

KNOW YOUR RIGHTS:

NEW CALIFORNIA LAW

AB 450 Immigrant Worker Protection Act



As of January 1, 2018, immigrant workers have new workplace protections regardless of whether they work in the public or private sector.



ASK FOR A WARRANT

Employers and their representatives are prohibited from allowing ICE to enter the private areas of your workplace without a judicial warrant. "ICE warrants" are NOT judicial warrants.



PROTECT PRIVATE DOCUMENTS

Employers and their representatives are prohibited from allowing ICE agents to access, review, or obtain employee records, without a subpoena or judicial warrant. This does not apply to I-9 employment verifications.



NOTIFY THE EMPLOYEES & THE UNION

Employers must provide notice of any I-9 Employment Eligibility Verification Inspection, to employees and their union representative, by posting a notice within 72 hours of the employer receiving notice of the inspection.



PROVIDE INFORMATION TO EMPLOYEES

Employers must provide a copy of the I-9 Inspection Notice, upon employee request. Other I-9 inspection notice provisions apply.



MINIMAL VERIFICATION

Employers and their representatives are prohibited from re-verifying the employment eligibility of a current employee at a time not required by Section 1324a(b) of Title 8 of the United States Code.