



THE NEW 2015 DACA

Expanded DACA

What You Need to Know & How to Apply

A Guide to the 2015 Deferred Action for
Childhood Arrivals (DACA) Program Expansion



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About this guide

Are you an undocumented immigrant? Have you heard of President Obama's Executive Action that qualifies more undocumented immigrants for the Deferred Action for Childhood Arrivals (DACA) program?

This guide will help you prepare for the DACA Expansion.

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Incredible Ways DACA Could Change Your Life

DACA and Expanded DACA are both programs created through executive action by President Obama. Because the programs are changes to immigration policy rather than changes to immigration law, it is possible that the programs could end when the next president comes into office. However, according to popular opinion of immigration advocates, it is extremely unlikely that people who are approved for DACA will lose their benefits or be deported. That's why it's important to apply for DACA as soon as possible — before this amazing opportunity is gone!

Deferred Action for Childhood Arrivals has amazing benefits. Here are just 10.

1 Protection From Deportation

2 Get a Job (with benefits)

3 Get a Driver's License

4 Go to School

5 Travel

6 Start Establishing Credit

7 Rent or Buy a Home

8 Buy a Car

9 Apply for a Credit Card

10 Apply for a Loan

1. Protection From Deportation

DACA recipients get protection from deportation. Individuals approved for DACA are considered low priority cases for deportation, a classification determined by the Department of Homeland Security (DHS). The current policy of the DHS is to not use enforcement resources (deportation) on low priority cases. If you're approved for DACA, you will receive protection from being deported for a period of two years subject to renewal.² The Expanded DACA program will be three years.

2. Get a Job (with benefits)

DACA recipients receive a 2-year work permit (Expanded DACA will offer a 3-year work permit) and the ability to apply for a Social Security Number (SSN) and card. These documents allow you to legally work in the U.S., making you equally eligible for the same jobs as a person who is legally in the country — including jobs with benefits like healthcare or a 401K. This is perhaps one of the greatest benefits of DACA, giving you opportunities for better jobs and better pay that might not have been available to you otherwise.

3. Get a Driver's License

In at least 45 states, DACA recipients have the ability to apply for a driver's license. Having a driver's license gives you the freedom to get around easily in a reliable form of transportation. It's also one of the most common and convenient ways to prove your identity.³

4. Go to School

DACA not only makes it easy to enroll in a college or university program, it also allows you to apply for student loans not traditionally available to undocumented immigrants. In some states, including Florida and Utah, DACA recipients are able to pay in-state tuition rates or even apply for state sponsored financial aid.^{4,5}

5. Start Establishing Credit

The legal documents you receive with DACA, specifically a SSN and work permit, allow you to start establishing credit by paying bills in your own name. Having credit gives you independence and opportunity. You don't have to depend on a person who has legal status to help you rent an apartment, buy a car or get a loan. With DACA, you can use your own name and your own credit history to do these things.

6. Travel

Having DACA allows you to travel freely throughout the U.S. and, in some cases, throughout the world. It's extremely difficult and scary to travel as an undocumented immigrant, especially by plane. To travel by plane, a person must have government issued photo identification. The legal documents you receive with DACA, such a work permit and a driver's license, allow you to travel throughout the U.S. easily and without the fear of deportation. DACA also gives you the opportunity to apply for an Advance Parole Document that allows you travel internationally (for reasons such as studying or working in a foreign country) and safely return to the U.S.⁶

7. Rent or Buy a Home

Renting or buying an apartment or house often requires official identity documents (like a driver's license), credit report and a bank account. You might even need a loan. DACA allows you to have all of these things, legally, so you can rent or buy a home under your own name.

8. Buy a Car

With DACA you can buy a car under your own name, a process that often requires government identification, a credit report and a bank account — all of which you can get once you have DACA.

9. Apply for a Credit Card

A credit card gives you the opportunity to establish credit and finance large purchases. Having DACA makes the process of applying for a credit card simple because you have government issued proof of identity (driver's license, work permit, SSN). While it is generally not required to have an SSN to get a credit card, not having one can make the application process difficult.⁵

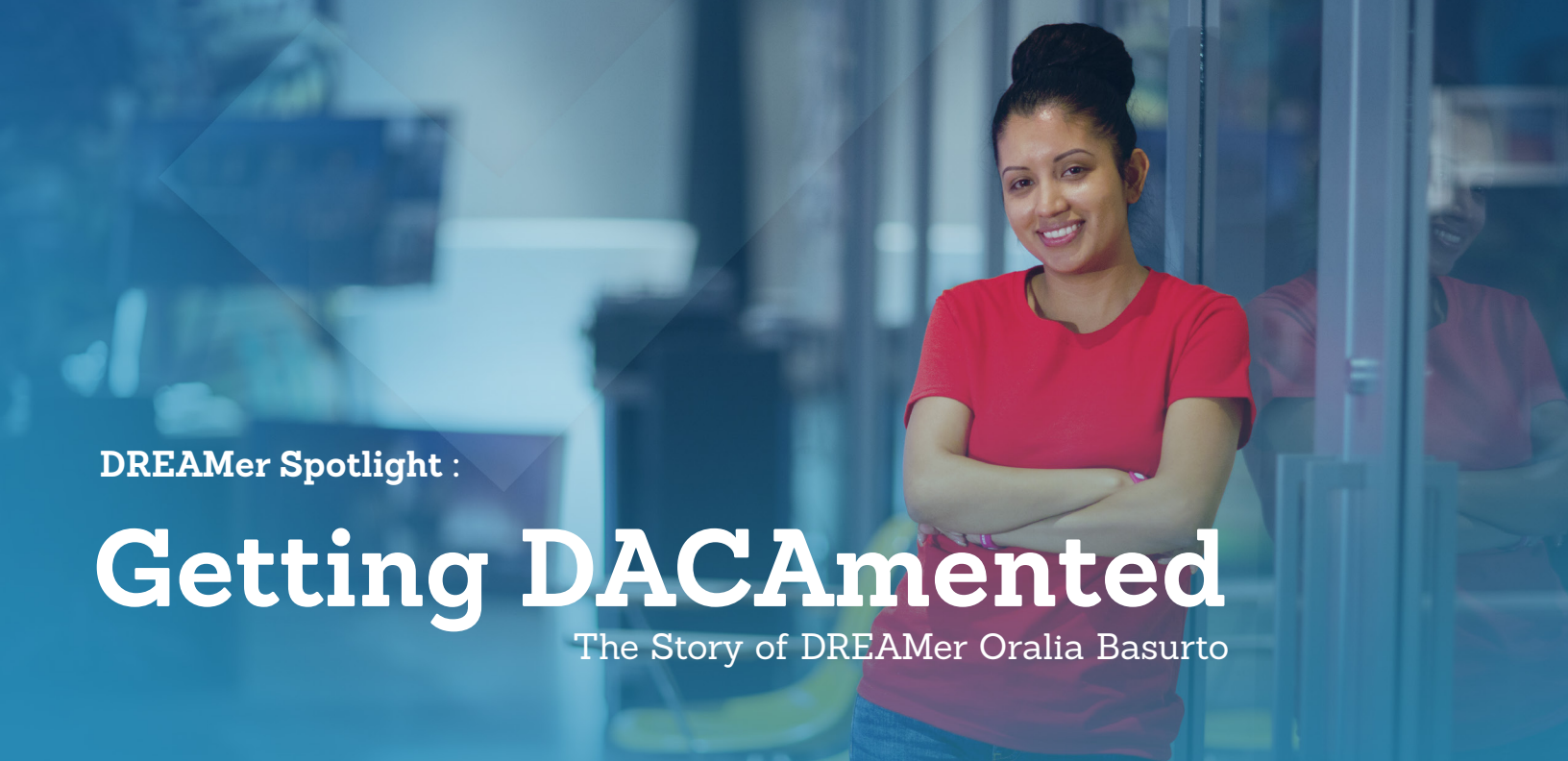
10. Apply for a Loan

Loans give you the opportunity to buy a home, go to school or buy a car. Having DACA gives you government issued proof of identity (driver's license in most states, work permit, SSN), credit history and proof of income — all things required to apply for a loan.⁸

START YOUR APPLICATION TODAY WITH [FileRight.com](https://www.FileRight.com)

Over 600,000 DREAMers
have been approved for
DACA as of September 2014.⁹

DID YOU KNOW?



DREAMer Spotlight :

Getting DACAmended

The Story of DREAMer Oralia Basurto

After 14 years living undocumented in the U.S., Oralia Basurto's life drastically changed. Because of a new immigration policy created by President Obama, she was able to do things she could before only dream of — secure a better job, buy a car and live every day without the fear of deportation.

Basurto, 26, was approved for Deferred Action for Childhood Arrivals in June 2013. Since then her life has transformed — for the better.

"I have a driver's license now. I have a better job that pays more. I have a car under my name and I'm building my credit," Basurto said. "DACA opens doors for a lot of things, even the smallest things like having a cell phone under your own name. Even those little things count, everything counts."

Basurto is a FileRight employee, a job she was able to secure with the work permit she received when approved for DACA. Today, she helps people use FileRight to complete their own immigration paperwork.

"I find the technology very, very useful," Basurto said. "It doesn't let you continue if there's an answer missing. It's simple and tells you what to do step-by-step. And this is something that people can actually afford."

Basurto came to the U.S. when she was 10 years old, leaving behind her parents and six siblings in Michoacan, Mexico. With her brother-in-law as her guide, they illegally crossed the border by foot.

"I'll prove that I can be as accomplished as the person next to me who has papers."

"It was the longest walk of my life," Basurto said.

Once in the U.S., Basurto joined her two sisters in Las Vegas, Nevada, where she's lived ever since. She's graduated from high school, taken college classes and worked in Las Vegas. Her family is here. Her work is here. The United States is her home.

"I'm here to improve my life, to be a good citizen, a good American," Basurto said. "I'm not a criminal. I'm not a low life." I always said, "If you give me a chance, I'll prove that I can be as accomplished as the person next to me who has papers."

LIKE ORALIA, YOU CAN APPLY FOR DACA ONLINE AT

FileRight.com/DACA

What does it mean to be undocumented? Who can help?

An undocumented immigrant is someone who doesn't have official paperwork that allows them to live and work in a country. People who are living or working in the U.S. without authorization should talk to an experienced immigration attorney about their specific situation. For a list of free legal services in your state, visit www.justice.gov/eoir/probono/states.htm



What is DACA?

Deferred Action for Childhood Arrivals Explained

Deferred Action for Childhood Arrivals (DACA) was created through executive action by President Obama in two versions.

The 2012 DACA Program

The 2012 DACA program was created in June 2012 and is still in place today. Its primary purpose is to offer rights to DREAMers, undocumented immigrants who were brought to the U.S. as children. Before the 2012 DACA program, there was nothing in place that allowed DREAMers to live and work legally in the U.S.

With the 2012 DACA program, an undocumented immigrant gets:

- Protection from deportation for two years
- A work permit for two years
- A driver's license (in most states)

THINK YOU MIGHT BE ELIGIBLE FOR 2012 DACA?
YOU CAN APPLY ONLINE AT [FileRight.com/DACA](https://www.FileRight.com/DACA)

Expanded DACA

The second version of DACA, Expanded DACA, was created in November 2014. Building on the initial DACA program, it expands the age range and makes the start date for continuous residence (the length of time required to have lived in the U.S. without leaving) a more recent date so that more DREAMers are eligible to apply.

The U.S. Citizenship and Immigration Services (USCIS), the government entity that handles U.S. immigration, had announced that the application for the Expanded DACA program would be available on Feb. 18, 2015. However, due to recent events, the release has been temporarily postponed. For more information, visit www.FileRight.com/DACA.

What DACA is NOT

According to USCIS guidelines, having DACA is not the same as having legal immigration status. It is not a path to citizenship and does not offer any benefit beyond protection from deportation, a work permit, and (in some states) the ability to apply for a driver's license.

When will the Expanded DACA application be available?

The USCIS was scheduled to release the application for the Expanded DACA on Feb. 18, 2015.

However, due to recent events, the release has been temporarily postponed. For more information, visit www.FileRight.com/DACA.



How Has DACA Changed and Who Benefits?

A Look at the DACA Expansion & Who It Affects

On Nov. 20, 2014, President Barack Obama took executive action on immigration, creating new policies that could help as many as 4.9 million undocumented immigrants get protection from deportation. Among these new policies, there were changes to the 2012 DACA program.

What Are the Changes to DACA?

Expanded DACA will consist of three basic changes:

- 1** **DACA recipients will be protected from deportation and will be able to legally work for a longer period of time.** DACA will be available for three years instead of two.
- 2** **The upper age restriction will be removed.** Anyone who was at least 16 years old when they entered the country will be eligible for Expanded DACA, no matter their current age and so long as they meet the other requirements..
- 3** **The start date for continuous residence will be a more recent date¹⁰.** The “date of arrival” (date which you must have been in the U.S. to qualify) will be Jan. 1, 2010, making more people eligible.

Who’s Affected by Expanded DACA?

Undocumented immigrants who are not able to meet the requirements of the 2012 DACA program — because they are older than 31 years old or because they entered the U.S. after June 15, 2007 — may now be eligible for Expanded DACA.

What Are the Requirements for Expanded DACA?

To be eligible for Expanded DACA, an undocumented immigrant must have¹¹:

- Entered the U.S. before the age of 16
- Been living in the U.S. since Jan. 1, 2010
- Been physically inside the U.S. and without legal status on June 15, 2012
- Proof of enrollment in school, a high school diploma, a GED certificate OR been honorably discharged from the U.S. Coast Guard or Armed Forces
- A clean criminal record (To be eligible for DACA, a person cannot have been convicted of a felony, significant misdemeanor, or three or more misdemeanors.)

Do You Already Qualify for the Original 2012 DACA Program?

The 2012 DACA program is still in effect! This policy gives certain undocumented immigrants 2-year protection from deportation and the ability to legally work. There are a few eligibility requirements including age, time spent in the U.S., and education or military service

Click the button below to see if you qualify for the 2012 DACA.
Or visit www.FileRight.com/DACA.

CHECK YOUR ELIGIBILITY NOW!

What You Can Do Now

How to Prepare for the Expanded DACA Application

The USCIS was scheduled to release the application for Expanded DACA on Feb. 18, 2015. However, due to recent events, the release has been temporarily postponed. This checklist was created based on what the USCIS has announced so far regarding the Expanded DACA application process.

☐ **Gather identity documents**

All immigration applications require proof of identity that satisfies the USCIS's requirements. You will need to send the USCIS documents that prove who you are.

- Birth Certificate with photo identification
- Passport or nationality document from your country of citizenship
- School or Military ID with photo
- Any government-issued document with your name and photo¹²

☐ **Gather documents showing that you came to the U.S. before your 16th birthday**

This is one of the requirements that will not change with Expanded DACA. You will need to include documents that prove what age you were on the day you entered the U.S. with your application.

- Travel documents (passport with an admission stamp; Form I-94/I-95/I-94W; any Immigration and Naturalization Service or DHS document stating your date of entry)
- School records (letters, report cards, etc.)
- Hospital or medical records
- Rent receipts or utility bills
- Official records from a religious entity confirming participation in a religious ceremony

☐ **Gather documents showing continuous residence in the U.S.**

Expanded DACA has revised the date ranges for how long you need to have resided continuously (without leaving) in the U.S. You must have been living in the U.S. since Jan. 1, 2010. You will need to send documents that prove that you meet this requirement.

- Travel documents (passport with an admission stamp; Form I-94/I-95/I-94W; any Immigration and Naturalization Service or DHS document stating your date of entry)
- School records (letters, report cards, etc.)
- Military records (Form DD-214 or NGB Form 22)
- Hospital or medical records
- Rent receipts or utility bills
- Employment records (pay stubs, W-2 Forms, etc.)
- Official records from a religious entity confirming participation in a religious ceremony
- Copies of money order receipts for money sent in or out of the country
- Birth certificates of children born in the U.S.
- Dated bank transactions
- Automobile purchase receipts or registration
- Deeds, mortgages, rental agreement contracts
- Tax receipts, insurance policies¹³

☐ **Gather documents showing you did not have lawful immigration status on June 15, 2012**

You will need to prove that you had no legal immigration status on June 15, 2012.

- Form I-94, I-94W, or I-95 Arrival/Departure Record showing the date your authorized stay expired
- If you have a final order of exclusion, deportation, or removal issued as of June 15, 2012, submit a copy of that order and related charging documents, if available
- An Immigration and Naturalization Services (INS) or Department of Homeland Security (DHS) charging document placing you into removal proceedings, if available
- Any other document that you believe is relevant to show that on June 15, 2012, you had no lawful immigration status

☐ **Gather documents showing proof that you meet the education or military requirement**

To be eligible for DACA you will need to prove that you are currently enrolled in school, have graduated high school, have a GED, OR have been honorably discharged from the U.S. Coast Guard or Armed Forces.

To prove you meet the education requirement:

- A high school diploma from a U.S. public or private high school or secondary school
- A recognized equivalent of a U.S. high school diploma under state law, including a GED certificate or other equivalent state-authorized exam, a certificate of completion, or a certificate of attendance
- A transcript that identifies the date of graduation or program completion
- An enrollment history that shows the date of graduation or program completion
- A degree from a public or private college or university or community college
- An alternate award from a U.S. public or private high school or secondary school

To prove you meet the military requirement:

- Form DD-214, Certificate of Release or Discharge from Active Duty
- NGB Form 22, National Guard Report of Separation and Record of Service
- Military personnel records
- Military health records
- Any other document that you believe is relevant

☐ Understand possible travel restrictions

It is difficult to return the U.S. after traveling abroad if you do not have a valid U.S. visa or U.S. passport. Leaving the country could also cause you to be ineligible for DACA.

☐ Prepare for government application fees

The government fee for Expanded DACA will be \$465, the same price as the 2012 DACA program. The fee includes a \$380 fee for the employment authorization application and an \$85 fee for biometrics (fingerprints).

☐ Stay out of trouble

Having a criminal record could make you ineligible to apply for any immigration application. To be eligible for DACA, a person cannot have been convicted of a felony, significant misdemeanor, or three or more misdemeanors.

☐ Beware of scams

In your community, you may have heard about “notarios” who have helped others with their immigration papers. But be very careful with notarios or anyone who is not a lawyer. They may make promises to you, such as telling you they can get you legal status if you pay them a certain amount. Don’t pay anyone who makes these promises. It’s fraud. For more information on notario fraud, visit www.stopnotariofraud.org.

Questions Everyone Is Asking About DACA

How DACA Is Different from Immigration Reform and What to Expect

Q. Is DACA the same as Immigration Reform?

A. No. DACA only has the power to protect certain undocumented immigrants from deportation and gives them the right to work. It is a policy created through executive action and not a change to immigration law. It is not the same as creating a pathway to citizenship or a green card (permanent residency). Those are permanent statuses that can only be made available to undocumented immigrants through some kind of immigration reform legislated and passed by Congress.

Q. What will happen to DACA when Obama stops being the president?

A. It's difficult to say exactly what will happen when Obama leaves office. The hope of immigration advocates is that the next president, whether Republican or Democrat, will continue the DACA policy.

The National Immigration Law Center (NILC) has done an analysis on this question. They say that while no one knows whether or not the program will be renewed, they do know that “the government does not have the resources to deport every undocumented person in the country.” They also emphasize that people who are granted DACA status are considered “low priority” for deportation.

Deciding whether or not to apply for DACA is a personal choice. There are plenty of benefits — protection from deportation, the right to work, and (in some states) the ability to apply for a driver's license. Ultimately, it's up to you to decide whether or not these benefits are worth the potential risks.¹⁵

The NILC and FileRight suggest that you talk to an immigration attorney or BIA accredited official if you have concerns about applying for DACA, particularly if you have a criminal record.

Q. What is the difference between the initial DACA program and Expanded DACA?

A. DACA Expanded builds on the 2012 DACA program, expanding the eligibility requirements and making more people eligible. The benefits — safety from deportation, the right to work, and a driver's license (in some states) — are the same. And Expanded DACA extends the program an extra year. It will be available for three years instead of two.¹⁴

Q. Why didn't Obama just pass Immigration Reform instead of creating Expanded DACA?

A. The president of the U.S. does not have the power to pass immigration reform on his own. He needs approval from Congress. However, the president does have the power of executive action, which allows him to put policies in place without Congress. This is how he's able to create and expand DACA.

Many immigration analysts and advocates believe that Expanded DACA is Obama's way to push Congress to pass immigration reform.

Q. Will there be a criminal background check under Expanded DACA?

A. Yes. To get approved for DACA Expanded, you will have to pass a criminal background check.¹⁶ A background check is when a person's biographic and fingerprint information is checked in criminal databases of the U.S. government.

Q. Will the information that I give on my DACA application be kept safe?

- A.** If you apply for DACA, in most cases, information about you and your family will not be shared with other government agencies, including the police and the Immigration and Customs Enforcement (ICE).^{17 18}

The USCIS says it will only share an applicant's information with other government agencies if they find that he or she is a threat to national security, border security or public safety. For example, if he or she is a serious criminal or person involved with terrorist groups.¹⁹

Q. What happens if my application for DACA is denied? Will my family or I be deported?

- A.** It is not the policy of the USCIS to deport DACA applicants or their families, even if the applicant's form is denied. The DHS says that the priority for deportations are people who are threats to national security, border security and public safety, such as serious criminals and people involved with terrorist groups.²⁰
-

Q. What documents will an undocumented immigrant get once approved for DACA?

- A.** An undocumented immigrant approved for DACA can get:
- A work permit
 - A Social Security card
 - A driver's license (in at least 45 states²¹)

Q. Will an undocumented immigrant be allowed to travel outside the U.S. if approved for DACA?

- A.** While it is true that someone who is granted DACA may be able to travel abroad, they can only travel for particular reasons. In most cases, the USCIS will only give permission to travel for reasons that are:

- Humanitarian, such as seeking medical treatment outside the U.S.
- Educational, such as spending a semester studying outside the U.S.
- Work-related, such as attending conferences or meetings outside the U.S.

If a person with DACA has to travel for one of the above reasons, they will have to file [Form I-131, Application for a Travel Document](#) and get approved for Advance Parole before leaving the U.S. The government fee for an advance parole application is \$360.²²

Q. How much will the Expanded DACA application cost?

- A.** The government fee for the Expanded DACA application will be \$465, the same price as the 2012 DACA program. The fee includes a \$380 fee for the employment authorization application and an \$85 fee for biometrics (fingerprints).

Taxes, Bank Accounts and Driver's Licenses

How to Get Essential Documents as an Undocumented Immigrant

Undocumented immigrants, even those that do not have DACA, can apply for certain documents such as an Individual Taxpayer Identification Number (to pay taxes) or a driver's license (in some states). They can also open bank accounts.

If I Share My Personal Information, Do I Risk Getting Deported?

In most cases, no. It can be scary giving your information to the government or other agencies if you are undocumented and many people fear it will lead to their deportation or the deportation of their relatives. But it's important to know that the IRS and many private institutions, like banks, have policies in place to protect the privacy of taxpayers and clients. Unless specifically requested by another government agency for reasons of national security, they do not share personal information with others, including ICE.²³

It's also important to know that the DHS says that the priority for deportations are people who are threats to national security, border security and public safety, such as serious criminals and people involved with terrorist groups. If you do not fall into this group, then you are likely not a priority for deportation.²⁴

FileRight suggests that you talk to an immigration attorney or BIA accredited official if you have concerns about releasing your personal information to the government or other agencies, particularly if you have a criminal record.

Getting an ITIN

People who don't have proper authorization to live and work in the U.S. are not eligible get a Social Security number. However, they can get an Individual Taxpayer Identification Number (ITIN). An ITIN allows an undocumented immigrant to pay taxes. Paying taxes shows the U.S. government that you are a responsible member of society.

Why Should an Undocumented Immigrant Get an ITIN?

An ITIN is a way for an undocumented immigrant to show that he or she is contributing taxes to the U.S. and following U.S. tax laws. This could help an undocumented immigrant's immigration case if he or she is ever in a position to apply for legal status. Having an ITIN may allow an undocumented immigrant to open a bank account and, in some states, even get a driver's license.

Does Having an ITIN Give You Authorization to Work?

No. An ITIN does not give an undocumented immigrant authorization to work. It does not make an undocumented immigrant eligible for any benefit. It only allows them to pay taxes.

How Does an Undocumented Immigrant Apply for an ITIN?

To apply for an ITIN, an undocumented immigrant can file Form V-7, Application for IRS Individual Taxpayer Identification. In most cases, the application requires a valid federal income tax return and proof of identity, such as a copy of a passport from the undocumented immigrant's home country.

Who Can Help an Undocumented Immigrant Apply for an ITIN?

The IRS offers plenty of help for the application process at no cost. The IRS may be contacted by phone or by visiting a Taxpayer Assistance Center where they give in-person help with ITIN applications.

Call the IRS toll-free at 1-800-829-1040

To see a list of Taxpayer Assistance Centers in your state, visit www.irs.gov.

Getting a Bank Account

Having an ITIN may allow an undocumented immigrant to open a bank account.

Why Does an Undocumented Immigrant Need a Bank Account?

Aside from the general benefits, such as knowing that his or her money is safe, a bank account could also help an undocumented immigrant's immigration case if he or she is ever in a position to apply for legal status. A bank account provides a record of spending, and this can serve as proof of economic activities in the U.S. It can also be helpful to prove "continuous residence," which is an eligibility requirement for DACA.

How Does an Undocumented Immigrant Apply for a Bank Account?

Different banks have different policies, so it is important for you to explore the various options. In most cases, opening a bank account requires filling out an application with a bank and including proof of a valid ITIN and identity.

Who Can Help an Undocumented Immigrant Apply for a Bank Account?

Most banks give in-person help. It's a good idea to visit a few banks and find out their options before opening an account.

How safe is the information an undocumented immigrant give to the IRS?

The IRS has strong privacy protections in place to make sure that immigrants who report their income and file their taxes are not at risk of having their information shared. It is general policy to not share taxpayer information, even to other government agencies.



Current Paths to Legal Status

Ways to Get a Legal Status as an Undocumented Immigrant

There are a number of paths to lawful status for undocumented immigrants. A good way for undocumented immigrants to help their goal of attaining lawful status is by obtaining government-issued documents to help them pay taxes, open bank accounts and legally drive. While getting these documents might seem risky, they are important to be eligible for new immigration benefits as most immigration applications will require a record of your life in the U.S..

Getting a Green Card

A green card is proof of permanent legal status and work authorization. Undocumented immigrants may be eligible for a green card if a close relative is a U.S. citizen or permanent resident (green card holder).

Which Family Members Can Sponsor an Undocumented Immigrant for a Green Card?

U.S. citizens and permanent residents (green card holders) can sponsor their undocumented relatives for a green card. U.S. citizens can sponsor their husband or wife, child, parent and brother or sister. U.S. green card holders can sponsor their husband or wife and unmarried children.

The process might be slow and complicated, but if an undocumented immigrant has a family member who can sponsor them, it may be worth looking into. Time living in the U.S. without authorization may be forgiven by applying for certain unlawful presence waivers.

Options available for Undocumented Immigrants Who Are Victims of Abuse

The Violence Against Women Act (VAWA) allows certain relatives of U.S. citizens and green card holders to apply for a green card on their own, without a family sponsor. Certain husbands, wives, children and parents of U.S. citizens might be eligible. And certain husbands, wives and children of green card holders might be eligible. If necessary, this process can be completed without the knowledge of the U.S. citizen or green card holder relative.

For more information, visit [USCIS.gov](https://uscis.gov).

Options for Undocumented Immigrants Who Are Victims of Crime

The Victims of Trafficking and Violence Protection Act (including the Battered Immigrant and Women's Protection Act) created the U Visa. Victims of certain crimes who have suffered mental or physical abuse AND are helpful to law enforcement or government officials in the investigation or prosecution of criminal activity may be eligible for this visa. The U Visa offers a path to a green card. For more information, visit <http://1.usa.gov/1FpiyfM>

Undocumented Worker's Rights

Even if you don't have legal status, you still have rights

There are national laws that provide all U.S. employees certain basic rights, including those who are undocumented. These laws are in place to make sure employers don't take advantage of any employee, documented or not.

Rights Protected by the Fair Labor Standards Act (FLSA):

- The right to be paid the federal minimum wage
- The right to get paid at least "time and a half" (the worker's regular hourly rate plus half that rate) if required to work more than 40 hours a week*

For more information, visit www.DOL.gov.

**Unless working in an exempt job*

Rights Protected by the National Labor Relations Act (NLRA):

- The right to create and join lawful labor organizations
- The right to negotiate terms of employment
- The right to defend themselves against an employer's unfair treatment, such as not allowing a labor organization to negotiate the terms of employment

For more information, visit www.NLRB.gov.

Rights Protected by Title VII of the Civil Rights Act of 1964:

- The right to not be discriminated against in terms of hiring, firing or compensation because of race, color, sex, religion or national origin
- The right to not be discriminated against by an employment agency who refuses to help a person look for employment because of their race, color, sex, religion or national origin
- The right to not be excluded or expelled from a labor organization because of a person's race, color, religion, sex or national origin

For more information, visit www.EEOC.gov.

Rights Protected by the Migrant and Seasonal Agricultural Worker Protection Act (MSPA):

- The right to be paid the agreed upon wages
- The right to choose where to buy goods and services; an employee cannot be required to only buy goods and services from their employer as a condition of employment
- The right to written information about wages and work conditions in a language that the employee can understand. The right to safe housing and transportation if an employer provides them for all other employees

For more information, visit www.DOL.gov.

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