

These are a few examples of what retaliation can look like:



Termination, demotion, or suspension



Reduction in hours or pay



Threats related to immigration status



Discipline, including for using paid sick leave

In California, if you feel your workplace rights are violated and you take action or speak up, your employer cannot punish you for exercising your rights. This is called retaliation and it is illegal!



KNOW YOUR RIGHTS

Have you been punished for speaking up about feeling unsafe on the job?

What did it feel like?

Exercising your rights can feel frightening, but you're not alone.



I was disciplined, and I'm worried I'll be fired. I don't have any money saved, but I had to speak up.



When my co-worker reported the same issue last time, she got fired.



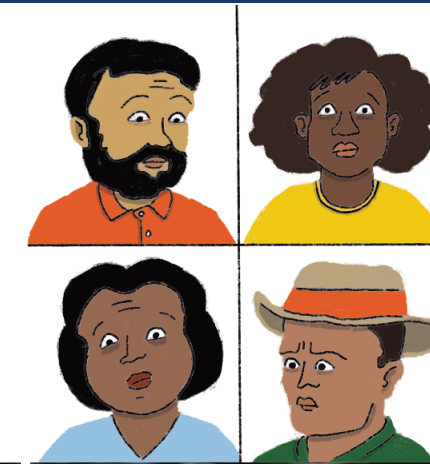
My boss knows so many people. How am I going to find another job?



Is this even legal? So many of us have already gotten hurt at work.



My English is not good, and I am worried about my immigration status being an issue. Getting help can be difficult.



I feel like I don't have options.

You Are Protected

Problems can feel smaller when working with others.



It's unlawful for your boss to fire or discipline you for exercising your rights. You have the right to file a claim.



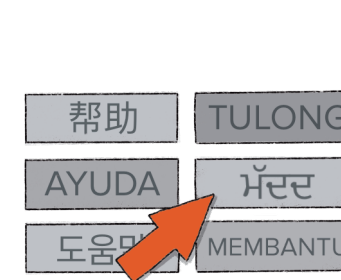
If your employer retaliated against you, they may be required to reinstate you, pay your lost wages, and pay fines.



Sabotaging future employment opportunities is a form of retaliation.



Employers have the legal responsibility to provide safe workplaces and are regulated by State agencies.



Community organizations and State agencies have resources to help you in multiple languages. Immigration status does not matter.



Call your local community organization or a State agency to seek information, help, and support.

You Have Options

Your Health & Safety Rights in the Workplace

All workers in California, regardless of immigration status, have the right to:



Protection from safety and health hazards, including COVID-19



Report an unsafe workplace to their employer or to a State agency



Participate in a workplace health & safety investigation



See their employer's written COVID-19 Prevention Program upon request



Receive training and communication in a manner that they understand

Tips to approach your employer & resolve workplace problems.



Document the problem



Talk to your co-workers



Collect information



Find out who has authority



Act together with your co-workers



Explain the problem & offer solutions



Highlight how solutions help your employer



Remain calm and to the point. Follow the rules.



Ask for a specific date to hear back



Document any meetings or conversations in writing



Follow up with your employer



Have a plan for additional support

You Are Protected Against Retaliation

Retaliation is illegal. Your employer cannot retaliate against you for:



Speaking up about unsafe conditions or other labor violations



A family member exercising their rights at work



Reporting an unsafe workplace or labor violation



Filing a complaint with a State agency



Assisting in an investigation of your employer

Labor Commissioner's Office



dir.ca.gov/dlse/dlseretaliation.html

(833) 526 - 4636



Cal/OSHA



dir.ca.gov/dosh/complaint.htm

(833) 579 - 0927



Agricultural Labor Relations Board (ALRB)



alrb.ca.gov

(800) 449-3699



National Labor Relations Board (NLRB)



nlrb.gov

(844) 762-6572

