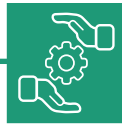


## RESOURCES



- For more information on masks including respirators visit <http://ph.lacounty.gov/masks>.
- For more information about Cal/OSHA rules, visit: <https://www.dir.ca.gov/dosh/coronavirus/ETS.html>
- For more information about paid leave visit <https://www.dir.ca.gov/dlse/COVID19Resources/2022-SPSL-FAQs.html>
- If you have lost your job or had your hours reduced because of COVID-19, you may be eligible for unemployment insurance benefits. To apply, visit: [https://www.edd.ca.gov/about\\_edd/coronavirus-2019/workers.htm](https://www.edd.ca.gov/about_edd/coronavirus-2019/workers.htm)
- For information on additional employer and government-sponsored leave benefits that you may be entitled to receive, visit: <https://www.saferatwork.la/employees>
- For more information about how to file a complaint with Cal/OSHA, visit: <https://www.dir.ca.gov/covid/workplace-issues.html>

## ADVICE FOR WORKERS AT HIGHER RISK OF SERIOUS ILLNESS:



If you are not up to date on COVID-19 vaccinations, have an underlying medical condition, are immunocompromised, or older, you may be at [higher risk of serious illness](#) if you get COVID-19. Take the following steps to protect yourself while at work:

1. Ask your employer for a respirator. Wear it at all times while you are around others indoors, or while riding in a vehicle with others. Consider also wearing it when you're outside if you are not able to keep 6 feet away from others. If wearing a respirator is not for you, try "[double masking](#)" (wearing a well-fitting cloth face mask over a medical mask).
2. Keep 6 feet away from others if your working conditions allow it.
3. During break times, when you must remove your mask to eat or drink, try to do so outside and away from others. If you must eat inside around other people, open windows and doors and keep your distance from others, if possible.
4. Open windows or doors in your work area if it is safe to do so. Fresh air helps reduce the number of droplets in the air, reducing the risk of getting COVID-19.
5. If you get COVID-19, you can get medicines that treat COVID-19 and help keep you out of the hospital. These medicines work best when started as soon as possible after and within 5-7 days, depending on the medicine. Talk to your doctor or call (833) 540-0473. Learn more at [ph.lacounty.gov/covidmedicines](http://ph.lacounty.gov/covidmedicines).

Workers' Rights pamphlet content. Currently posted at: [http://publichealth.lacounty.gov/media/Coronavirus/docs/business/Workers\\_Rights\\_Pamphlet.pdf](http://publichealth.lacounty.gov/media/Coronavirus/docs/business/Workers_Rights_Pamphlet.pdf).



# COVID-19 Safety: Workers' Rights in California

Los Angeles County  
Department of Public Health  
[www.publichealth.lacounty.gov](http://www.publichealth.lacounty.gov)  
5/19/22



COUNTY OF LOS ANGELES  
**Public Health**

## COVID-19 SAFETY: WORKERS' RIGHTS IN CALIFORNIA



Per Cal/OSHA, your employer is required to take steps to protect you from COVID-19. Know your rights and report violations by:

- Talking with your union representative.
- File a complaint with Cal/OSHA by calling 833-579-0927.
- File a complaint with the Department of Public Health by calling 888-700-7995. You can file your complaint anonymously.



## EMPLOYEE TRAINING

- Your employer must have a plan to prevent the spread of COVID-19 in the workplace. They must provide all workers training on the COVID-19 prevention plan and their rights under the state [Cal/OSHA rules](#).



## PERSONAL PROTECTIVE EQUIPMENT (OR "PPE")

- It is strongly recommended, but not required, that all workers wear a face mask while working indoors or when riding in a shared vehicle. The purpose of recommending continued masking is to prevent transmission of the virus particularly to persons with higher risk of severe illness, and to persons with prolonged, cumulative exposures (e.g., workers).
- If you work indoors or in vehicles with more than one person, your employer must give you well-fitting masks and/or respirators if you ask for them. You can choose to wear them or not. If you ask for N95 (NIOSH-certified) respirators, your employer must provide ones that are the right size as well as [basic instructions](#) on how to use them. This applies whether you are fully vaccinated or not.
- If your employer requires you to wear a mask indoors, they must provide well-fitting medical masks.
- As with all employer safety requirements, the cost of masks and respirators must not be passed on to employees. This means that your employer must give you and replace the mask or respirator for free.
- Your employer cannot discourage or retaliate against you for wearing a face mask while at work.
- While all masks provide some level of protection, well-fitting respirators, especially N95s, provide the best protection.
  - Your respirator must be replaced if it gets damaged, deformed, wet, dirty, difficult to breathe through, or if it no longer fits well. In general, you should change your respirator at the beginning of every shift. The [CDC recommends](#) that most respirators be replaced after they have been put on and taken off five times. You can refer to the manufacturer's guidance for when it should be replaced and how it should be stored for reuse.



**Know your rights.**

## TIME AND SUPPLIES FOR HANDWASHING



- Employers must provide handwashing stations stocked with soap and water and/or hand sanitizer. They must be stationed in your workplace and in any vehicles that you might be riding in.
- Employers must also provide you with enough time in your workday to clean your hands.

## COVID-19 TESTING



- Employers must offer testing free of charge and during work hours to any workers who:
  - o Have symptoms of COVID-19
  - o Have been exposed to COVID-19 at work, except for those who have recovered from COVID-19 in the past 90 days and are symptom-free.
  - o Need a test to keep working after an exposure at work or to return to work sooner when in isolation.
- Testing may be offered through your employer, the local health department, the federal government, a health plan or at a community testing site.

## PAID LEAVE



- Your employer must pay for time off (known as exclusion pay) if you are asked to stay home from work because you got COVID-19 or were exposed to COVID-19 while on the job. They must pay you at your regular wage during the time you are required to stay home.
- You may also be able to get paid time off from work even if you are not exposed at work through the COVID-19 Supplemental Paid Sick Leave program. If eligible, this program provides paid leave to get a COVID-19 vaccine, to recover from vaccine-related symptoms, or if you need to care for a family member who has COVID-19 or needs to quarantine. See the COVID-19 Supplemental Paid Sick Leave [poster](#) and [FAQ](#) for more information.

## WHAT CAN I DO IF I HAVE COVID-19 SAFETY CONCERNS AT WORK?



- You can talk with your union representative.
- You can file a complaint with Cal/OSHA by calling 833-579-0927.
- You can file a complaint with the Department of Public Health by calling 888-700-7995. You can file your complaint anonymously.