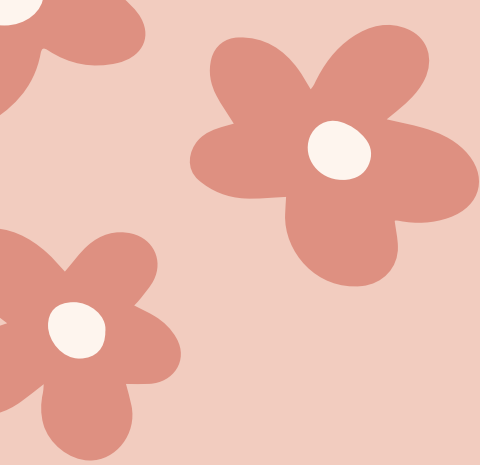




KNOW YOUR RIGHTS TRAINING!



An Intro to Basic Labor
Rights





LAND ACKNOWLEDGEMENT



[Link to Map of Native Land](#)

Los Angeles sits on the land of the Chumash and Gabrieleno/Tongva peoples. We acknowledge the Chumash and Gabrieleno Tongva as the original caretakers of Tovangaar which spans LA County and the California Channel Islands. The Gabrieleno Tongva and Chumash people continue to remain in relationships with these lands through ceremony, culture, and stewardship. They are important parts of not only the history of this area but also in continuing knowledge of this place.



COMMUNITY AGREEMENTS



- Treat someone how you would want to be treated
- Ask lots of questions
- Be respectful
- Be open minded
- This is a no judgement space
- All opinions are heard
- Be an active listener
- Speak up
- One person speaks at once
- Make space for others to participate

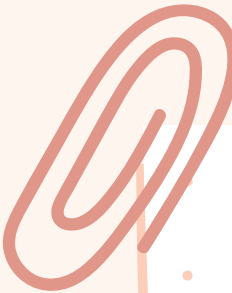
YOUTH AMBASSADOR PROGRAM

This training is part of a Youth Ambassador Program, funded by California's Department of Industrial Relations. It is intended to develop your knowledge of labor rights so you can share this information with your friends, family, and community.

PRE SURVEY



<https://docs.google.com/forms/d/e/1FAIpQLSc2F5QzNmBKBNdNfUi3IfaT3QINp5XBFLf9IaXxxnpHXkC8-g/viewform?usp=publish-editor>

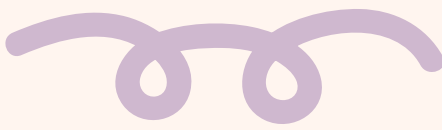


INTRODUCTION



What are some ways garment workers
get their wages stolen?

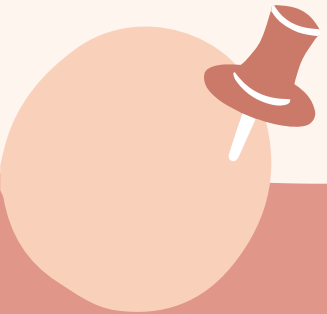




WHAT IS WAGE THEFT?



Wage theft is when your paycheck is less than what you have earned. From unpaid overtime and breaks to not getting paid for hours worked, this is all considered wage theft.



Of the 26 low wage industries, the garment industry was found to have the highest number of wage theft violations



MINIMUM WAGE

\$16.90
PER HOUR
CALIFORNIA

\$7.25 PER
HR
FEDERAL

\$18.42
PER HOUR
CITY OF LA

\$18.47
PER HOUR
LA COUNTY

- It is illegal for California employers to pay workers less than the minimum wage.
- Garment Workers only make about \$4-\$7 an hour, with some making as little at \$1.58/ hr

OVERTIME

OVERTIME PAY BEGINS ONCE YOU...

- Work more than 8 hours in a day
- Work more than 40 hours in a week
- Work for first 8 hours on your 7th

Consecutive Day

OVERTIME PAY IS 1.5X YOUR HOURLY RATE

Which means if you make the City of Los Angeles Minimum Wage of \$18.42, your Overtime Pay Rate is \$27.63.

Garment

Workers work on average 58/hour work weeks

OVERTIME CONTINUED...

DOUBLE OVERTIME PAY BEGINS ONCE YOU...

- Work more than 12 hours in a day
- Work over 8 hours on your 7th Consecutive Day

DOUBLE PAY IS 2X YOUR HOURLY RATE

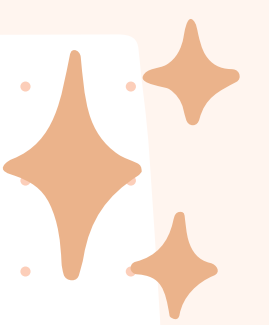
Which means if you make the City of Los Angeles Minimum Wage of \$18.42, your Overtime Pay Rate is \$36.84.





REST & MEAL BREAKS

- For EVERY ____ HOURS worked, you are entitled to a PAID rest break of 10-15 minutes
 - For EVERY ____ HOURS worked, you are entitled to an uninterrupted 30 MINUTE lunch break
- 
- 
- 



TRUE OR FALSE

If my boss interrupts my lunch 5 minutes before it ends to get me back to work, then I can just take a 5 minute break later to make-up those last 5 minutes.



TRUE OR FALSE



- FALSE - Your lunch break must be UNINTERRUPTED, which means that if your lunch break got cut short 5 minutes, you are owed one additional hour of pay at your regular rate of pay.
- If you make \$18.42/ hour, you must be paid an additional \$18.42



NOTICES, PAYDAYS AND PAYSTUBS



- Your employer must inform you of how much you will be paid and when you will be paid.
- Employers are also required to post a notice that lists the day, time, and location of payment for the regular payday.
- Employers must provide a pay stub or wage statement that details the total hours worked, pay period dates, wages earned, deductions, and your employer's name and address.

PAID SICK LEAVE (PSL)

Paid Sick Leave is paid time off work you can use to care for yourself or a family member

CA Paid Sick Leave - For employees in California

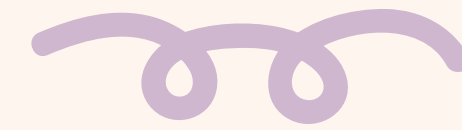
PSL can be used for:

- Prevention, Diagnosis,
- Recovery from physical/mental illness or injury

- You can use PSL if you've worked for the same Employer for at least 30 days and after completing 90 days of employment
- You should be given at least 40 hrs or 5 days annually

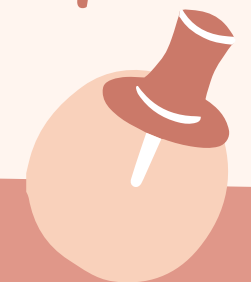


PSL - CONT'D



LA City Paid Sick Leave - ALL Employers are required to provide paid sick leave

- Reasons for use are the same as CA PSL
- PSL will be provided to you if you've worked at least 2 hours in a particular week for the same Employer for 30 days (or more).
 - You can begin using your PSL after 90 days of employment
- You are entitled to 48 hours (6 days) annually



You should request your sick days directly from your employer in the form of an oral or written request

RETALIATION ✨

WHAT IS RETALIATION?

- Retaliation occurs when an employer takes action against an employee such as firing them or reducing their work hours, or their pay when they are exercising their labor rights.
 - Examples of Retaliation:
 - (1) You filed a wage claim and now your employer is reducing your hours of work.
 - (2) You demanded that your employer give you your rest breaks and now the employer pays you less.
- When a worker exercises their labor rights, this is considered a “protected activity”.
- If you believe your employer retaliated against you because you participated in a protected activity, then you might be able to file a retaliation complaint!

RETALIATION ✨

Some examples of "protected activities":

- Filing a wage claim
- Testifying in support of a co-worker's wage claim
- Cooperating with a government agency in an investigation against your employer

A retaliation claim can render all owed wages, a fine of \$10,000 for each affected worker, and get workers back to work!

Complaints must be filed within one year of the retaliatory act.

**ALL WORKERS IN CALIFORNIA
HAVE LABOR RIGHTS REGARDLESS
OF THEIR IMMIGRATION STATUS!**

Can you name some of the labor rights every
worker in California has?

NEW LAW: SB294



Starting February 2, 2026 (and every year thereafter), the new law SB 294 requires employers to provide employees with a written notice detailing their rights under state and federal law.

IMMIGRANT WORKER PROTECTIONS

- If your employer receives a request from an immigration agency to verify their employment records, your employer must post a notice informing workers within 72 hours of receiving such notice. (LC. 90.2)
- Your right to designate an emergency contact: Your employer must allow you to provide emergency contact information and indicate whether you wish to be notified if you are arrested or detained at work. (LC. 1555)



IMMIGRANT WORKER PROTECTIONS

- In California, your employer is prohibited from voluntarily granting an immigration agent access to non-public areas of the workplace. Without a court order, your employer must deny an immigration agent entry to non-public areas of the workplace.
 - Non-public areas may include: a break room, an employee restroom, a workspace, or any area marked as employees-only.



IF YOU ENCOUNTER ICE...

- You have the right to remain silent
- Remain Calm and do not run away
- You have the right to demand a judicial warrant before letting ICE into your home
- You have the right to speak with a lawyer if you are arrested
- You have a right under the First Amendment to record or take photos in public view of law enforcement and ICE

ANTI-DISCRIMINATION

According to CA state law, it's illegal to discriminate against an employee based on a "protected characteristic". Some examples are:

- Race, color, ancestry, national origin
- Religion, creed
- Age
- Disability (mental and physical)
- Sex, gender (including pregnancy, childbirth, breastfeeding, or related medical conditions)



The Fair Employment and Housing Act (FEHA) prohibits harassment based on a protected category against an employee, an applicant, an unpaid intern or volunteer, or a contractor.

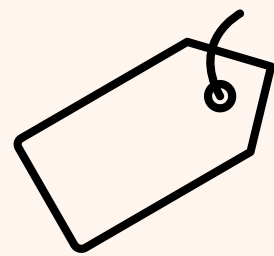


THE 3 MAIN COMPONENTS OF SB62:

1. Eliminates the piece rate pay

 a. Workers can get paid by the hour or a fixed salary however, they must always get paid a minimum wage for all their hours worked

2. Holds fashion brands responsible for unpaid wages (along with the employer)

 a. Workers can now file a claim against the brands they worked for, and if they win, the brands can be ordered to pay back their stolen wages.

3. Allows state inspectors to issue citations against fashion brands

a. Inspectors can now go up the chain to cite fashion brands, as well as employers, for labor law violations.





SB62



2020

GWC and its allies launched the SB62 campaign to improve an existing law with loopholes that allowed brands to avoid liability for wage theft

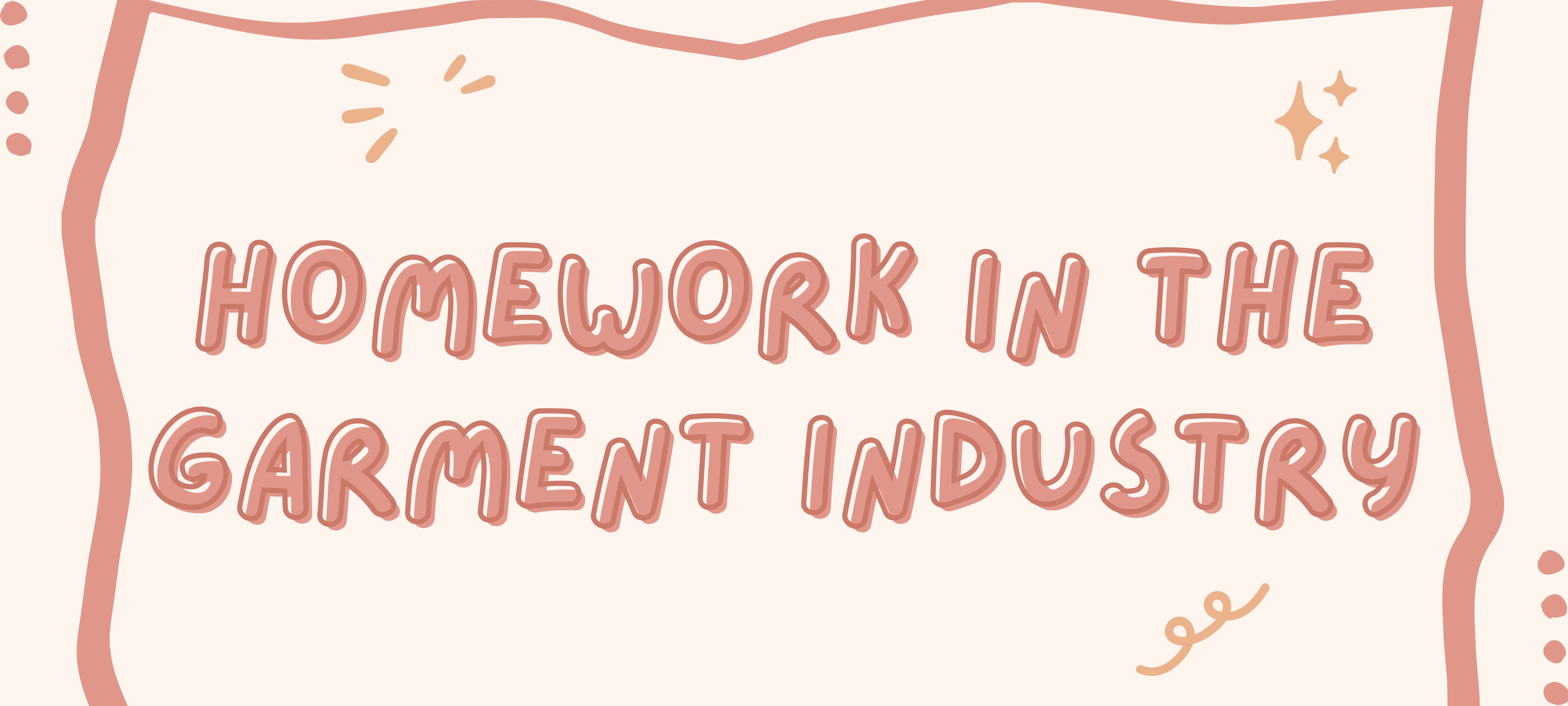
09/27/21

Governor Newsom signs SB62 into law!

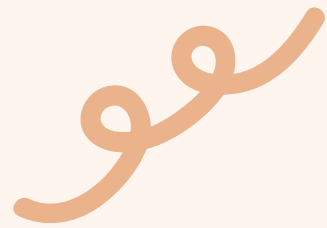


01/01/22

SB62 goes into effect as a new law in California.



HOMework IN THE GARMENT INDUSTRY



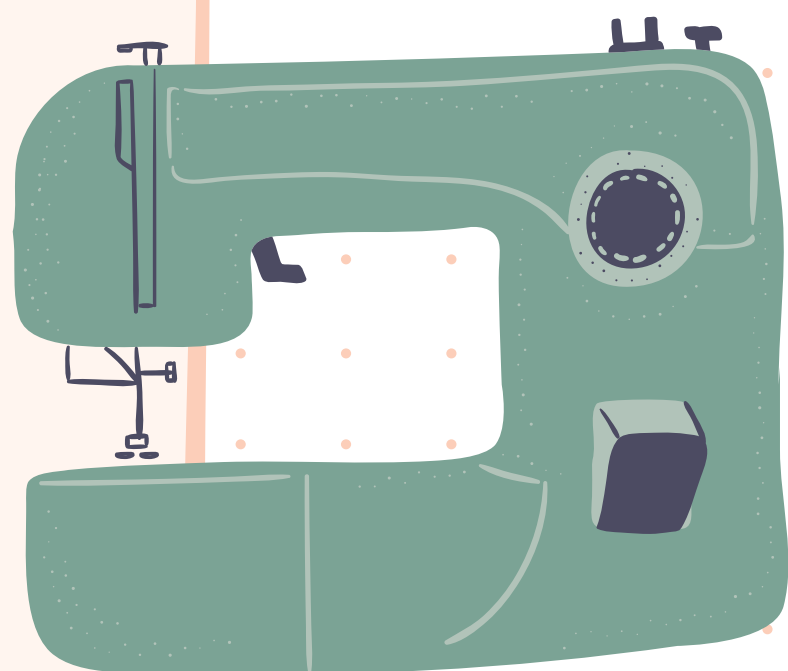
HOMework DISCUSSION

- What is homework in the garment industry?

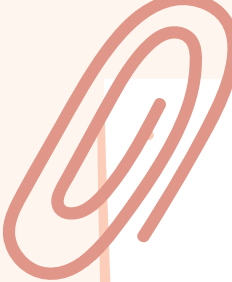




WHAT IS HOMEWORK?



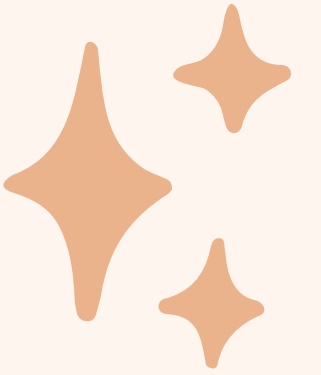
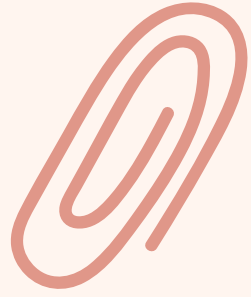
Homework can be defined as the production of goods or services carried out in premises other than those of the main employer, often in private homes. Homeworking refers both to individuals or family groups working together in their own home or groups of workers who come together in informal workshops, often home-based.



WHY HOMEWORK?



1. Cost Reduction: Manufacturers could save on overhead costs associated with maintaining factories, such as rent, utilities, and machinery.
2. Flexibility: Homework allowed manufacturers to scale production up or down according to demand without the constraints of fixed factory capacities. They could distribute work to a network of homeworkers as needed.
3. Exploitation of Labor: Homeworkers were often paid piece rates. This incentivized rapid production and often resulted in low wages, as workers had little bargaining power and were paid only for completed tasks.
4. Avoidance of Regulation: By operating outside of factory settings, manufacturers could circumvent labor laws, regulations, and inspections that were typically enforced in industrial workplaces. This allowed them to avoid paying fair wages, providing safe working conditions, or adhering to labor standards.



SO WHAT'S THE LAW ON
HOMEWORK?



CA LABOR CODE



The manufacture by industrial homework of any of the following materials or articles shall be unlawful, and no license or permit issued under this part shall be deemed to authorize such manufacture: articles of wearing apparel to be injurious to the health or welfare of the industrial homeworkers within the industry or to render unduly difficult the maintenance of existing labor standards or the enforcement of labor standards established by law or regulation for factory workers in the industry.



PROTECTIONS FOR HOMEWORKERS



- Although homework is illegal in California, garment workers are often told by their employer to bring home work & must be compensated at the regular rate of pay.
- If homeworkers experience wage theft, they are still able to file a wage theft claim with the Labor Commissioner's Office.
- Homeworkers must be paid hourly or at a fixed salary that is at least the minimum wage

EXIT SURVEY



https://docs.google.com/forms/d/e/1FAIpQLSeoQgD0D1MXawRhRYF7cpWHBFh_jMQLsawkpmC62Q24TFqSNQ/viewform