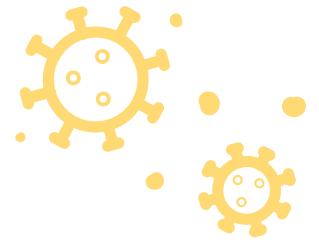


Worker Retaliation Protections During the COVID-19 Pandemic



You are protected by law. The Labor Commissioner's Office can help.

What is retaliation?

If you are fired, or your pay or work hours are reduced for using your labor rights under California's laws, that is retaliation, and it is illegal. It's also illegal for your employer to threaten to report you to immigration authorities for following California laws. All workers in California are protected by labor laws, including retaliation protections, regardless of immigration status. These continue to be your rights and protections during the COVID-19 pandemic.

Activities that are protected from retaliation under California law include:



Speaking up about unsafe conditions or unpaid wages



Refusing to work in unsafe conditions



Reporting an unsafe workplace or labor violation



Filing a wage claim for unpaid wages



Assisting in an investigation of your employer

What if my employer reduces my hours, fires me or threatens to call immigration?

If an employer does punish you, they may be required to reinstate you, pay your lost wages and/or pay fines.

How to file a retaliation complaint:

The Labor Commissioner's Office will not ask about your immigration status or report your immigration status to other government agencies.



Online at dir.ca.gov/dlse/dlseRetaliation.html



In person at any location of the Labor Commissioner's Office. Find one at dir.ca.gov/dlse/districtoffices.htm



By phone at **833-526-4636**



By email at retaliation@dir.ca.gov

Best practices to protect yourself from retaliation:



Document

- Changes in employment conditions
- Details of any threats
- Communications between you and your employer



Identify

- Witnesses who heard or saw



File

- Within one year of retaliatory act
- Submit documents or information to the Labor Commissioner's Office
- Call or email if you need any assistance, etc.

