YOUR WORKPLACE RIGHTS DURING COVID-19

YOU HAVE THE RIGHT TO A SAFE AND HEALTHY WORKPLACE

THE LAW
Your employer must provide masks, provide for 6 feet of physical distancing at work wherever possible, inform employees of COVID-19 exposure at work, provide training on safe practices, and take additional precautions.

WHAT YOU CAN DO
- Find health and safety requirements and information for making a complaint: dir.ca.gov/dosh/coronavirus/
- Report workplace health and safety violations to Cal/OSHA at (510) 622-2916.
- Before refusing to do unsafe work, talk to your employer to see if there are safer alternatives, such as working from home or using proper protective equipment like masks.

WHAT IF I LOST MY JOB OR HAD MY HOURS CUT?

THE LAW
Unemployment Insurance (UI) and Pandemic Unemployment Assistance (PUA)
- UI and PUA provide partial wage replacement for employees and independent contractors who have lost income.
- PUA expires March 14, 2021, unless extended.

WHAT YOU CAN DO
- To learn more and apply, visit edd.ca.gov or call 1-800-300-5616.

Workers’ Compensation
- Compensation for disability and medical treatment for workplace injuries or illnesses.

WHAT IF I AM SICK WITH COVID?

THE LAW
Paid Leave after COVID-19 Exposure at Work
- Employers must continue to provide pay and benefits to workers required to quarantine or isolate after exposure to COVID-19 at work.

WHAT YOU CAN DO
- You are required to quarantine because of COVID-19 exposure at work.
- You are able to work, but cannot work because you are quarantined.

WHAT IF I NEED MORE THAN TWO WEEKS OF LEAVE TO RECOVER FROM MY ILLNESS OR TAKE CARE OF OTHERS?

THE LAW
California Family Rights Act (CFRA), Family and Medical Leave Act (FMLA)
- Up to 12 weeks unpaid leave for health condition.
- Protects your job while on leave.
- For pay, consider SDI or PFL, below.

WHAT YOU CAN DO
- Inform your employer that you need sick leave.
- To learn more: visit dfeh.ca.gov or call 1-800-884-1684.

Fair Employment and Housing Act (FEHA) & Americans with Disabilities Act (ADA)
- May allow additional unpaid leave or modified work as accommodation for health conditions.

WHAT YOU CAN DO
- To learn more and apply, visit edd.ca.gov or call 1-800-480-3287.

State Disability Insurance (SDI) provides about 60 to 70% of your wages for up to 52 weeks if you are unable to work because you are sick or disabled.

WHAT YOU CAN DO
- To learn more, visit dfeh.ca.gov or call 1-800-300-5616.

Paid Family Leave (PFL) provides about 60% to 70% of your wages up to $3,360 per week for up to 12 weeks to care for a close family member that is sick.

WHAT YOU CAN DO
- To learn more and apply, visit dfeh.ca.gov or call 1-800-300-5616.

YOU MAY QUALIFY FOR PAID SICK LEAVE UNDER THESE LAWS.

THE LAW
California Paid Sick Days
- All employees in California have the right to CA paid sick leave for the prevention, diagnosis, or care of themselves or a close family member.
- Several cities, including Oakland, Berkeley, Emeryville, and San Francisco require employers to provide more sick days.

WHAT YOU CAN DO
- Submit claim to employer.
- To learn more: visit dir.ca.gov/dwc/ or call 1-800-300-5616.

Emergency Paid Sick Leave
- Some localities provide for two weeks of extended pandemic-related sick leave.
- The federal and state laws on pandemic-related sick leave expired December 31, 2020. Check the websites provided here for any updates or changes to these laws.

WHAT YOU CAN DO
- To learn more: visit dfeh.ca.gov or call 1-800-300-5616.

Paid Leave after COVID-19 Exposure at Work
- If you work in a city or county with an emergency sick leave law, you may qualify for two weeks of paid sick leave to care for yourself or others in connection with COVID-19.
- Several local cities and counties, including San Francisco, Sacramento, and San Mateo, currently provide emergency pandemic-related sick leave. Other localities are considering extending or adopting emergency sick leave laws.
- The requirements and expiration dates for these local protections vary. Check with your local government for the latest information.

WHAT YOU CAN DO
- To learn more and apply, visit dfeh.ca.gov or call 1-800-300-5616.

YOU MAY HAVE RIGHTS TO LEAVE UNDER THESE LAWS.

THE LAW
California Family Rights Act (CFRA), Family and Medical Leave Act (FMLA)
- If your employer retaliates against you for exercising these rights, file a retaliation complaint with the DLSE at dir.ca.gov or reach out for legal help.

WHAT YOU CAN DO
- To learn more and apply, visit dfeh.ca.gov or call 1-800-300-5616.

Fair Employment and Housing Act (FEHA) & Americans with Disabilities Act (ADA)
- You have a serious health condition that requires a reasonable accommodation.
- Your employer must have more than 5 workers for FEHA to be applicable and more than 15 workers for the ADA to be applicable.

WHAT YOU CAN DO
- To learn more and apply, visit dfeh.ca.gov or call 1-800-480-3287.

State Disability Insurance (SDI)
- You must be employed or looking for work at the time the disability begins.
- You must have medical certification from your doctor of your illness, disability, or required quarantine.

WHAT YOU CAN DO
- To learn more, visit dfeh.ca.gov or call 1-800-884-1684.

Paid Family Leave (PFL)
- You must be employed or actively looking for work at the time the disability begins.
- You must be taking leave to care for a close family member with a serious health condition or a new baby.

WHAT YOU CAN DO
- To learn more and apply, visit dfeh.ca.gov or call 1-800-300-5616.

YOU MAY BE ENTITLED TO COMPENSATION.

All of these legal rights, except for Unemployment Insurance and Pandemic Unemployment Assistance, are available to workers in California without regard to immigration status.

Retaliation is illegal. If your employer retaliates against you for exercising these rights, file a retaliation complaint with the OLSE at dlse.ca.gov or reach out for legal help.