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## California State Senate

SENATOR  
**ELOISE GÓMEZ REYES**  
TWENTY-NINTH SENATE DISTRICT



COMMITTEES:  
EDUCATION  
ENVIRONMENTAL QUALITY  
HOUSING  
JUDICIARY  
LEGISLATIVE ETHICS  
RULES

# SB 294 (Reyes): The Workplace Know Your Rights Act

## SUMMARY

SB 294 will educate workers on their labor and civil rights under state and federal law. This bill will create a template for employers to inform their employees about their rights to ensure equal and just treatment under the law. SB 294 will also protect families by requiring notice to a worker's emergency contact should they be arrested or detained by ICE.

## BACKGROUND

Since President Trump's inauguration, the federal government has enacted a wave of Executive Orders that aims to weaken civil and labor protections which muddies the waters for workers and employers alike. This makes it difficult for employers to know how to best comply with existing law, and for workers to understand what their rights are so they can feel empowered to speak up when those rights are violated.

This confusion over state and federal laws often intimidates workers into remaining silent and makes them susceptible to civil and labor law violations. As an example, past experiences with worksite raids from the Immigration and Customs Enforcement (ICE), demonstrate the likelihood of raids violating employees' due process such as exercising their 5<sup>th</sup> amendment right. Now, more than ever, it is imperative that workers and employers know their rights under California and federal law.

## THIS BILL

SB 294 will provide notice to workers when they are hired and annually thereafter that informs them of their rights in areas such as paid sick days, the right to a notice of inspection by immigration agencies, and constitutional rights when interacting with law enforcement in the workplace.

This bill will also require the Labor Commissioner's Office to develop a template notice available in the most frequently spoken languages to ensure comprehension, and also to develop a video for workers and employers to know and understand their rights.

As some federal protections remain in limbo, SB 294 will ensure that workers know about the protections that California provides all workers, and will educate them and their employers so they understand their rights should ICE conduct an enforcement action at a worksite. It is critical that our workers are equipped with the tools they need to exercise their rights.

## SUPPORT

California Federation of Labor Unions  
(Co-Sponsor)  
Central American Resource Center  
(CARECEN) (Co-Sponsor)  
SEIU California State Council (Co-Sponsor)

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Actors Equity Association  
California Alliance for Retired Americans  
California Coalition for Worker Power  
California Conference of Mechanics  
California Faculty Association  
California Federation of Teachers  
California Professional Firefighters  
California Safety and Legislative Board of  
Smart – Transportation Division  
Church State Council  
Communication Workers of America  
District Council 36, International Union of  
Painters and Allied Trades  
Friends Committee on Legislation of California  
International Association of Machinists and  
Aerospace Workers  
International Federation of Professional and  
Technical Engineers, Local 21  
International Union of Painters and Allied  
Trades, District Council 16  
National Employment Law Project  
National Union of Healthcare Workers  
Orange County Employees Association,  
Professional and Technical Engineers, IFPTE  
Local 21  
San Diego Building and Construction Trades  
Council  
SAG-AFTRA  
San Mateo County Central Labor Council  
California  
SEIU Local 1000  
Sheet Metal, Air, Rail, and Transit Workers  
Union Local 104  
State Building and Construction Trades Council  
of California  
United Auto Workers Region 6

United Food and Commercial Workers Local  
770  
United Healthcare Workers West, SEIU-UHW  
United Teachers of Los Angeles, AFT Local  
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