

Regardless of immigration status,

ALL WORKERS HAVE RIGHTS!



CA PERMANENT PAID SICK LEAVE

You may be entitled to 5 days (40 hours) of paid sick time per year. You qualify if you work at least 30 days in CA in a year and 90 days on the job. This is for full-time, part-time, and temporary workers.

Labor Commissioner's Office:

(833) 526-4636

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



WORKERS' COMPENSATION

You may have the right to paid medical treatment and partial replacement of wages lost for a work-related injury or illness.

Division of Workers' Compensation:

(909) 383-4341

dir.ca.gov/dwc/injuredworker.htm



HEALTH AND SAFETY

You have the right to a safe workplace free of health hazards, including COVID-19. Your employer must have a written COVID-19 prevention program, and must provide the training and tools necessary to keep you safe.

Cal/OSHA:

(833) 579-0927

dir.ca.gov/dosh/Complaint.htm



RETALIATION

If you are fired, or your pay or work hours are reduced for exercising your labor rights, that is retaliation, and it is illegal.

Labor Commissioner's Office:

(833) 526-4636

dir.ca.gov/dlse/dlseRetaliation.html



ALRB

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

(800) 449-3699 alrb.ca.gov

NLRB

The National Labor Relations Board (NLRB) works to guarantee the rights of workers to bargain collectively to improve their wages and working conditions and to engage in protected concerted activity in union and non-union workplaces.

(844) 762-6572 nlrb.gov

NOTES

In California, ALL workers are protected by labor laws.

Know your workplace rights and what to do if your rights are violated.



无论移民身份如何,

所有工作者都有权利!



加州永久带薪病假

您可能有权每年享有5天(40小时)带薪病假。您在加州一年工作过至少30天并且在职90天,就有资格。适用于全职工、兼职工和临时工。

劳工局局长办公室

(833) 526-4636

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



劳工赔偿

您如因工作受伤或得病,您可能有权获得有偿医疗和部分薪金补偿。

劳工赔偿处

(909) 383-4341

dir.ca.gov/dwc/injuredworker.htm



健康与安全

您有权享有一个没有健康危害(包括新冠病毒(COVID-19))的安全工作场所。雇主必须有新冠病毒(COVID-19)书面预防计划,且须提供必要的培训和工具确保您的安全。

加州职业安全与健康处

(833) 579-0927

dir.ca.gov/dosh/Complaint.htm



报复

如因您行使劳工权利而解雇您或给您减薪或减工时,就是报复行为,报复是非法行为。

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

农业劳资关系委员会 (ALRB) 负责监督并保护农业工作者不受报复地寻求更好工作条件的权利。

(800) 449-3699 alrb.ca.gov

国家劳资关系委员会

国家劳资关系委员会 (NLRB) 致力于保障工作者为改善薪资和工作条件集体谈判的权利,以及在有工会或没有工会的工作场所参与受保护的协同活动。

(844) 762-6572 nlrb.gov

注

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加州的所有工作者都受劳动法的保护。

了解自己的工作场所权利及权利受到侵犯时该怎么办。

