



## **AB 2586 (Alvarez): Opportunity for All (O4A)**

### **Bill Summary**

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AB 2586 would allow students equal access to campus job opportunities, regardless of immigration status at the University of California, California State University, and California Community Colleges.

### **Background**

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California is committed to strengthening and investing billions in our higher education systems “to advance access, affordability, equity, and success for all students.”<sup>1</sup> The goal is 70% postsecondary attainment by 2030.<sup>2</sup>

Despite that commitment, undocumented students continue to be blocked from essential opportunities. Currently, thousands of students in California are unjustly barred from obtaining paying jobs on campus—including experiential jobs and jobs needed to complete their degrees—solely due to their immigration status.<sup>3</sup>

California’s higher education systems now have an opportunity to remove barriers to employment for all students, regardless of immigration status. Legal scholars have identified that the federal prohibition on hiring undocumented people (the Immigration Reform and Control Act of 1986 (IRCA)) does not apply to state governments when they act as employers, like California’s higher education systems.<sup>4</sup> This means that the University of

California, California State University, and California Community Colleges can authorize the hiring of all their undocumented students.

California has the opportunity to continue to serve as a model for the rest of the Nation. By allowing undocumented students to be eligible for work opportunities, California will ensure all students have equal access to the opportunities they need to provide financially for themselves and work to obtain their degrees. Only then can our state truly “maintain its status as an economic powerhouse and the place where the nation’s future is invented.”<sup>5</sup>

### **Conclusion**

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AB 2586 will open the door for undocumented students to continue their dreams by having the same opportunities for employment as their peers.

### **Support**

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- Undocumented Student-Led Network (USN) (Sponsor)

### **For More Information**

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Cynthia Yepez, Legislative Aide  
Assemblymember David Alvarez, District 80  
Office: 916-319-2080  
[Cynthia.Yepez@asm.ca.gov](mailto:Cynthia.Yepez@asm.ca.gov)

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<sup>1</sup> The CA Blueprint. (2022). *Strengthening our World-Class Higher Education System* [Fact sheet].  
<https://www.gov.ca.gov/wp-content/uploads/2022/01/Higher-Education-Fact-Sheet.pdf>

<sup>2</sup> The CA Blueprint. (2022). *Strengthening our World-Class Higher Education System* [Fact sheet].  
<https://www.gov.ca.gov/wp-content/uploads/2022/01/Higher-Education-Fact-Sheet.pdf>

<sup>3</sup> Opportunity for All,  
<https://undocstudentnetwork.org/home/opportunity-for-all/>  
(assessed 2022)

<sup>4</sup> Hiroshi Motomura, Ahilan Arulanantham, “Memo Analyzing Whether IRCA Applies to States”. (October 2022).

<sup>5</sup> The CA Blueprint. (2022). *Strengthening our World-Class Higher Education System* [Fact sheet].  
<https://www.gov.ca.gov/wp-content/uploads/2022/01/Higher-Education-Fact-Sheet.pdf>