

LEGAL UPDATE CALIFORNIA

California Employers Must Provide Immigration Rights Notice to Employees

On Oct. 12, 2025, California [enacted](#) the Workplace Know Your Rights Act (Act), which requires employers to provide each current employee with an annual stand-alone written notice of specified workers' protections against unfair immigration-related practices and their constitutional rights when interacting with law enforcement in the workplace. The Labor Commission will prepare a template notice by Jan. 1, 2026. The first notice must be provided to employees on or before **Feb. 1, 2026**.

Required Notice

By Feb. 1, 2026, and annually thereafter, employers must provide each current employee (and new employees upon hire) with a stand-alone written notice containing a description of the following workers' rights:

- The right to workers' compensation benefits, including disability pay and medical care for work-related injuries or illness, as well as the contact information for the Division of Workers' Compensation;
- The right to notice of inspection by immigration agencies;
- Protection against unfair immigration-related practices against a person exercising protected rights;
- The right to organize a union or engage in concerted activity in the workplace; and
- Constitutional rights when interacting with law enforcement at the workplace, including an employee's right to be free from unreasonable searches and seizures, to due process and against self-incrimination.

The notice must also contain a description of new legal developments in workplace-related laws deemed material by the labor commissioner and a list of enforcement agencies that may enforce the underlying rights in the notice. The labor commissioner will include a list of new legal developments in workplace-related laws deemed material and enforcement agencies that may enforce the underlying rights in the template notice.

Provided to you by **Sedgwick Pooling - California**

Highlights

Oct. 12, 2025

California enacted a new law requiring employers to provide written notice to each employee explaining certain workers' protections against unfair immigration-related practices and specific constitutional rights when interacting with law enforcement at work.

Feb. 1, 2026

Employers must provide the first written notice to employees.

California employers must provide each employee with a written notice of certain immigration-related rights by Feb. 1, 2026.

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Employers must provide the written notice in the language that the employer typically uses to communicate employment-related information to the employee and that the employee understands, if the template notice is available in that language on the labor commissioner's website. If the template notice is not available in that language, then the written notice may be provided in English. The notice should be provided in a manner the employer typically uses to communicate employment-related information (e.g., personal service, email or text message) if it can reasonably be anticipated to be received by the employee within one business day of sending.

Template Notice

The labor commissioner will develop a template notice that employers may use to comply with the new law, which will be posted on the labor commissioner's website on or before **Jan. 1, 2026**. The labor commissioner will post an updated template notice annually thereafter. The template notice will be available in different languages, including English, Spanish, Chinese, Tagalog, Vietnamese, Korean, Hindi, Urdu and Punjabi.

Additionally, on or before July 1, 2026, the labor commissioner will develop a video for employees advising them of their rights under the areas listed in the required notice. The labor commissioner will make the video available in English and Spanish and may also make the video available in other languages. The labor commissioner will also develop a video for employers advising them of their rights and requirements under the Act, including constitutional rights when interacting with law enforcement at the workplace. These videos will be posted on the labor commissioner's website.

Designated Emergency Contact

If requested by an employee, employers must notify the employee's designated emergency contact in the event the employee is arrested or detained at work. Employers must give employees the opportunity to designate an emergency contact no later than **March 30, 2026** (or at the time of hire for employees hired after that date). In designating an emergency contact, employees must be allowed to indicate whether the emergency contact should be notified if the employee is arrested or detained on their worksite, or during the performance of the employee's job duties away from the worksite.

Recordkeeping

Employers must keep records of compliance with the Act's requirements for three years, including the date each written notice is provided or sent.

Employer Takeaways

In advance of the effective date, employers may begin preparing to obtain the labor commissioner's template notice and make plans to send the written notice to all employees by Feb. 1, 2026. Employers may also consider revising their employee emergency contact designation form to include a space for employees to indicate whether they authorize their employer to contact their designated person in the event of their arrest or detainment at work and provide employees the opportunity to make their designation by March 30, 2026. Additionally, employers can train managers and supervisors regarding their obligation to contact employees' designated persons in the event of an employee's arrest or detainment.