

RETALIATION

when an employer takes adverse action against an employee (firing, reducing pay, demoting them) who exercises their rights within a 90 day period

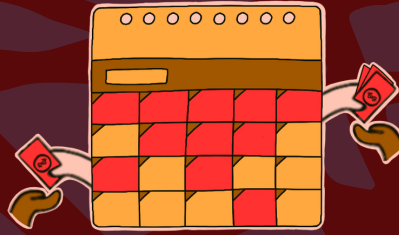
ADVERSE ACTIONS:

employers unfair actions towards an employee(s)



THREATENING TO CALL IMMIGRATION (ICE)

REDUCING PAY OR HOURS



DISCIPLINARY ACTIONS OR THREATS



INCREASE WORK LOAD

REFUSING TO WORK IN DANGEROUS

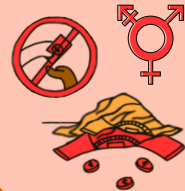


WORKPLACE

REQUESTING FOR PAID SICK LEAVE



COMPLAINING ABOUT LOW



GENDER, AGE, AND PIECE RATE)
PAY (BASED ON

COMPLAINING ABOUT



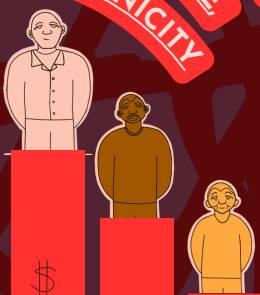
REST AND MEAL BREAKS

PROTECTED ACTIVITIES:

actions where an employee is exercising their rights

For more questions about additional protected activities contact GWC

PAY INEQUITY BASED ON SEX, RACE OR ETHNICITY



SPEAKING WITH A GOV. OFFICIAL, INSPECTOR, OR CO-WORKER INVESTIGATING YOUR EMPLOYER



TRANSFER OR DEMOTING

FILING A WAGE CLAIM

LABOR COMMISSIONERS OFFICE



REQUIRING VERIFICATION OF ADDITIONAL DOCUMENTS



FIRING OR SUSPENSION

EXIT

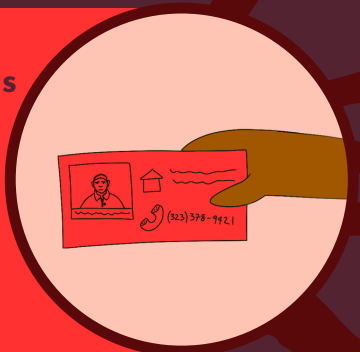


A WORKER



WHAT ARE THE TYPES OF EVIDENCE I CAN SUBMIT FOR A RETALIATION CLAIM?

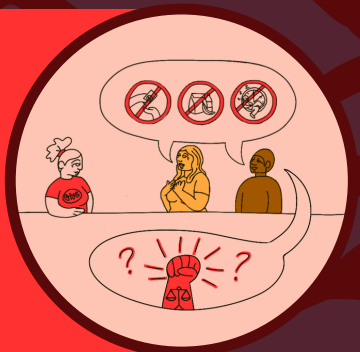
(1) Write down the names and numbers of your employers or supervisors and coworkers who were witnesses to the adverse action.



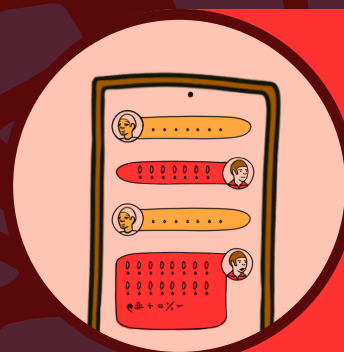
(2) Any paper that shows the before and after change, such as your pay stubs, your notes on the work you did.



(3) Witnesses - was there anyone who heard when you complained to the boss?



(4) Texts from the owner or manager.



LEGAL REMEDIES. HOW CAN GWC SUPPORT ME?

- GWC can support workers with completing retaliation complaint form or providing legal consultation.
- Retaliation must be filed within 1 year of the adverse action
- Penalties against the employer not to exceed \$10,000 for each violation
- The Labor Commission may order the return of your job and position
- They may order the payment of lost balances with interest

RESOURCES

Retaliation Form	https://www.dir.ca.gov/dlse/Retaliation_complaint_forms.html
How to File a Retaliation / Discrimination Complaint	https://www.dir.ca.gov/dlse/HowToFileRetaliationComplaint.htm
Department of Industrial Relations / Retaliation Complaint Investigation Unit (RCI)	https://www.dir.ca.gov/dlse/dlseRetaliation.html
Laws that Prohibit Retaliation and Discrimination	https://www.dir.ca.gov/dlse/HowToFileLinkCodeSections.htm
Retaliation Complaints Based on Workplace / Occupational Health + Safety (OSHA) Claims	https://www.dir.ca.gov/dlse/Employees-Are-Protected_OSHA-Retaliation.pdf
Garment Study Guides (Requirements of Employers in the Garment Industry)	English: https://www.dir.ca.gov/dlse/DLSE-Garment-Study-Guide-English.pdf Spanish: https://www.dir.ca.gov/dlse/DLSE-Garment-Study-Guide-Spanish.pdf

**REACH OUT TO
GWC - WAGE CLINIC
FOR A CONSULTATION
(BY APPOINTMENT)**

**GARMENT
WORKER
CENTER** **CENTRO DE
TRABAJADORES
DE COSTURA**

Illustrated by Miss Z

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