

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.



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

您可能有權每年享有 5 天 (40 小時) 帶薪病假。您在加州一年內工作至少 30 天並且在職 90 天，就有資格。適用於全職工、兼職工和臨時工。

勞工局局長辦公室

(833) 526-4636

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



勞工賠償

您如因工作而受傷或得病，您可能有權獲得有償醫療和部分薪金補償。

勞工賠償處

(909) 383-4341

dir.ca.gov/dwc/injuredworker.htm



健康與安全

您有權享有一個沒有健康危害 (包括新冠病毒 (COVID-19)) 的安全工作場所。雇主必須有新冠病毒 (COVID-19) 書面預防計劃，且須提供必要的訓練和工具確保您的安全。

加州職業安全與健康處

(833) 579-0927

dir.ca.gov/dosh/Complaint.htm



報復

如因您行使勞工權利而解雇您或給您減薪或減工時，那就是報復行為，報復是非法行為。

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

農業勞資關係委員會 (ALRB) 負責監督並保護農業工作者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

國家勞資關係委員會 (NLRB) 致力於保障工作者為改善薪資和工作條件集體談判的權利，以及在有工會或沒有工會的工作場所參與受保護的協同活動。

(844) 762-6572

nlrb.gov

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加州的所有工作者都受勞動法的保護。

了解自己的工作場所權利及權利受到侵犯時該怎麼辦。

