Farmworker Know Your Rights!

The Agricultural Labor Relations Board (ALRB) protects your right to organize and talk about changes you want in your work place.

You Have the Right To:
- Unionize for better wages & improved working conditions
- Discuss wages with other employees
- Discuss wages
- Strike

It is illegal for your employer to retaliate against you and threaten your immigration status.

REPORT RETALIATION CLAIMS TO ARLB

(805) 973-5062
1901 Solar Drive, Suite 240
Oxnard, CA 93036

You have better protections against retaliation when you report a labor violation with another coworker.

CALL US FOR MORE RESOURCES!

CAUSE
(805) 922-4447
MICOP
(805) 623-5862
California Rural Legal Assistance
(805) 922-4563

If you are injured at work, your employer needs to cover medical expenses and provide accommodations.

Cal OSHA is the state agency that protects employees from health and safety violations. Call their helpline for assistance

(833) 579-0927
Open Monday-Friday 9am-7pm
Interpretation is available in Spanish and Indigenous languages!

Direct exposure to pesticides can be harmful. Your employer is violating your rights if:

- Pesticides sprayed while you are working
- You are told it is safe to work despite caution sign warnings
- Caution signs are hidden or removed
- Caution signs don’t say what kind of pesticides were used, when they were sprayed & when it’s safe to go into the fields
**HEALTH & SAFETY**

**Restrooms**
- Need to be clean & accessible - at most 1/4 mile away or a 5 min walk
- Need to have a clean space to wash your hands
- Employers need to provide fresh and clean drinking water

**Health & Wildfire Smoke**
- Breathing wildfire smoke can cause many health issues
- Employers are required to reduce exposure by:
  - Changing work location work or reschedule work
  - Provide respiratory protection equipment (N95 masks)

**JOIN THE FARMWORKER WILDFIRE SMOKE ALERT TEXT SYSTEM**
Text SMOKE (English) or HUMO (Spanish) to 855-522-0034
When air quality monitors reach an unhealthy level of 151 AQI points, N95 masks need to be provided for voluntary use. At 501 AQI, N95 masks are required.

**OVERTIME**

Farmworkers have the right to overtime pay.
If you work in a company that has:

<table>
<thead>
<tr>
<th>26 or more employees</th>
<th>25 or less employees</th>
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<tbody>
<tr>
<td>8 hours/day</td>
<td>9 hours/day</td>
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<tr>
<td>40 hours/week</td>
<td>50 hours/week</td>
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</tbody>
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If you work more than 8 or 9 hours, you should be paid time and one-half. For Example:

$15.50 \times 1.5 = $23.25/hr

**WHAT IS WAGE THEFT?**

- Not receiving your breaks or getting paid less than minimum wage
- Getting paid for less boxes than you picked
- Not getting paid overtime or having to do work “off the clock”
- Not getting paid sick time or saying you NEED a doctor’s note

If you experience wage theft, report it to the Labor Commission
(805) 568-1222

**WAGES & BREAKS**

California’s current minimum wage is $15.50 per hour.

**Breaks**
Here’s what you need to know about your rights to breaks.

- 10 min breaks are required **every 4 hours**
- Breaks are paid for **everyone working hourly or piece rate**
- If you work piece rate, **your breaks should be paid on top of your boxes**
  - At the same rate as the average amount you made per hour for the week
- Breaks **start once workers reach rest area** where water & bathrooms area
  - **NOT** when dismissed for break
- On the **5th** hour of a working day, you need a meal period of at least **30 min** which is unpaid

**Heatwaves**
- When temperature reaches 95 degrees, employers **have to** give you more breaks every 2 hours
- Employers are **required** to provide shade and cool water