

ROLES

AMBASSADORS & LIAISONS

Ambassadors will:

- ✓ Receive training on LCO processes and protections.
- ✓ Coordinate and provide training that reach impacted worker populations.
- ✓ Commit to accomplish the objectives of **WRAP**.

Liaisons will:

- ✓ Access LCO and the Labor and Workforce Development Agency. Agency resources as needed.
- ✓ Coordinate trainings as identified in a strategic plan.
- ✓ Commit to accomplish the objectives of **WRAP**.

WORKPLACE RIGHTS AMBASSADOR PROJECT (WRAP)

All Californians have basic workplace rights. The Labor Commissioner's Office (LCO) is committed to making workplace protections known to everyone, including those workers who may have obstacles in obtaining information due to traumatic life experiences.

The Workplace Rights Ambassador Project (WRAP) is a trauma informed initiative that seeks to build a bridge between LCO and workers who have experienced trauma. Impacted workers are many: some examples are those who have experienced sexual assault, harassment or domestic violence, young workers who have come through the foster system and workers who may have difficulty accessing government services due to language barriers.

WRAP OBJECTIVES

Create pathways to resources for impacted workers.

Educate workers on the laws that protect them, and how to exercise their rights.

Educate organizations on LCO programs, procedures and protections.

Develop strategies to address the unique needs of impacted workers.

LABOR COMMISSIONER'S OFFICE



Workplace Rights Ambassador Project (WRAP)



Workplace Rights

AMBASSADOR PROJECT

TRAINING OPTIONS EXAMPLES

The objective of these trainings is to build a practical understanding of LCO and workplace protections. Trainings are tailored to meet the need of the impacted population.

- ✓ **Basic workplace protections:** Provides a review of labor laws that protect workers' rights to fair wages, work hours, meal and rest periods, and paid sick leave.
- ✓ **Navigate the wage claim process:** Details the wage claim process and offers the essential information on how to prepare and file a wage claim.
- ✓ **Building a Bureau of Field Enforcement (BOFE) case:** Shows how to file a report of labor law violations when an employer violates labor laws that effect multiple workers.

- ✓ **Retaliation protections:** Details the protections for workers who experience retaliation, and provides an overview of the citation and investigation process.
- ✓ **Overview of Field Enforcement investigations:** Provides an overview of the field investigation process and details types of violations, as well as the citation process.
- ✓ **Recovery of owed wages:** Provides an understanding of liability, assets and other tools available to collect owed wages.

FOR INFORMATION ON HOW TO JOIN WITH THE LCO TO TRAIN WORKPLACE RIGHTS AMBASSADORS (WRAP) WITHIN YOUR ORGANIZATION, EMAIL US AT **WRAP@DIR.CA.GOV**



Workplace Rights

AMBASSADOR PROJECT

RESOURCES



833-526-4636



For questions about WRAP email:



www.WageTheftIsACrime.com

www.dir.ca.gov/dlse/

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