

Workers' Rights in California

ALL WORKERS ARE PROTECTED!

If you are or were employed in California, you have labor rights.

California's labor laws apply to all workers, regardless of citizenship and immigration status.

California

Your Rights as a Worker

You have a right to:

- Ask about your pay and working conditions.
- Receive the wages you have earned.
- Exercise your rights without retaliation.

If these rights are violated, you can call the Labor Commissioner's Office:

(833) 526-4636

Workplace Protections Related to Immigration Status

Workplace Protections

Employers cannot:

- Refuse to honor documents that appear genuine.
- Use E-Verify in a way not required by law.
- Threaten to call immigration authorities or law enforcement.



Can an employer report or threaten to report a worker because of immigration status?

No. It is against California law for an employer to report you or your family due to perceived immigration status, or engage in any other unfair immigration-related practice, in retaliation for exercising your rights.

If Immigration Agents Arrive at Work

Employers' Responsibilities

- The law prohibits employers from giving voluntary consent to immigration authorities to enter non-public areas of the workplace.
- If employers are notified of an upcoming immigration inspection, they must inform workers within 72 hours of receiving the notice.



Your Rights

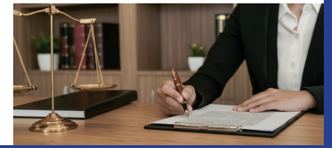
You have a right to:

- **Remain silent**. You do not have to discuss your immigration status with anyone, such as where you were born, whether you are a citizen, or how you entered the country.
- **Talk with a lawyer** before saying anything or signing anything.
- **Refuse consent to a search**.
- **Record** your interactions with immigration agents as long as you do not interfere.

If You Are Detained

You have a right to:

- **Consult with a lawyer.** The government is not required to pay for a lawyer for you, but you can ask for a list of free or low-cost alternatives.
- **Contact your consulate** or have an officer inform the consulate of your detention.



Labor Commissioner's Office (LCO)

Supports workers in getting the wages they've earned, enforces labor laws, and investigates complaints related to wages, meal and breaks, paid sick leave and retaliation.

They will never ask about immigration status, and ALL personal information is kept private.

General Number: (833) 526-4636

Immigration Helpline: (855) 526-7775
(leave a voicemail and someone will call you back)

WageTheftIsACrime.com

Wages

If You Aren't Paid Properly

Keep track of:

- The hours that you work—include dates, start and end time.
- Every work location, including address and work performed at each location.
- Who supervised and assigned your work.
- Name of your employer, who paid you, and wage information.
- Names and contact information of the people you worked with and others who saw you work.



File a Wage Claim

You can file online, in person or by mail.

Online:
www.dir.ca.gov/dlse/HowToFileWageClaim.htm

Download the form:
www.dir.ca.gov/dlse/Wage_Claim_forms.html

In person or by mail:
www.dir.ca.gov/dlse/DistrictOffices.htm

For more information, call:
(833) 526-4636

Retaliation

If You Experience Retaliation

Retaliation happens when an employer treats you negatively for standing up for your rights, such as asking for your unpaid wages. This may include:

- Cutting your hours.
- Sending you home early.
- Suspending or firing you.

If you face retaliation, document the ***who, what, when, where*** and ***why*** of when you exercised your rights and how your employer reacted.



File a Retaliation Complaint

You can file online, in person or by mail.

Online:
dir.govfa.net/f/RCIWelcome

Download the form:
www.dir.ca.gov/dlse/Retaliation_complaint_forms.html

In person or by mail:
www.dir.ca.gov/dlse/DistrictOffices.htm

For more information, call:
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Outside California

Filing a Claim from Outside California

- You can still file a claim even if you leave California or the U.S.
- Contact the Labor Commissioner's Office for help over the phone or online.
- For international calls, enter the calling code from the country you are calling plus the US code (1) and the LCO number (833-526-4636).
- For calls from Mexico, dial 00+1+833-526-4636.



Get Help

Find a Rapid Response Network Near You

They provide immigration-related support, including finding a lawyer, accompanying someone to court, locating a detained person, and more.

Scan the QR code or visit ccijustice.org/carrn to find a local network.

If You Are Detained

You can **call 2150# from a detention center** for help finding a local attorney or nonprofit.

If you or someone you know is owed wages, have faced retaliation, or have experienced immigration-related threats at work, contact the Labor Commissioner's Office immigration helpline at: **(855) 526-7775**

Labor Commissioner's Office

Can help answer questions about your labor rights or about filing a labor violation claim.

Global: (833) 526-4636

Immigration Helpline: (855) 526-7775

WageTheftIsACrime.com

Scan the QR code or visit www.dir.ca.gov/dlse/DistrictOffices.htm to find an office near you.