

California SB-294

Know Your Rights Notice for Ministry



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CALIFORNIA KNOW YOUR RIGHTS NOTICE



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CALIFORNIA KNOW YOUR RIGHTS NOTICE (Part 5.6 (commencing with Section 1550) of Division 2 of the California Labor Code.

For Nonprofit & Religious Organizations Effective Date: February 1, 2026

This notice fulfills the requirement under California's "Workplace Know Your Rights Act" (SB 294) to inform employees of their rights and protections in the workplace. As a ministry-based nonprofit organization, we are committed to upholding all applicable state law and our faith-based values of dignity, fairness, and compassion in all employment practices.

Your Rights Include:

1. Workers' Compensation – You have the right to receive medical care, wage replacement, and rehabilitation services if you are injured or become ill due to your work. For more information, contact the Division of Workers' Compensation www.dir.ca.gov/dwc

Our specific workers' compensation information is as follows:

Name of Workers' Compensation Insurance Company:

Policy Number:

Phone Number:

For additional information, visit www.dir.ca.gov/dwc/ or call 1-800-736-7401.

2. Immigration-Related Protections – You have the right to be free from unfair immigration-related practices and to receive notice (within 72 hours) of an immigration agency inspection of the workplace (I-9s and other employment records) (Cal. Lab. Code §§ 1019–1019.2).

- Your employer will not retaliate against you when you exercise your rights.
- Your employer will not refuse to accept identification documents during the I-9 process that appear to be genuine.
- Your employer will not use E-Verify in a way that is not required or authorized by law
- Your employer will not report or threaten to report you to immigration

- Your Employer will not file or threaten to file any false police report
- Your employer will not provide voluntary consent to an immigration enforcement agent to enter a non-public area. Without a warrant, California employers must refuse entry to immigration enforcement to non-public areas of the workplace.

3. Interaction with Law Enforcement – You have constitutional rights when interacting with law enforcement at the workplace, including your right to privacy and to decline searches without a warrant. **(U.S. Const. amend. IV).**

- You are protected under the 4th Amendment against unreasonable seizures.
- Law Enforcement must have reasonable suspicion of wrongdoing before they can stop, question, or search you.
- Arrests require probable cause and occur when a person is taken into custody.
- Law enforcement agents do not need a judge-signed warrant to arrest someone in public.
- If you are arrested, you have a right to speak to an attorney; if you cannot afford one, one will be provided for you. However, if you are arrested by U.S. Immigration and Customs Enforcement or U.S. Customs and Border Protection, you still have the right to speak to an attorney, but the government will not provide or pay for one.
- If you are arrested, you have the right to remain silent.
 - Anything you say to law enforcement can be used against you in court.
 - You can remain silent if asked about your immigration status.
 - Do not provide false information, false identification, or false documents to law enforcement. Providing false documents is a federal offense and may carry severe immigration consequences.
 - You have a right to record interactions with law enforcement in public areas, but do not interfere with the officer's actions.

4. Right to Organize / Engage in Concerted Activity: The church and or religious school is likely exempt from the National Labor Relations Act, and therefore, church employees and religious school employees likely cannot unionize.

5. Fair Treatment and Non-Discrimination – You are entitled to work in an environment free from harassment, discrimination, and retaliation based on protected characteristics or activities.

6. Emergency Contact Designation CA – You may designate an individual(s) to be notified if you are detained or arrested during work-related activities. Please complete the Emergency Contact Authorization Form provided separately. Cal. Lab. Code § 1555

For more information:

Immigration FAQ's - <https://oag.ca.gov/system/files/media/ab450-faqs.pdf>

California Department of Industrial Relations(DIR):

- California Labor Commissioner's Office – Information 833-526-4636, Immigration Helpline 855-526-7775
- California Division of Workers Compensation – 800-736-7401 or <https://www.dir.ca.gov/dwc/>
- California Division of Occupational Safety and Health (Cal/OSHA) 833-579-0927 or <https://www.dir.ca.gov/dosh/>

Other California Agencies:

- California Attorney General – 800-952-5225 or www.oag.ca.gov
- Agricultural Employees - Agriculture Labor Relations Board (ALRB) – 800-449-3699 or www.alrb.gov
- California Civil Rights Department (CDR) – 800-884-1684 or <https://calcivilrights.ca.gov/>
- California Public Sector Employees and Transportation Network Company Drivers Public Employment Relations Board (PERB) – 916-322-3198 or <https://perb.ca.gov/>

Federal Agencies:

- Private Sector Employees – National Labor Relations Board (NLRB) – 800-762-6572 or www.nlrb.gov (Please note: *"The Board will not assert jurisdiction over employees of a religious organization who are involved in effectuating the religious purpose of the organization..."* -NLRB Jurisdictional Standards (Religious organizations)
- Federal Employees – U.S. Federal Labor Relations Authority (FLRA) – 771-444-5801 or <https://www.flra.gov/>
- Railway and Airline Employees – National Mediation Board (NMB) – 202-692-5000 or https://nmb.gov/NMB_Application/

Non-Governmental Organization:

You may also contact a nonprofit legal or community-based organization for assistance. For more information go/ to <https://www.dir.ca.gov/dlse/Nonprofit-Legal-and-Community-Based-Organizations-Serving-Workers.html>

Employer Commitment: Our organization is committed to compliance with all applicable California labor laws and to fostering a safe, supportive, and respectful workplace that is rooted in Christian principles. Questions about this notice or your rights may be directed to your supervisor, the HR department, or the California Labor Commissioner's Office. Please Acknowledge Receipt of this notice by signing below:

You acknowledge that you have received and read this California Know Your Rights Notice.

Employee Name: _____

Signature: _____ Date: _____