

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](http://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](http://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](http://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

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[dir.ca.gov/dlse/dlseRetaliation.html](http://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](http://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](http://nlrb.gov)

## NOTES

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