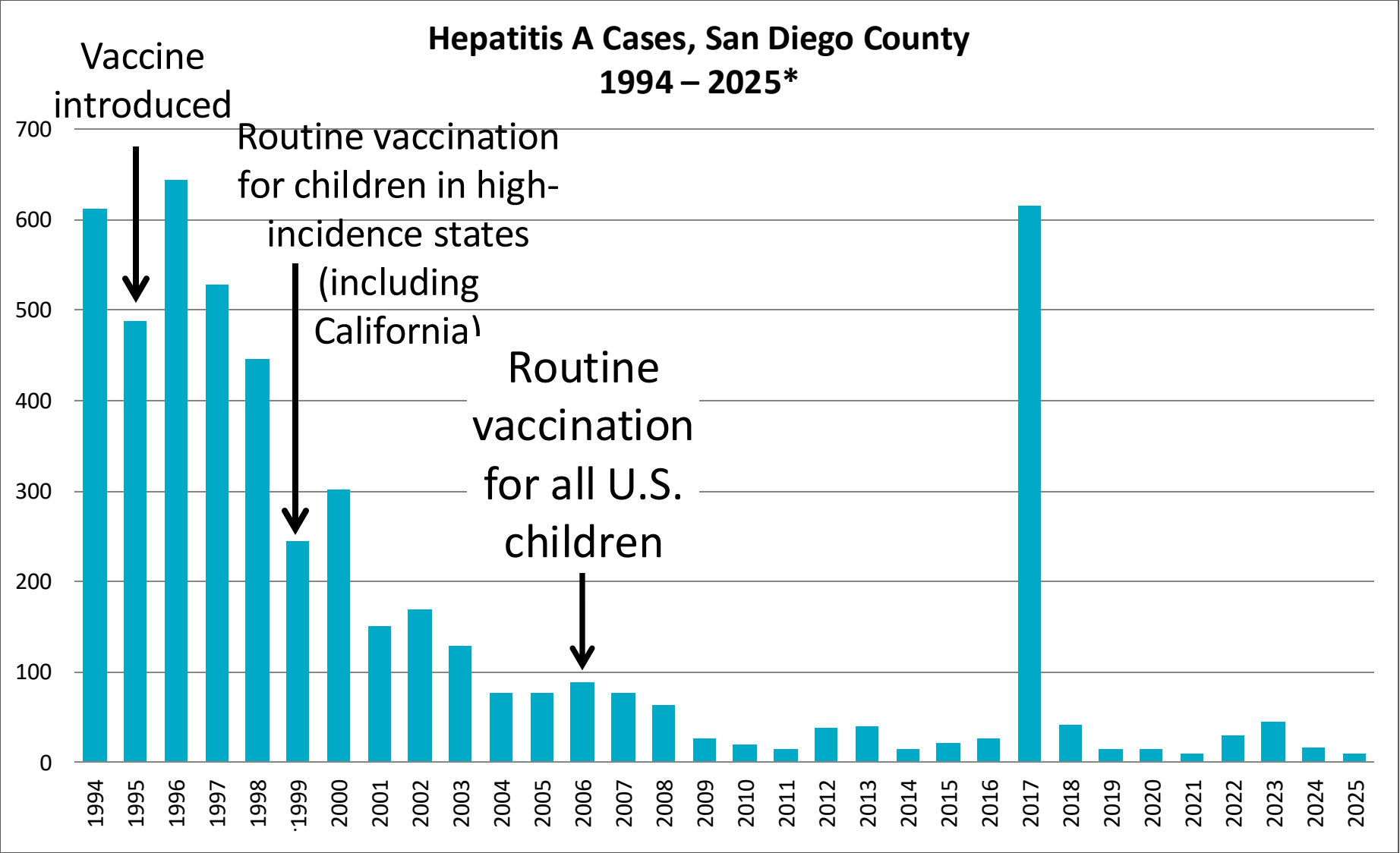
MMR: Local Vaccination Coverage

PERCENT OF VACCINATION COVERAGE AT KINDERGARTENS IN SAN DIEGO COUNTY BY SCHOOL YEAR



Data Source: Shots for School and CAIR Hub Reporting Portal.

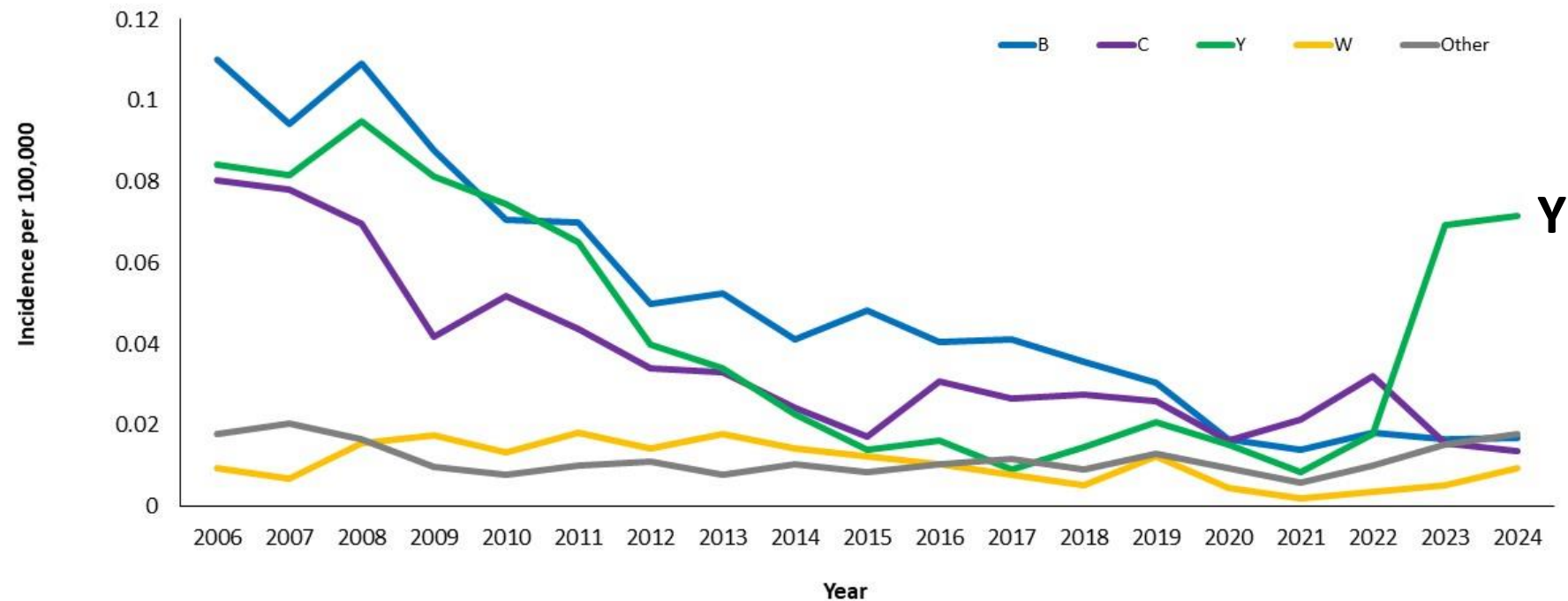
Hepatitis A – Recent History in San Diego County



*Year to date as of 12/1/2025. New CSTE case definition effective 01/01/2019 may affect case numbers and trends.
 Prepared by County of San Diego, Health & Human Services Agency, Public Health Services, Epidemiology & Immunization Services, 12/2/2025

Meningococcal Disease: U.S. Cases

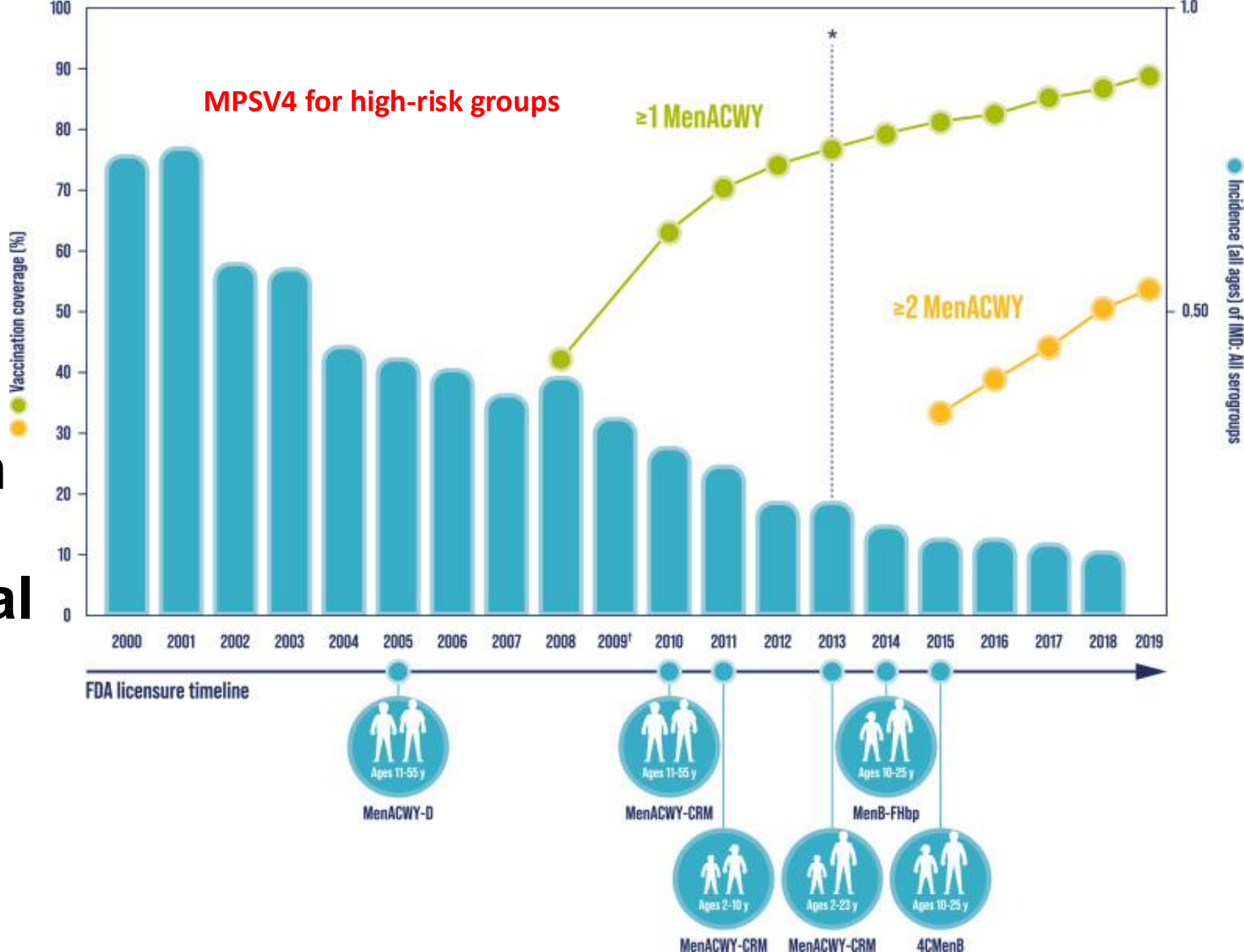
Trends in Meningococcal Disease Incidence by Serogroup – United States, 2006–2024*



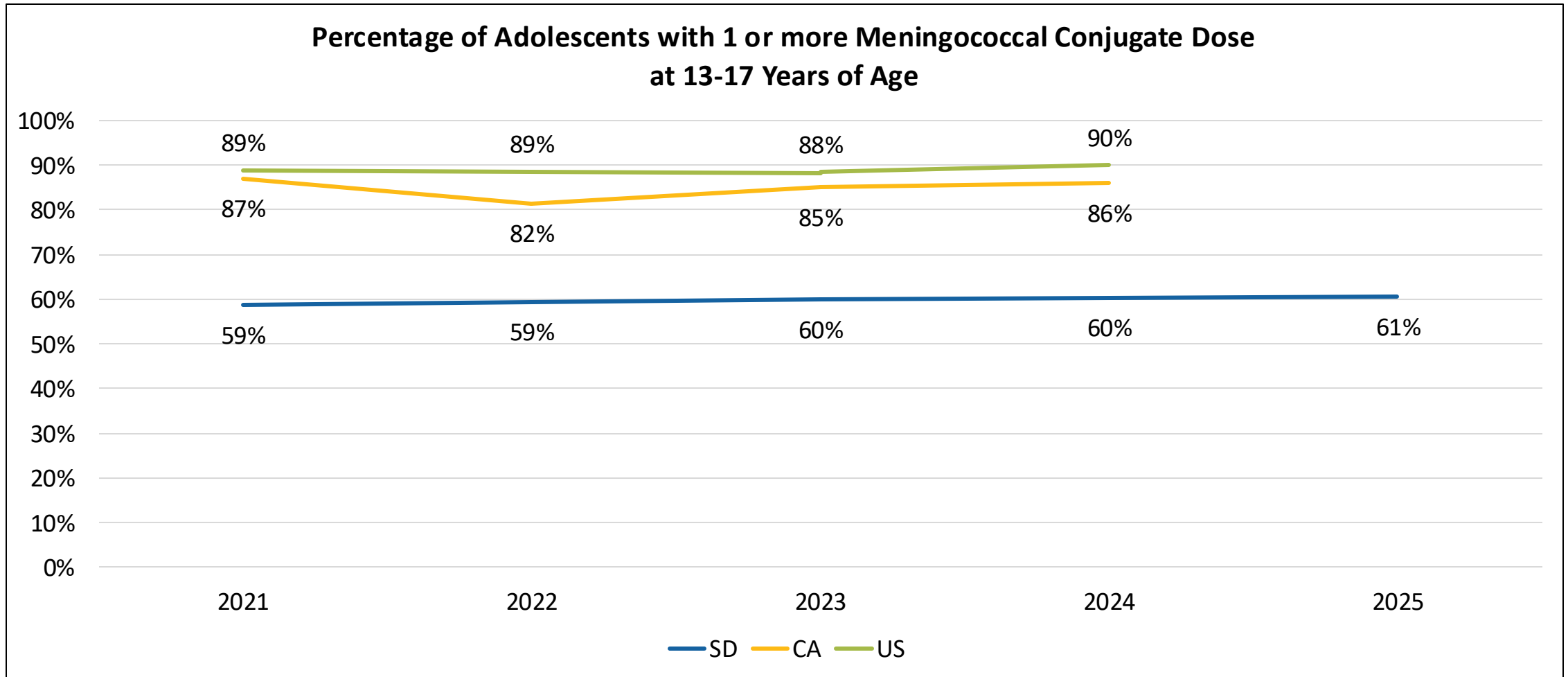
Source: NNDSS data with additional serogroup data from Active Bacterial Core surveillance (ABCs), state health departments, and isolates received and tested by the Bacterial Meningitis Laboratory at CDC

*2024 data are preliminary

Public Health Impact of Meningococcal Vaccination



Meningococcal Vaccines: Local Data

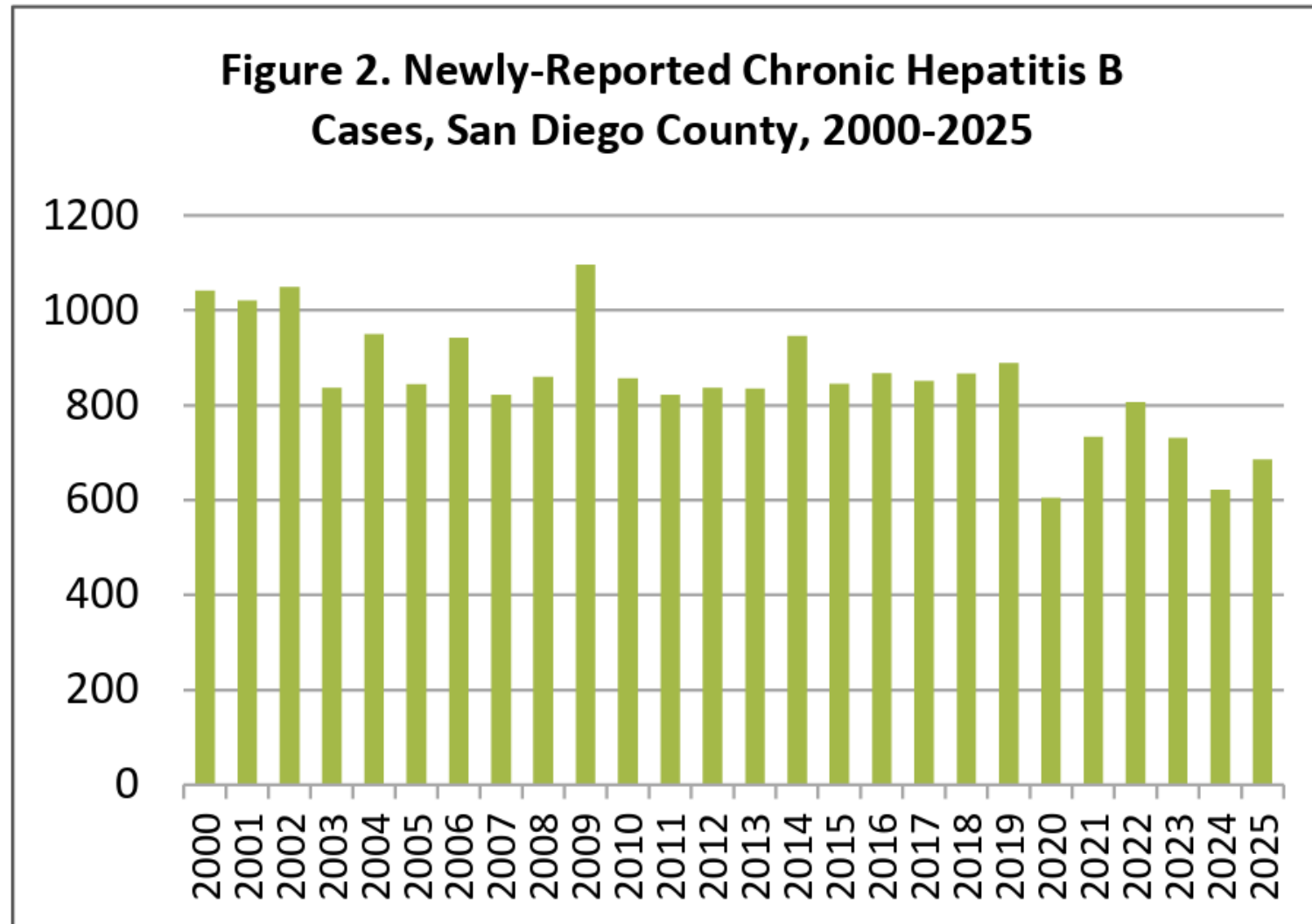


Source: County of San Diego data comes from the California Immunization Registry (CAIR2). National and State data are from the National Immunization Survey. Data were accessed via [TeenVaxView](#).

Public Health Impact of Rotavirus Vaccine, US

- Prevaccine era:
 - Estimated 2.7 million cases per year
 - 95% of children infected by 5 years of age
- Following the introduction of rotavirus vaccine in 2006:
 - Annually averted in the U.S.:
 - 280,000 clinic visits
 - 62,000 emergency department visits
 - 45,000 hospitalizations

Chronic Hepatitis B: San Diego County



Data are provisional and subject to change. Grouped by CDC disease years.

Presented By:

Mikey Knab, Business Outreach Manager, San Diego
County Office of Labor Standards & Enforcement

COUNTY OF SAN DIEGO

OFFICE OF LABOR STANDARDS & ENFORCEMENT

Employer Training: What to Do When ICE Comes to Your Business
Rights, Actions, and Resources



www.sandiegocounty.gov/OLSE/



Mikey Knab, Business Outreach Manager,
San Diego County Office of Labor Standards &
Enforcement

**Mikey Knab is the Business Outreach
Manager for OLSE and supports
employers and businesses to
understand employment and labor
regulations.**

The information shared today is intended for general educational purposes only and should not be considered legal advice.

We encourage you to consult with legal counsel that can advise you on employment and immigration issues before making any changes to your practices



Agenda



01 CONTEXT

02 BEFORE

03 TYPES OF ICE ENFORCEMENT ACTION

04 LEGAL RIGHTS & PROHIBITIONS

05 DURING

06 AFTER

07 MATERIALS

Who We Are

Introduction



In May 2021, the Board of Supervisors formed the Office of Labor Standards & Enforcement (OLSE)

OLSE is a resource available to workers and business owners alike to get clarity and information about laws and regulations related to doing business in San Diego County and will take steps to ensure that employers are following the law and treating workers fairly.

- **EDUCATION & OUTREACH**
- **ENFORCEMENT**
- **POLICY**

How Did We Get Here?



01

Spring and Early Summer 2025 –
ICE enforcement at businesses
increases in a very visible way

02

July 2025 - Board of Supervisors pass
Resolution to train employers on ICE
enforcement actions

03

August 2025 - OLSE conducts
stakeholder outreach and
feedback collection

04

August and September 2025 - OLSE
Completes research and compiles
training resources and materials

BEFORE

What can employers do ahead of time to prepare for ICE enforcement actions?

- **Know Your Rights and Responsibilities**
 - Conduct a self-audit of employee file policies and procedures for privacy and security
 - Familiarize yourself with relevant laws
 - Educate your team
- **Make a Plan**
 - Designate staff and management roles
 - Designate “private” areas with signage
- **Prepare Resources**
 - Emergency contacts and payments permissions
 - Links to community support options
- **Practice the Plan**
 - Staff training exercises



Types of ICE Enforcement Actions



I-9 Audits

Always starts with a
Notice of Inspection
(NOI)

Employers have a 3-day
window to respond

Workplace Raids

Can happen without any
prior notice to the
employer

May occur with just one
officer from just one
agency, or many officers
from many agencies

Legal Rights and Prohibitions

For Individuals and Employers



4th Amendment

Protection against
search and seizure

Includes warrant
requirements

5th Amendment

Right to not act as a
witness against oneself
(remain silent)

Right to “due process”
before depriving an
individual of life, liberty,
or property

CA Immigrant Worker Protection Act - AB 450

Prohibits “voluntary
consent” to enter private
areas of business

Requires notice of I-9 audits to
employees within 72 hours of NOI

Includes penalties of \$2,000 -
\$10,000 per violation

Understanding

Warrants and Subpoenas



Subpoenas

U.S. Department of
Homeland Security
Form I-138

Review and comply as
appropriate - focused on
documents and information

Administrative Warrants

ICE or DHS Form I-200 or
I-205

Authorizes limited activities, such as
speaking with key employees, reviewing
certain documents, and visiting “public”
spaces

Judicial Warrants

Issued by a Court -
Labeled “Federal Arrest”
or “Search and Seizure”
Warrant

May authorize physical
search and seizure

Subpoena

1. To (Name, Address, City, State, Zip Code) [REDACTED]	DEPARTMENT OF HOMELAND SECURITY IMMIGRATION ENFORCEMENT SUBPOENA to Appear and/or Produce Records 8 U.S.C. § 1225(d), 8 C.F.R. § 287.4
Subpoena Number [REDACTED]	
2. In Reference To [REDACTED] (Title of Proceeding) (File Number, if Applicable)	

By the service of this subpoena upon you, **YOU ARE HEREBY SUMMONED AND REQUIRED TO:**

- (A) **APPEAR** before the U.S. Customs and Border Protection (CBP), U.S. Immigration and Customs Enforcement (ICE), or U.S. Citizenship and Immigration Services (USCIS) Official named in Block 3 at the place, date, and time specified, to testify and give information relating to the matter indicated in Block 2.
- (B) **PRODUCE** the records (books, papers, or other documents) indicated in Block 4, to the CBP, ICE, or USCIS Official named in Block 3 at the place, date, and time specified.

Your testimony and/or production of the indicated records is required in connection with an investigation or inquiry relating to the enforcement of U.S. immigration laws. Failure to comply with this subpoena may subject you to an order of contempt by a federal District Court, as provided by 8 U.S.C. § 1225(d)(4)(B).

3. (A) CBP, ICE or USCIS Official before whom you are required to appear (B) Date

Check for validity:

- Addressed to a named individual
- Includes file and subpoena number and date issued
- Lists exact records or testimony requested
- Place, date, and time for production or appearance
- Signed by an ICE officer with subpoena authority

Understand Your Rights and Limits:

- Not self-enforcing - ICE must go to federal court to compel compliance
- You may request more time if the deadline is unreasonable
- Consider how much you are legally required to share - narrow compliance may help protect your company and your employees



Administrative Warrant

U.S. DEPARTMENT OF HOMELAND SECURITY Warrant for Arrest of Alien

File No. _____

Date: _____

To: Any immigration officer authorized pursuant to sections 236 and 287 of the Immigration and Nationality Act and part 287 of title 8, Code of Federal Regulations, to serve warrants of arrest for immigration violations

I have determined that there is probable cause to believe that _____ is removable from the United States. This determination is based upon:

- the execution of a charging document to initiate removal proceedings against the subject;
- the pendency of ongoing removal proceedings against the subject;
- the failure to establish admissibility subsequent to deferred inspection;
- biometric confirmation of the subject's identity and a records check of federal databases that affirmatively indicate, by themselves or in combination with other information, that the subject either lacks immigration status or is removable under U.S. immigration law; and/or
- statements made voluntarily by the subject to a consular officer or other immigration officer that affirmatively indicate the subject is removable under U.S. immigration law, notwithstanding such status is removable under U.S. immigration law.

YOU ARE COMMANDED to arrest and take into custody the above-named alien pursuant to the Immigration and Nationality Act.

ICE Administrative Arrest Warrant

(Signature of Authorized Immigration Officer)

(Printed Name and Title of Authorized Immigration Officer)

Certificate of Service

Not signed by a judge

I hereby certify that the Warrant for Arrest of Alien was served by me at _____
(Location)

on _____ on _____, and the contents of the
(Name of Alien) (Date of Service)

notice were read to him or her in the _____ language.
(Language)

Name and Signature of Officer

Name or Number of Interpreter (if applicable)

- Issued by ICE or DHS officers, **not judges**, for immigration enforcement under civil law
- Form I-200 (Warrant for Arrest of Alien) and Form I-205 (Warrant of Removal/Deportation)
- Authorizes arrest in public spaces but does not allow entry into private areas without consent
- Unlike court-issued warrants, these warrants cannot compel searches or forced entry
- These have narrower legal scope than criminal/judicial warrants



Judicial Warrant

AO 93 (Rev. 12/09) Search and Seizure Warrant

This is a judicial search warrant. It DOES authorize agents to enter your home.

UNITED STATES DISTRICT COURT - Issued by a COURT.

for the
Eastern District

In the Matter of the Search of
*(Briefly describe the property to be searched
or identify the person by name and address)*

540 Oak Avenue
Davis, California 95616

Judicial Warrant

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer **2:11-SW-0161 EFB**

An application by a federal law enforcement officer or an attorney for the government requests the search of the following person or property located in the EASTERN District of CALIFORNIA
(Identify the person or describe the property to be searched and give the location.)
SEE ATTACHMENT A, ATTACHED HERETO AND INCORPORATED BY REFERENCE

Read attachments to make sure they are regarding YOU and YOUR address, not someone else's.
The person or property to be searched, described above, is believed to conceal *(Identify the person or describe the property to be searched.)*
SEE ATTACHMENT B, ATTACHED HERETO AND INCORPORATED BY REFERENCE

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property. **Date for warrant, not to exceed 14 days**

YOU ARE COMMANDED to execute this warrant on or before 5-9-2011
(not to exceed 14 days)

in the daytime 6:00 a.m. to 10 p.m. at any time in the day or night as I find reasonable cause has been established.

Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the property was taken.

The officer executing this warrant, or an officer present during the execution of the warrant, must prepare an inventory as required by law and promptly return this warrant and inventory to United States Magistrate Judge _____
(Name)

I find that immediate notification may have an adverse result listed in 18 U.S.C. § 2705 (except for delay of trial), and authorize the officer executing this warrant to delay notice to the person who, or whose property, will be searched or seized *(check the appropriate box)* for _____ days *(not to exceed 30)*
 until, the facts justify, the later specific date of _____

Date and time issued: 4-25-2011 at 10:00 AM **Signed by a judge**

City and state: SACRAMENTO CALIFORNIA EDMUND E. BRENNAN, U.S. MAGISTRATE JUDGE
(Printed name and title)

Source: National Immigration Law Center <http://twitter.com/NILC/status/1140755046081536040>

- **Criminal arrest warrant:** authorizes arrest of a person for alleged federal crimes, such as illegal reentry or harboring/transporting undocumented immigrants; allows arrest anywhere, including entry into a “private” area without consent
- **Criminal search warrant:** authorizes ICE to search specified premises for evidence of immigration-related crimes such as fraudulent documents, trafficking evidence, etc. This warrant must list probable cause, **specific** items to be seized, and **specific** locations




Remember: always contact your attorney to help guide you



Warrants and Subpoenas

Which **compel** access to “private” spaces?

 **Subpoena**
U.S. Department of
Homeland Security
Form I-138

 **Administrative
Warrant**
ICE or DHS Form I-
200 or I-205

 **Judicial
Warrant**
Issued by a Court - Labeled
“Federal Arrest” or “Search
and Seizure” Warrant

REMINDER

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We encourage you to consult with legal counsel that can advise you on employment and immigration issues before making any changes to your practices



ACTION PLAN

ACTION PLAN: WHAT TO DO IF ICE COMES KNOCKING: BE PREPARED. STAY CALM. PROTECT YOUR BUSINESS.

I. INTRODUCTION

An unannounced visit from Immigration and Customs Enforcement (ICE) can throw any workplace into chaos—unless you're ready. Even employers who carefully verify the work authorization of every employee may face investigations triggered by anonymous tips, complaints, or larger enforcement initiatives. Preparation is your best protection.

This action plan outlines the steps your organization should take before, during, and after a worksite enforcement action. Your goal is to stay compliant, minimize disruption, and protect your employees and operations.

At the heart of immigration compliance is a properly completed Form I-9 for every employee hired after November 6, 1986, along with timely processing through E-Verify for new hires. Every organization representative responsible for I-9 or E-Verify procedures must be thoroughly familiar with the government's guidance, including:

- Instructions for Form I-9: Employment Eligibility Verification
<https://www.uscis.gov/sites/default/files/document/forms/i-9instr.pdf>
- Form M-274: Employer Handbook
<https://www.uscis.gov/i-9-central/form-i-9-resources/handbook-for-employers-m-274>
- E-Verify User Manual
<https://www.e-verify.gov/e-verify-user-manual>

What to include:

- Point of contact for enforcement agents x2
- Script for initial contact with enforcement agents - include legal references
- Person responsible for documenting enforcement activities x2
- Instructions for documenting enforcement actions
- Lawyer's contact information
- Resources list with contact information
- Examples of warrants and subpoenas with instructions on how to read them
- Instructions on how to comply with I-9 audits
- Floorplan clearly indicating public and private areas
- Staff training plan for implementation

DURING

Stay calm

Follow the plan



What can employers do while ICE enforcement actions are happening?

- Ask for identification and make sure you understand the purpose of the visit
- Obtain a copy of the warrant or subpoena
- Document **everything** that happens
- Contact legal and other resources immediately
- Maintain confidentiality
- Comply with AB 450 - Immigrant Worker Protection Act
- You may decide not to speak on behalf of employees

AFTER

What can employers do after ICE enforcement actions?

- Contact your lawyer
- Review documentation (warrant or subpoena) and follow up with any document or information demands
- Process immediate paychecks for employees removed from the worksite - pay emergency contacts if authorized
- Contact family members as appropriate
- Prevent discrimination and retaliation against all employees
- Provide resources to all affected parties - food, shelter, legal, mental health, childcare, etc.
- Maintain confidentiality
- Review documentation of the enforcement action and refine action plans if necessary



MATERIALS for employers



- Detailed action plan and company policy
- Poster with basic rights, action steps, and important resources
- Signage for private areas
- Emergency contact and payment permission sheets
- Broader community resource list with contact information
- Employee file sanitation



Wrap-up:

Employee Rights and Protections

- Know your Constitutional rights including the right to remain silent (5th Amendment)
- No obligation to disclose immigration status, Country of origin, or entry into the United States
- Anti-retaliation protections under California and federal law



Wrap-up: What Can Employers Do?



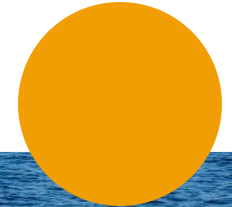
- Cooperate, but do not exceed legal obligations
- Do not allow ICE access to private areas without a judicial warrant
- Prepare, prepare, prepare
- Train front-line staff on protocol
- Maintain confidentiality of employee information



Final Takeaways



- Plan ahead—don't improvise during enforcement
- Know your rights and your limits
- Protect your employees without breaking the law
- Call legal counsel immediately
- Document everything



Get Connected With Us

Contact Information

 619-531-5129

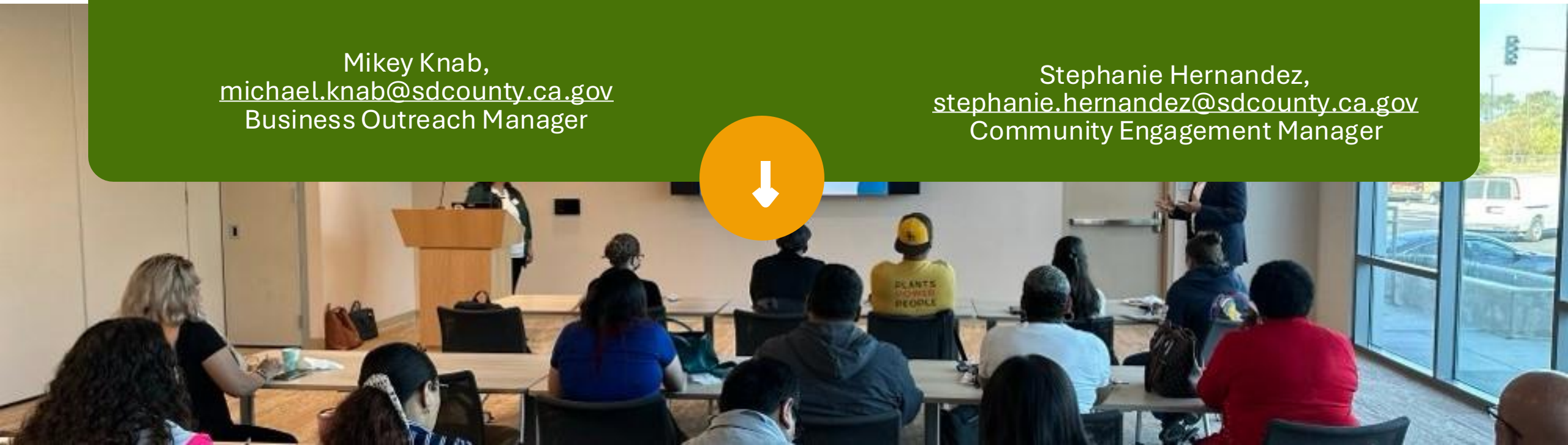
 olse@sdcounty.ca.gov

 www.sandiegocounty.gov/OLSE/

 1600 Pacific Hwy, 452, S.D, C.A 92101

Mikey Knab,
michael.knab@sdcounty.ca.gov
Business Outreach Manager

Stephanie Hernandez,
stephanie.hernandez@sdcounty.ca.gov
Community Engagement Manager



QUESTIONS?

COUNTY OF SAN DIEGO
OFFICE OF LABOR STANDARDS & ENFORCEMENT





Announcements

Teaching Critical-Thinking Skills in the Age of AI Webinar



The Chronicle is hosting a webinar on how colleges can more explicitly teach, better measure, and more clearly communicate the value of critical-thinking skills as AI tools and misinformation rise. Learn key strategies for strengthening these skills with students!

Tuesday, April 28 at 11:00 AM

[Register for the Webinar!](#)

Navigating CalFresh and Medi-Cal Changes: All Sector Telebriefing



Join a free webinar to learn about recent changes to CalFresh and Medi-Cal, including who may be impacted and who remains eligible. The session will also cover recommended next steps, along with resources to support those affected.

Wednesday, April 22, from 10:00 to 11:00AM

[Register now!](#)

Helping College Students Stay Protected from Measles



The Public Health Communications Collaborative has a new resource for college students and their families to help them understand the risks of measles and how to protect themselves:

[Protecting Yourself from Measles on College Campuses](#)



Q&A



THANK YOU FOR ATTENDING!

For more information, please visit our website: LiveWellSD.org/Education

You can also email us at: LiveWellEducation@sdcounty.ca.gov