

# 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.

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#### 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.

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#### 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.

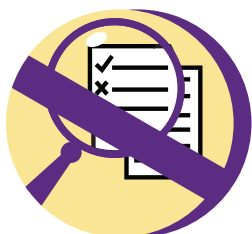
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#### PROVIDE INFORMATION TO EMPLOYEES

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

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#### 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.