

Regardless of immigration status,



ALL WORKERS HAVE RIGHTS!



CA PERMANENT PAID SICK LEAVE

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 24 hours or 3 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

LABOR COMMISSIONER'S OFFICE

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

HEALTH AND SAFETY

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

Cal/OSHA

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

WORKERS' COMPENSATION

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

DIVISION OF WORKERS' COMPENSATION

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

RETALIATION

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/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

無論移民身份如何,



所有工作者 都有權利!



加州永久帶薪病假

您可能有權享有永久帶薪病假,每工作 30 小時可得 1 小時帶薪病假。

- 雇主必須提供每年最多 24 小時或 3 天的病假
- 只要工作過,就有資格:
 - 一年內在加州至少待了 30 天
 - 工作過 90 天
 - 全職工、兼職工或臨時工
- 可將此用於疾病、醫療、預防性醫護及照顧家人,包括新冠病毒 (COVID-19)

勞工局局長辦公室

(833) 526-4636

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

健康與安全

在加州,您有權:

- 在工作場所免受安全和健康危害,包括新冠病毒 (COVID-19)
- 可要求查看雇主的書面新冠病毒 (COVID-19) 預防計劃
- 拒絕在不安全的條件下工作
- 舉報不安全的工作場所

雇主必須:

- 調整工作程序以防新冠病毒 (COVID-19) 傳播
- 提供有效的安全訓練

加州職業安全與健康處

(833) 579-0927

dir.ca.gov/dosh/Spanish/Complaint.htm

勞工賠償

您可能有權獲得勞工賠償。

- 為您提供工傷或疾病康復所需的醫治
- 可部分補償康復期間損失的薪資,幫助您重返工作崗位
- 所有雇主都必須提供勞工賠償

勞工賠償處

(909) 383-4341

dir.ca.gov/dwc/Spanish/injuredworker.htm

報復

法律規定,雇主不得因以下原因進行報復:

- 要求休帶薪病假
- 提出薪資索償
- 報告不安全或不健康的狀況
- 提出勞工賠償索償

報復可有多種形式:

- 解雇、處分或停職
- 減少薪資或工時
- 威脅移民身份或告訴移民機構

勞工局局長辦公室

(833) 526-4636

dir.ca.gov/dlse/dlseRetaliation.html

農業勞資關係委員會

農業工作者:

農業勞資關係委員會 (ALRB) 監督和保護農業工作者組織起來不受報復地尋求更好工作條件的權利。

(800) 449-3699 alrb.ca.gov

國家勞資關係委員會

非農業工作者:

國家勞資關係委員會 (NLRB) 致力於保障工作者集體談判的權利,無論是否有工會都可聯合起來改善薪資和工作條件。

(844) 762-6572 nlrb.gov

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