

SENATE JUDICIARY COMMITTEE
Senator Thomas Umberg, Chair
2025-2026 Regular Session

SB 294 (Reyes)
Version: March 17, 2025
Hearing Date: April 29, 2025
Fiscal: Yes
Urgency: No
ME

SUBJECT

The Workplace Know Your Rights Act

DIGEST

This bill enacts the Workplace Know Your Rights Act.

EXECUTIVE SUMMARY

As the President has promised mass deportations of immigrants,¹ and federal agents have already detained people who are legally in this country,² it is reasonable to assume that federal immigration agents will attempt to detain Californians at their workplaces. This bill is designed to ensure that workers are educated about their rights under California and federal law that protect them and their colleagues in the event there is an immigration raid at the workplace. The bill, as proposed to be amended in this committee, requires the employer to notify an employee's designated emergency contact in the event the employee is detained.

This bill is sponsored by the Central American Resource Center, California Federation of Labor Unions, AFL-CIO, and Service Employees International Union, California State Council, and numerous labor unions and organizations that support immigrant workers. The California Chamber of Commerce and a variety of organizations, including the Civil Justice Association of California, and the California Farm Bureau are opposed to the bill. SB 294 passed out of the Senate Labor, Public Employment and Retirement Committee with a vote of 4 to 1.

¹ Trevor Hughes, ICE planning dramatic detention expansion as it tried to deport 1 million people annually, USA Today (April 25, 2025), available at <https://www.usatoday.com/story/news/politics/2025/04/25/trump-contractors-ice-detentions-deportations/83250623007/> [as of April 25, 2025].

² Katherine Faulders, James Hill, and Laura Romero, Trump-appointed judge orders return of 2nd migrant deported to El Salvador, ABC News (April 23, 2025), available at <https://abcnews.go.com/US/judge-orders-return-2nd-migrant-deported-el-salvador/story?id=121110233> [as of April 25, 2025].

PROPOSED CHANGES TO THE LAW

Existing law:

- 1) Requires, under the California Occupational Safety and Health Act, an employer to:
 - a. Furnish employment and a place of employment that is safe and healthful.
 - b. Furnish and use safety devices and safeguards, as well as adopt and use practices, means, methods, operations, and processes that are reasonably adequate to render employment and the place of employment safe and healthful.
 - c. Do everything reasonably necessary to protect the life, safety, and health of employees.
(Labor Code §§ 6300 et seq.)
- 2) Establishes within the Department of Industrial Relations (DIR), various entities including the Division of Labor Standards Enforcement under the direction of the Labor Commissioner (LC), and empowers the LC with ensuring a just day's pay in every workplace and promoting economic justice through robust enforcement of labor laws. (Labor Code §§ 79-107.)
- 3) Requires that employers, at the time of hire, provide each employee with a written notice, in the language the employer normally uses to communicate employment-related information, containing the following:
 - a. The rate(s) of pay and basis thereof, whether paid by the hour, shift, day, week, salary, piece, commission, or otherwise, including any applicable overtime.
 - b. Allowances, if any, including meal or lodging.
 - c. The regular payday designated by the employer.
 - d. The name of the employer, including any "doing business as" names used.
 - e. The physical address of the employer's main office or principal place of business, a mailing address, if different, and the telephone number.
 - f. The name, address, and telephone number of the employer's workers' compensation insurance carrier.
 - g. The right to accrue and use sick leave and file a complaint against an employer that retaliates for the use of sick leave.
 - h. Any other information the LC deems material and necessary.
(Labor Code § 2810.5.)
- 4) Requires the LC to develop a template notice for 3), above, and make it available to employers. (Labor Code § 2810.5.)
- 5) Requires every employer who is subject to an order of the Industrial Welfare Commission, regulating wages hours and working conditions, to post a copy of the order and keep it posted in a conspicuous location frequented by employees during the hours of the workday. (Labor Code §1183(d).)

- 6) Requires in each workplace of the employer, the employer to display a poster in a conspicuous place containing information on paid sick leave entitlement and usage, as specified. (Labor Code § 247.)
- 7) Requires eligible employers to keep posted conspicuously at the place of work a notice on family care and medical leave, as specified. (California Code of Regulations § 7297.9.)
- 8) Requires every employer to keep posted conspicuously at the place of work, if practicable, or otherwise where it can be seen as employees come and go to their places of work, or at the office or nearest agency for payment kept by the employer, a notice specifying the regular pay days and the time and place of payment. (Labor Code § 207.)
- 9) Requires every employer subject to the compensation provisions of Division 4 of the Labor Code to post and keep posted in a conspicuous location frequented by employees, and where the notice may be easily read by employees during the hours of the workday, a notice that states the name of the current compensation insurance carrier of the employer, or when appropriate, that the employer is self-insured, and who is responsible for claims adjustment. (Labor Code § 3550.)
- 10) Requires an employer to provide a notice to each current employee, by posting in the language the employer normally uses to communicate employment-related information to the employee, of any inspections of I-9 Employment Eligibility Verification forms or other employment records conducted by an immigration agency within 72 hours of receiving notice of the inspection. Written notice shall also be given within 72 hours to the employee's authorized representative, if any. (Labor Code § 90.2.)
- 11) Requires an employer to provide to each current affected employee, and to the employee's authorized representative, if any, a copy of the written immigration agency notice that provides the results of the inspection of I-9 Employment Eligibility Verification forms or other employment records within 72 hours of its receipt of the notice, as specified. (Labor Code § 90.2.)
- 12) Requires all employers to display a poster on workplace discrimination and harassment. (Gov. Code § 12900 et seq.)
- 13) Specifies when wages must be paid for work performed in various positions and industries. (Labor Code §§ 202, 204, 208.)

This bill:

- 1) Enacts the Workplace Know Your Rights Act (Act).

- 2) Describes the intent of the Legislature in enacting the Act.
- 3) Provides definitions for purposes of the Act.
- 4) Requires an employer to annually provide a stand-alone written notice containing a description of workers' rights in specified areas. This written notice is required to be provided to: each current employee; new employee upon hire; and the employee's authorized representative, if any.
- 5) Requires the notice required in 4), above, to contain a description of workers' rights in the following areas: protection against misclassification of an employee as an independent contractor; general health and safety protections under California regulations, as specified; wage and hour protections; workers' compensation; unemployment insurance; paid sick days, paid family leave, state disability insurance, and the California Family Rights Act; the right to notice of inspection by immigration agencies pursuant to Labor Code § 90.2 (a); protection against unfair immigration-related practices against a person exercising protected rights; rights under data privacy laws that govern the sale and sharing of data with third parties; protection against retaliation by an employer if a worker exercises a right guaranteed by law; the right to organize a union in the workplace; rights and protections applicable during natural disasters and emergency conditions; and constitutional rights when interacting with law enforcement at the workplace.
- 6) Requires the notice to contain a list of the state agencies at which an employee may file a labor, fair employment, data privacy, or civil rights claim.
- 7) Requires the LC, on or before July 1, 2026, to develop a template notice that an employer shall use to comply with the requirements in 4) and 5), above.
- 8) Requires the LC to post the template notice on its website.
- 9) Requires the template notice by the LC to be written in plain terminology that is easily understood by a worker.
- 10) Requires that the LC make the template notice available in different languages, including, but not limited to, English, Spanish, Chinese, Tagalog, Vietnamese, and Korean.
- 11) Requires the LC, on or before July 1, 2026, to develop a video for employees advising them of their rights under the areas listed in 5) and 6), above.
- 12) Requires the LC, on or before July 1, 2026, to develop a video for employers advising them of their requirements under the areas listed in 4) and 5), above.

- 13) Provides that the employer shall notify the employee's designated emergency contact in the event of an enforcement action against the employee in which the employee is arrested or detained, if an employee has designated an emergency contact with the employer.
- 14) Allows the designated emergency contact to collect all wages owed to the employee if the employee is arrested or detained pursuant to an enforcement action and allows the emergency contact to file a wage claim on the employee's behalf if the wages are not lawfully paid.
- 15) Provides that parties subject to this Act may provide, by collective bargaining agreement, that the collective bargaining agreement supersedes the requirements of this Act, in whole or in part, if the waiver is explicitly set forth in the collective bargaining agreement in clear and unambiguous terms.
- 16) Prohibits an employer from discharging, threatening to discharge, demoting, suspending, or in any manner discriminating or retaliating against an employee for exercising or attempting to exercise their rights under this Act, filing a complaint with the LC alleging a violation of this Act, cooperating in an investigation or prosecution of an alleged violation of this Act, or for any action taken by an employee to invoke, or assist in any manner in, the enforcement of this Act.
- 17) Specifies that the LC shall enforce this Act, including investigating an alleged violation of the Act, and order appropriate temporary relief to mitigate a violation or maintain the status quo pending the completion of a full investigation or hearing through the procedures set forth in Labor Code sections 98.3, 98.7, 98.74, or 1197.1, including issuing a citation against an employer who violates this law and filing a civil action.
- 18) Provides that if a citation is issued, the procedures for issuing, contesting, and enforcing judgments for citations and civil penalties issued by the LC shall be the same as those set out in Labor Code sections 98.74 or 1197.1, as applicable.
- 19) Provides that as an alternative to enforcement through 17) and 18), above, any employee who has suffered a violation of this Act, or their exclusive representative, may bring a civil action in a court of competent jurisdiction for damages caused by that adverse action, including punitive damages.
- 20) Provides that this Act may also alternatively be enforced by a public prosecutor pursuant to Chapter 8 (commencing with Section 180) of Division 1.
- 21) Provides that a civil action brought pursuant to this bill can be brought in a superior court in any county wherein the violation is alleged to have occurred, or where the person resides or transacts business. Provides that the petitioner may seek appropriate temporary or preliminary injunctive relief, including punitive damages,

and reasonable attorney's fees and costs as part of the costs of any action for damages.

- 22) Subjects an employer who violates this law to a civil penalty of \$500 per employee for each violation of the Act, in addition to any other remedy authorized by law.
- 23) Provides that this law does not preempt any city, county, or city and county ordinance that provides equal or greater protection to employees who are covered by this law.

COMMENTS

1. Need for the Workplace Know Your Rights Act

According to the author:

SB 294, the Workplace Know Your Rights Act, will serve as a critical safeguard for people across California by requiring employers to inform workers of their protections against unfair immigration-related practices. This bill will protect families by requiring notice to a worker's emergency contact should they be arrested or detained by ICE. SB 294 will also educate workers on their labor and civil rights under state and federal law by creating a template for employers to inform their employees about their rights to ensure equal and just treatment under the law.

Since President Trump's inauguration, the federal government has enacted a wave of Executive Orders that aims to weaken civil and labor protections which muddies the waters for workers and employers alike. This makes it difficult for employers to know how to best comply with existing law, and for workers to understand what their rights are so they feel empowered to speak up when those rights are violated. This confusion over state and federal laws often scares workers into remaining silent and makes them susceptible to civil and labor law violations. As an example, past experiences with worksite raids from the Immigration and Customs Enforcement (ICE), demonstrate the likelihood of raids violating employees' due process. Now, more than ever, it is imperative that workers and employers know their rights under California and federal law.

SB 294 will provide notice to workers when they are hired and annually thereafter that informs them of their rights in areas such as general health and safety, wage and hour protections, right to a notice of inspection by immigration agencies, and constitutional rights when interacting with law enforcement in the workplace. It is critical that our workers are equipped with the tools they need to exercise their rights.

The sponsors of the bill, California Federation of Labor Unions, AFL-CIO, Central American Resource Center, and Service Employees International Union, California State Council, and a coalition of immigrant rights organizations and worker rights organizations write the following in support of the bill:

California workers, unions, and advocates have fought tirelessly to ensure the strongest worker protection laws in the country. California exceeds the federal floor in minimum wages, meal breaks and overtime pay, health and safety standards, paid sick days, and anti-harassment and anti-discrimination protections, and countless other laws that protect all workers.

The federal administration has enacted a wave of executive orders that weaken civil and labor protections, making it difficult for employers to know how to best comply with existing law and for workers to understand what their rights are under California law versus changes at the federal level. In addition, the federal administration's policies target the most vulnerable workers and confusion over state and federal laws often scares workers into remaining silent.

Past experiences with worksite raids by Immigration and Customs Enforcement (ICE) demonstrate the likelihood of raids violating employees' due process and the importance of workers and employers understanding their rights and obligations in those instances. It is common for ICE to detain workers regardless of status when conducting workplace raids. When workers are not aware of their fundamental constitutional rights, such as the Fourth Amendment's protections against unreasonable search and seizure or the Fifth Amendment's right to remain silent, it is much more likely that those rights will be violated.

SB 294 will give employers and workers the information they need to avoid violations and secure their rights in the workplace by educating them on labor and civil rights under state and federal law. The bill will require employers to provide workers with a stand-alone written notice that describes workers' rights in areas such as general health and safety, wage and hour protections, right to a notice of inspection by immigration agencies, and constitutional rights when interacting with law enforcement. The bill will also require the Labor Commissioner's Office to develop a template available in the most frequently spoken languages to ensure comprehension, and to develop a video for workers and employers to know and understand their rights. The notice will help employers learn how to remain in compliance amidst a changing landscape, and the model template will make it easier for employers to provide this critical information to their employees.

2. Requires employers to provide employees with information about their rights and provides a mechanism whereby an employee's emergency contact can be notified if an employee is arrested or detained during work hours

People who are lawfully in this country have been detained by immigration officers and have been locked up in this country and even jailed abroad without due process of the law. Given the President's threats of deporting a million immigrants and the actions this administration has taken in their three months in office, it is reasonable to assume that immigration enforcement actions and arrests will be on the rise in California and take place at work places and while employees are on the clock. This bill is brought by the author to help workers and employers know what to do and who to contact when immigration officers show up at their workplace and detain workers.

This bill, as proposed to be amended in committee, requires employers to contact the employee's designated emergency contact when the employee is arrested or detained on the job. Amendments make it clear that the employer must give the employee the option to provide written notice to their employer that indicates the employee would like their emergency contact notified in the event the employee is arrested or detained on their worksite, or during work hours or during the performance of the employee's job duties, while not on the worksite, if the employer has actual knowledge of the arrest or detention of the employee.

The bill also requires the LC to create a template notice in specified languages that informs workers of specified rights, including constitutional rights that they are entitled to. Employers are required to provide this in a stand-alone written notice to each employee and to their authorized representative within 30 days after the LC posts the template notice on their website.

The bill allows the LC to enforce the Act, or, alternatively a public prosecutor. Opposition to the bill is opposed to the private right of action that would allow individual employees to bring civil actions in court. The author has agreed to remove the private right of action as part of the amendments to be taken in this committee. These amendments are reflected in the attached mock-up.

Opposition to the bill also raised concerns regarding the various topics the bill in print that would have the LC cover in their stand-alone notice that the employers would need to provide to their employees. Opponents note that the employees would be overwhelmed and confused. In response, the author has agreed to amend the bill to focus the LC on drafting the template notice on eight topics instead of thirteen.

The California Chamber of Commerce, together with a coalition of opponents to the bill, raised concerns with the final pay provisions of the bill. The author has agreed to remove these provisions from the bill. All amendments are reflected at the end of this analysis in mock-up form and are subject to nonsubstantive style changes recommended by the Office of Legislative Counsel.

SUPPORT

California Federation of Labor Unions, AFL-CIO (sponsor)
Central American Resource Center (sponsor)
Service Employees International Union, California State Council (sponsor)
Actors' Equity Association
California Alliance for Retired Americans
California Coalition for Worker Power
California Conference of Machinists
California Faculty Association
California Federation of Teachers
California Professional Firefighters
Communications Workers of America, District 9
Friends Committee on Legislation of California
International Association of Machinists
International Federation of Professional and Technical Engineers, Local 21
International Union of Painters and Allied Trades, District Council 36
National Union of Healthcare Workers
National Employment Law Project
Orange County Employees Association
SAG-AFTRA
San Diego Building & Construction Trades Council
San Mateo Central Labor Council
Service Employees International Union, Local 1000
SMART, Sheet Metal Workers' Union, Local 104
SMART – Transportation Division
State Building & Construction Trades Council of California
United Auto Workers, Region 6
United Food & Commercial Workers, Western States Council
United Food & Commercial Workers, Local 770
United Teachers of Los Angeles, AFT, Local 1021
Worksafe

OPPOSITION

Acclamation Insurance Management Services
Allied Managed Care
Associated General Contractors California
Associated General Contractors San Diego
California Alliance of Family-Owned Businesses
California Association of Health Facilities
California Association of Winegrape Growers
California Attractions and Parks Association
California Chamber of Commerce
California Farm Bureau

California Hospital Association
California League of Food Producers
California Restaurant Association
California Retailers Association
Civil Justice Association of California
Coalition of Small and Disabled Veteran Businesses
Flasher Barricade Association
National Association of Theater Owners of California
National Federation of Independent Business
Society for Human Resources Management California
Western Electrical Contractors Association

RELATED LEGISLATION

Pending Legislation: None known.

Prior Legislation: None known.

PRIOR VOTES:

Senate Labor, Public Employment and Retirement (Ayes 4, Noes 1)

Amendments mock-up

SECTION 1. Part 5.6 (commencing with Section 1550) is added to Division 2 of the Labor Code, to read:

PART 5.6. WORKPLACE KNOW YOUR RIGHTS ACT

1550. This part shall be known, and may be cited, as the Workplace Know Your Rights Act.

1551. (a) It is the intent of the Legislature that California workers have a strong understanding of their rights as workers, as well as their ~~civil rights under state and federal law.~~ *constitutional rights.*

~~(b) It is further the intent of the Legislature to equip workers with this knowledge to protect them from retaliation and discrimination, to ensure that they receive all wages and benefits to which they are entitled, to empower them to refuse unsafe work when necessary, and to prepare them to assert their labor, civil, and immigrant rights whenever these rights are threatened.~~

(c)

(b) It is further the intent of the Legislature to equip workers with knowledge of their rights that they can also use to protect their families, neighbors, and communities at a time of potential disruption, dislocation, and fear for many Californians.

~~(d) It is further the intent of the Legislature to ensure that all workers enjoy the protections of state labor, civil, antidiscrimination, and antiharassment laws and all other protections under the law while they are in California.~~

1552. For purposes of this part, the following definitions apply:

(a) "Constitutional rights when interacting with law enforcement at the workplace" means a person's rights under the United States Constitution, including an employee's Fourth Amendment right to be free from unreasonable searches and seizures, Fifth Amendment right against self-incrimination, and Fifth Amendment right to due process of law.

(b) "Fifth Amendment right against self incrimination" means a person cannot be forced to incriminate themselves. It also includes the right to remain silent and the right to counsel.

(c) "Fifth Amendment right to due process of law" means that a person cannot be deprived of life, liberty, or ~~process property~~ without due process of law.

(d) "Fourth Amendment right to be free from unreasonable searches and seizures" means a person's right to be secure in their person, property, paper, and effects. It also includes the right to be free from unreasonable searches from law enforcement, unreasonable seizures from law enforcement, and unreasonable arrests from law enforcement.

(e) "Authorized representative" means an exclusive collective bargaining representative.

1553. (a) ~~An~~ Within 30 days after the Labor Commissioner posts the template notice required by Section 1554 on the Labor Commissioner's internet website, and annually thereafter, an employer shall ~~annually~~ provide a stand-alone written notice to each current employee, ~~and employee pursuant to this section. The written notice shall also be provided to each new employee upon hire, of workers' rights under state and federal law. hire.~~ Written notice shall also be ~~given~~ annually provided to the employee's authorized representative, if any. The notice shall contain a description of workers' rights in the following areas:

(1) Protection against misclassification of an employee as an independent contractor.

~~(2) General health and safety protections under California regulations, including, but not limited to, outdoor heat illness prevention, indoor~~ Outdoor heat illness prevention and indoor heat illness prevention, ~~and injury and illness prevention.~~

~~(3) Wage and hour protections.~~

~~(4)~~ (3) Workers' compensation.

~~(5) Unemployment insurance.~~

~~(6)~~ (4) Paid sick days, paid family leave, state disability insurance, and the California Family Rights Act (Section 12945.2 of the Government Code).

~~(7)~~

(5) The right to notice of inspection by immigration agencies pursuant to subdivision (a) of Section 90.2.

~~(8)~~

(6) Protection against unfair immigration-related practices against a person exercising protected rights.

~~(9) Rights under data privacy laws that govern the sale and sharing of data with third parties.~~

~~(10) Protection against retaliation by an employer if a worker exercises a right guaranteed by law.~~

~~(11)~~ (7) The right to organize a union in the workplace.

~~(12) Rights and protections applicable during natural disasters and emergency conditions.~~

~~(13)~~

(8) Constitutional rights when interacting with law enforcement at the workplace.

~~(b) The notice shall also contain a list of the state agencies at which an employee may file a labor, fair employment, data privacy, or civil rights claim.~~

(b) The written notice shall be provided to an employee in the language the employer normally uses to communicate employment-related information to the employee if the template notice is available in that language on the Labor Commissioner's internet website. If the template notice is not available in that language then the written notice shall be provided in English.

(c) An employer may, in addition to the required written notice, choose to provide a link to, or show, the video developed by the Labor Commissioner's office pursuant to subdivision (b) of Section 1554.

1554. ~~(a) On or before July 1, 2026, the~~ The Labor Commissioner shall develop a template notice that an employer ~~shall~~ *may* use to comply with the requirements of Section 1553. The Labor Commissioner shall post the template notice on its internet website so that it is accessible to an employer. The template notice shall be written in plain terminology that is easily understood by a worker. The Labor Commissioner shall make the template notice available in different languages, ~~including, but not limited to,~~ *including* English, Spanish, Chinese, Tagalog, Vietnamese, and Korean. ~~The Labor Commissioner may also provide the template notice in additional languages. An employer is not required to comply with Section 1553 until 30 days after the Labor Commissioner posts the template notice on the Labor Commissioner's website.~~

~~(b) On or before July 1, 2026, the Labor Commissioner shall develop a video for employees advising them of their rights under the areas listed in Section 1553.~~

~~(c) On or before July 1, 2026, the Labor Commissioner shall develop a video for employers advising them of their requirements under the areas listed in Section 1553.~~

~~(d) The Labor Commissioner shall post the videos developed pursuant to subdivisions (b) and (c) on the Labor Commissioner's internet website.~~

1555. ~~(a) If an employee has designated an emergency contact with the employer, notified their employer that they would like their emergency contact to be notified in the event the employee is arrested or detained, the employer shall notify the designated emergency contact in the event of an enforcement action against the employee in which if the employee is arrested or detained, detained on their worksite. If the arrest or detention occurs during work hours, or during the performance of the employee's job duties, but not on the worksite, the employer shall notify the employee's designated emergency contact only if the employer has actual knowledge of the arrest or detention of the employee.~~

~~(b) The designated emergency contact may collect all wages owed to the employee if the employee is arrested or detained pursuant to an enforcement action and may file a wage claim on the employee's behalf if the wages are not lawfully paid.~~

(b) An employer shall offer an employee the option to provide written notice to their employer that indicates that the employee would like their emergency contact notified in the event the employee is arrested or detained on their worksite, or during work hours or during the performance of the employee's job duties, but not on the worksite, if the employer has actual knowledge of the arrest or detention of the employee.

1556. Parties subject to this part may provide, by collective bargaining agreement, that the agreement supersedes the requirements of this part, in whole or in part, if the waiver is explicitly set forth in the agreement in clear and unambiguous terms.

1557. An employer shall not discharge, threaten to discharge, demote, suspend, or in any manner discriminate or retaliate against an employee for exercising or attempting to exercise their rights under this part, filing a complaint with the Labor Commissioner alleging a violation of this part, cooperating in an investigation or prosecution of an alleged violation of this part, or for any action taken by an employee to invoke, or assist in any manner in, the enforcement of this part.

1558. (a) The Labor Commissioner shall enforce this part, including investigating an alleged violation, and ordering appropriate temporary relief to mitigate a violation or maintain the status quo pending the completion of a full investigation or hearing through the procedures set forth in Section 98.3, 98.7, 98.74, or 1197.1, including issuing a citation against an employer who violates this section and filing a civil action. If a citation is issued, the procedures for issuing, contesting, and enforcing judgments for citations and civil penalties issued by the Labor Commissioner shall be the same as those set out in Section 98.74 or 1197.1, as applicable.

~~(b) As an alternative to subdivision (a), any employee who has suffered a violation of this part, or their exclusive representative, may bring a civil action in a court of competent jurisdiction for damages caused by that adverse action, including punitive damages.~~

~~(c)~~ (b) This part may also alternatively be enforced by a public prosecutor pursuant to Chapter 8 (commencing with Section 180) of Division 1.

~~(d)~~ (c) In any civil action brought pursuant to subdivision (a), ~~(b), or (c) in a superior court in any county wherein the violation is alleged to have occurred, or where the person resides or transacts business,~~ (a) or (b), the petitioner may seek appropriate temporary or preliminary injunctive relief, including punitive damages, and reasonable attorney's fees and costs as part of the costs of any action for damages.

(d) An action brought pursuant to this section may be brought in the superior court in any county in which the violation in question is alleged to have occurred or in which the employer resides or transacts business.

~~(e)~~

(e) In addition to any other remedy, an employer who violates this part ~~shall~~ *may* be subject to a civil penalty of *up to* five hundred dollars (\$500) per employee for each violation.

1559. This part does not preempt any city, county, or city and county ordinance that provides equal or greater protection to employees who are covered by this part.