



## **What rights do workers who want to participate in the May 1st actions have, regardless of immigration status?**

- Right to freedom of expression.
- Right to protest during non-work hours.
- Right to protest to improve collective working conditions.
- Your employer cannot ask you to re-verify your work authorization. If you take time off from work, this does not give your employer the right to ask you to review your work authorization documents. An employer also cannot reverify your documents for the sole reason that you appear to be an immigrant or because you participated in protests with immigrants.
- ICE cannot have a presence at or around protests.

## **What are the best practices to protect immigrant workers who participate in protests?**

- Read your employee handbook or other written company employee policy. Ask your employer for a copy of the employee handbook or any document that contains company rules about taking time off, and read them carefully. Ask to have this rule in writing. If your employer gives you the rule verbally, write down what your employer tells you (document it). This will help you follow the rules for requesting the day for the march, for example, if you must call the same day, or it has to be earlier.
- Deliver a letter from Voces de la Frontera to the employer signed by the workers asking for the day or a written request as a group. Create a petition requesting time off from work, collect signatures from co-workers, and deliver the petition to your employer in a group of two or more co-workers. The petition must state that you support better wages, working conditions, and rights for all workers, including a way for immigrant workers to legalize their status and restore driver's licenses to immigrant workers in Wisconsin. The employer letter and petition from Voces are on the Voces website ([www.vdlf.org](http://www.vdlf.org)), or you can call 414-643-1620.
- **Advocate with a group of your co-workers.** As soon as possible, you and any co-workers wanting to participate in the protest must meet with their supervisor to request the day off in advance. Always talk to your employer about workplace rights issues in a group of two or more co-workers. This may give you more protection under the National Labor Relations Act.

- **Be honest.** Tell your employer why you want to take time off work to attend the “Day Without Latinxs and Immigrants” march on May 1. Use this to educate your employer about the need for humane immigration policies.
- **Do not reveal your immigration status or that of others.** If you are undocumented or authorized to live and work in the US, do not disclose, for any reason, your immigration status or that of your co-workers to your employer or anyone.
- **Check that the rules apply equally to everyone.** Check that the time off policy from your employer applies to all workers equally regardless of race, national origin, religion, or gender. For example, suppose your employer only reprimands Latino employees for taking the day off. In that case, you may have the right to sue for discrimination under section VII of the Civil Rights Act.

## **Who can be contacted if workers are fired or face retaliation on or before “A Day Without Latinxs and Immigrants” on May 1st?**

If you or your co-workers are fired, demoted, reprimanded, or suffer any retaliation for your participation in the demonstrations, please contact: Voces de la Frontera at 414-643-1620 or your local Voces de la Frontera organizer as soon as possible.

Following these “best practices” can help protect workers who want to participate in demonstrations from suffering adverse employment-related consequences. For example, following these tips can prepare you to make a claim for “unfair employment practices” with the National Labor Relations Board (NLRB) if you and your co-workers are fired or suffer any retaliation for participating in the demonstrations. Also, suppose your boss only prohibits Latino workers from taking the day off on May 1st. In that case, you can file a discrimination claim with the United States Equal Employment Opportunity Commission (EEOC) or the appropriate state agency. However, even if you follow these tips, a worker participating in demonstrations could risk being fired or reprimanded. But, Voces de la Frontera has an excellent record of supporting workers against retaliation. We know that the best protection is unity and strong commitment among the workers and the community's support.