Regardless of immigration status,



CA PERMANENT PAID SICK LEAVE



WORKERS' COMPENSATION

RETALIATION

ALL

WORKERS HAVE **RIGHTS!**



You may be entitled to permanent paid sick leave, earning 1 hour of paid sick leave for every 30 hours worked.

- The sick leave that employers are required to provide may be capped at 40 hours or 5 days per year
- You qualify if you worked:
- At least 30 days in CA in a year
- 90 days on the job
- Full-time, part-time or as a temporary worker
- You can use this for illness, medical. preventative care, and to take care of a family member, including COVID-19

In CA, you have the right to:

- Protection from safety and health hazards at work, including COVID-19
- See your employer's written COVID-19 prevention program upon request
- Refuse work in an unsafe condition
- Report an unsafe workplace

Your employer must:

- Adjust work procedures to prevent the spread of COVID-19
- Provide effective safety training

You may have the right to workers' compensation.

- It provides you with the medical treatment you need to recover from a work-related injury or illness
- It can partially replace the wages lost while recovering, and help you return to work
- All employers are required to have workers' compensation

By law, your employer cannot retaliate against you for:

- Requesting to take paid sick leave
- Filing a wage claim
- Reporting an unsafe or unhealthy condition
- Filing a workers' compensation claim

Retaliation can take many forms:

- Getting fired, disciplined, or being put on suspension
- Reduction in your pay or hours
- Threats about immigration status or calls to immigration agencies

LABOR COMMISSIONER'S OFFICE

(833) 526-4636 dir.ca.gov/covid/paid-sick-leave.html

Cal/OSHA

(833) 579-0927 dir.ca.gov/dosh/Complaint.htm

DIVISION OF WORKERS' COMPENSATION

(909) 383-4341 dir.ca.gov/dwc/injuredworker.htm

LABOR COMMISSIONER'S OFFICE

(833) 526-4636 dir.ca.gov/dlse/dlseRetaliation.html

ALRB

If you work in agriculture:

The Agricultural Labor Relations Board (ALRB) oversees and protects the rights of agricultural workers to organize themselves and seek better working conditions without retaliation.

(800) 449-3699 alrb.ca.gov

NLRB

If you don't work in agriculture:

The National Labor Relations Board (NLRB) works to guarantee the rights of workers to bargain collectively, if they choose to do so, and to join together to improve their wages and working conditions with or without a union.

(844) 762-6572 nlrb.gov

NOTES

WORKFORCE

所有工作者 都有权利!



您可能有权享有永久带薪病假,每工作30小时可 得1小时带薪病假。

- · 雇主必须提供每年最多 40 小时或 5 天的病假
- 只要工作过,就有资格:
 - ·一年内在加州至少待了30天
- ・工作过 90 天

劳工局局长办公室

(833) 526-4636

• 全职工、兼职工或临时工

dir.ca.gov/covid/paid-sick-leave.html

可将此用于疾病、医疗、预防性医护及照顾 家人,包括新冠病毒 (COVID-19)

在加州,您有权:

- 在工作场所免受安全和健康危害,包括新冠 病毒 (COVID-19)
- ・可要求查看雇主的书面新冠病毒 (COVID-19) 预防计划
- 拒绝在不安全的条件下工作
- 举报不安全的工作场所

雇主必须:

加州职业安全与健康处

(833) 579-0927

- 调整工作程序以防新冠病毒 (COVID-19) 传播
- 提供有效的安全培训

dir.ca.gov/dosh/Complaint.htm

您可能有权获得劳工赔偿。

- 为您提供工伤或疾病康复所需的医治
- 可部分补偿康复期间损失的薪资,帮助您重返 工作岗位
- 所有雇主都必须提供劳工赔偿

法律规定,雇主不得因以下原因进行报复:

报复

- 要求休带薪病假
- 提出薪资索偿
- 报告不安全或不健康的状况
- 提出劳工赔偿索偿

报复可有多种形式:

- 解雇、处分或停职
- 减少薪资或工时
- 威胁移民身份或告诉移民机构

劳工赔偿处

(909) 383-4341 dir.ca.gov/dwc/injuredworker.htm

劳工局局长办公室

(833) 526-4636 dir.ca.gov/dlse/dlseRetaliation.html

农业劳资关系委员会 (ALRB) 监督和保护 农业工作者组织起来不受报复地寻求更好 工作条件的权利。

(800) 449-3699 alrb.ca.gov

农业劳资关系委员会

农业工作者:

国家劳资关系委员会

非农业工作者:

国家劳资关系委员会 (NLRB) 致力于保障 工作者集体谈判的权利,无论是否有工会 都可联合起来改善薪资和工作条件。

(844) 762-6572 nlrb.gov