

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 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

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
