

# Your Rights and Who Can Help

## ***Safe and Healthy Workplace***

Cal/OSHA - (866) 924-9757

## ***Paid Time Off for COVID-19***

Labor Commissioner's Office  
(844) 522-6734

## ***Benefits if you Get Sick at Work***

Division of Workers' Compensation -  
(909) 383-4522

## ***Unemployment Insurance***

(833) 978-2511

## ***Disability Insurance***

(800) 480-3287

## ***Paid Family Leave***

(877) 238-4373

## ***To Speak Up and Exercise Your Rights***

Agricultural Labor Relations Board -  
(800) 449-3699  
Labor Commissioner's Office  
(844) 522-6734

## ***Free Testing and COVID-19 Care***

(877) 409-9052



## **Exposed to COVID-19?**

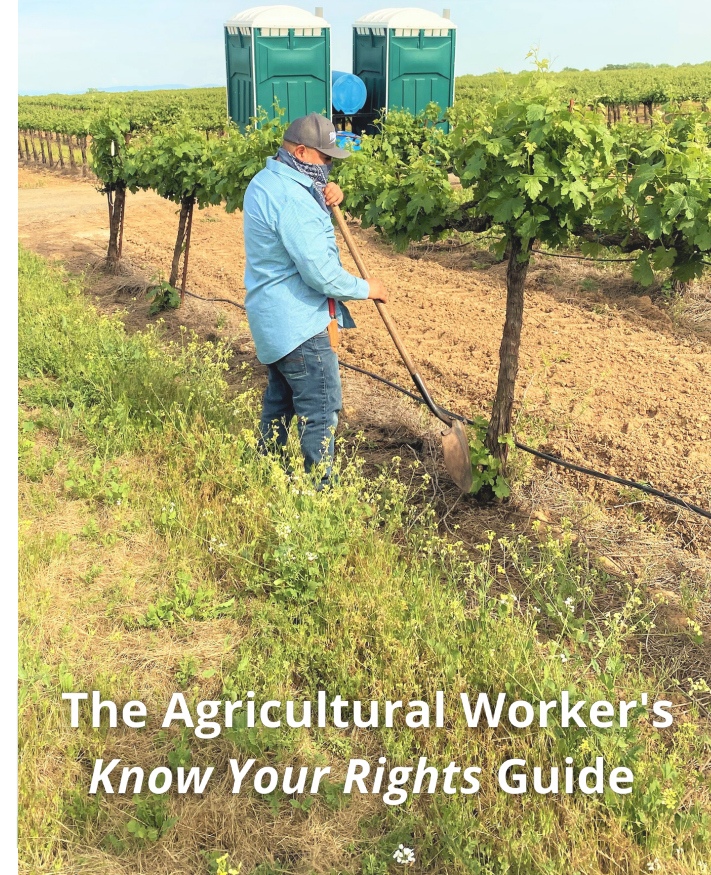
*Call the ALRB for Information  
about your labor rights  
1 (800) 449-3699*

Regardless of your immigration status, you have important rights to help you get through this difficult time while protecting yourself, your family, and your income.

If you are sick or have been exposed, it is important to stay home or in other isolated housing to take care of yourself and protect your family members and co-workers.

Undocumented workers have all the rights explained in this brochure, except for unemployment insurance. Agricultural workers can call the Agricultural Labor Relations Board for information and assistance with their labor rights in their language. Services are always free.

# Work Safe, Stop the Spread.



## The Agricultural Worker's Know Your Rights Guide





# Paid Time Off to Care for Yourself and Your Family

If you have symptoms of COVID-19 or have been exposed to someone with COVID-19, you should stay home to keep yourself and others safe.

Agricultural workers may be eligible for paid sick leave days. Using paid sick days does not make you a public charge.

To learn more about these and other paid leave programs, you can call the Labor Commissioner's office. The number is **(844) 522-6734**.

Workers who need a place to stay to protect their family members may be eligible for free housing and services in their county. Call the ALRB.

If you get sick and you believe it was from work, you can file a Workers Compensation claim. To get assistance with a workplace injury call **(909) 383-4522**.

# Safe and Healthy Workplace

**The law requires employers to keep workplaces safe and to prepare and protect you from hazards.**

Your employer must have an effective safety plan and follow that safety plan. To protect workers from COVID-19, your employer should:

- **Provide training about COVID-19.**
- **Keep workers at least 6 feet apart as much as possible.**
- **Clean and disinfect tools and common surfaces.**
- **Encourage frequent hand washing.**
- **Provide face coverings for free.**
- **Let workers know about paid sick leave so that they can get paid if they need to take time off work to get tested or because they are sick.**
- **Inform workers if they have been exposed to someone with COVID-19.**

If an employer does not protect you at work, you can call Cal/OSHA and file a complaint. Call (866) 924-9757 to be directed to your local Cal/OSHA office. Cal/OSHA will not give your name or information to your employer.

# Speak Up and Exercise Your Rights

If you feel that your employer needs to do more to protect you and other workers, you should speak up. You have a right to ask questions.

You cannot be fired or punished for speaking up about health and safety or for voicing a group complaint. This can include asking for masks or for more distance between workers at your job.

If you suffer retaliation for speaking up about a health and safety matter or for requesting paid leave for COVID-19, you can file a complaint with the Labor Commissioner's office at **(844) 522-6734**.

If you are punished or fired for raising a group complaint or organizing with other workers, you can call the Agricultural Labor Relations Board at **(800) 449-3699**.