

KNOW YOUR RIGHTS: DEFERRED ACTION FOR LABOR ENFORCEMENT (DALE)



As a worker, you have the right:

- to be paid for all hours worked (including overtime);
- to have a safe work environment;
- to organize and speak up;
- to be free of discrimination;
- to not be retaliated against.



If you consider your immigration status before exercising your workplace rights, you may be eligible for DALE, a federal program that may grant you a work authorization and deferred action for an initial 4 year period. You could also be potentially eligible for a subsequent 2 year renewal after this initial period.

To be eligible for DALE, you must:

- 1) Be a victim of or witness to a workplace violation;
- 2) Have an open labor investigation; and
- 3) Obtain a Statement of Interest (SOI) letter from a labor agency.



A labor agency's SOI states the need for worker participation from a specified worksite, without including any specific worker's identifying information.

Once an SOI is issued all workers participating in the labor investigation may consider applying for deferred action after speaking with an immigration attorney.

Learn more at: maketheroadny.org/dale