

YOUR EMPLOYER MUST PROTECT YOU FROM COVID-19 AT WORK

California has a **LAW** to prevent
COVID-19 infections on the job.

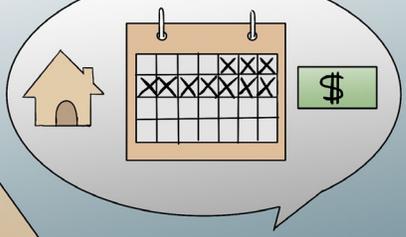
To protect workers, **EMPLOYERS** must:

- 1** Have a symptom **screening** program so workers who **have symptoms do not come to work**. Let workers know about paid leave.
- 2** Set up the worksite and schedules so workers can have **physical distance** from one another and the public—at least 6 feet. This can include limiting the number of people on site and using physical barriers.
- 3** Make sure the **ventilation system** is doing the best job possible to bring in outdoor air and “refresh and clean” the indoor air.
- 4** Provide **face coverings** for workers. Make sure these are worn properly at all times by anyone who is on site. Provide new ones after each shift or when they become dirty or wet.
- 5** Provide **time and supplies to disinfect** surfaces that are touched frequently—like counters, door knobs, tools, and other equipment. Workers must be trained on the safe use of disinfectants.
- 6** Provide **soap, water, and time** so workers can wash their hands frequently. Provide hand sanitizer for use in between handwashing.

ALL of these
together can
help prevent
the spread.



If workers are exposed or infected with COVID-19 on the job, **EMPLOYERS** must:



- 1** Offer **free testing**, during paid time.
- 2** **Guarantee paid time** if workers have to take time off, but are able and available to work.
- 3** Let workers know **when they can return to work**. They will be off work for at least 10 days.
- 4** **Investigate how workers got infected** and who else was exposed.
- 5** Take more steps when **3 or more workers** are infected, as this is an **outbreak**. For example, test all workers and let the health department know.

Workers have the **RIGHT TO KNOW!**



- ✓ Your employer must **provide training** on COVID-19 and the steps they are taking to prevent infections.
- ✓ If you were exposed at work, your employer must **let you know in writing**.
- ✓ You can ask for and **get a copy** of your employers' written plan to prevent COVID-19.

What **WORKERS** can do:

1 Many people with COVID-19 have no symptoms but can still spread it to others. Everyone needs to follow all the steps to prevent the spread, including:

- Maintain your distance from others—at least 6 feet, including during breaks and lunch time.
- Wear face coverings—make sure they cover your nose and mouth and fit snugly to your face.
- Wash your hands frequently for at least 20 seconds.
- Avoid touching your eyes, nose, and mouth.

2 Tell your employer if you have symptoms or were exposed.

- Don't go to work and stay away from others until you can be tested and get the results.
- You can find a testing site at covid19.ca.gov/get-tested or 1-833-422-4255.
- It is illegal for employers to retaliate if you need to take leave.

3 The law protects you when you speak up about safety. You have the right to:

- Raise concerns
- Identify hazards and suggest solutions
- Join together with other workers to ask for changes
- File a complaint with a government agency.

Workers have the **RIGHT TO TAKE ACTION** without retaliation.



GET HELP:



Talk to your union or a legal aid or worker organization if you have questions or your employer is not doing what is required.



For safety and health: To report problems or file a complaint, contact your local Cal/OSHA office. You will need the zip code for your workplace. To find your local office, go to: <https://www.dir.ca.gov/dosh/complaint.htm> or call 1-866-924-9757.



For paid leave, retaliation, or wages and rest breaks:
Contact the Labor Commissioner's Office. To find your local office, go to: <https://www.dir.ca.gov/dlse/districtoffices.htm>.

The law to protect workers from COVID-19 is called the COVID-19 Prevention Emergency Temporary Standards (GISO 3205–3205.4).

For more information, go to:
<https://saferatwork.covid19.ca.gov/>



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