

## RESOURCES



- For more information on masks including respirators visit: [ph.lacounty.gov/masks](https://ph.lacounty.gov/masks).
- For more information about Cal/OSHA rules, visit: [dir.ca.gov/dosh/coronavirus/Non\\_Emergency\\_Regulations/](https://dir.ca.gov/dosh/coronavirus/Non_Emergency_Regulations/)
- For more information about CA Paid Sick Leave Options visit: [dir.ca.gov/covid/paid-sick-leave.html](https://dir.ca.gov/covid/paid-sick-leave.html)
- For more information about Paid Sick Leave in the City of Los Angeles visit [wagesla.lacity.org](https://wagesla.lacity.org)
- For more information about how to file a complaint with Cal/OSHA, visit: [dir.ca.gov/covid/workplace-issues.html](https://dir.ca.gov/covid/workplace-issues.html)
- For more information about CDPH's Isolation and Quarantine Guidance visit: [cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Guidance-on-Isolation-and-Quarantine-for-COVID-19-Contact-Tracing.aspx](https://cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Guidance-on-Isolation-and-Quarantine-for-COVID-19-Contact-Tracing.aspx)
- The Public Health Councils Program provides outreach to workers in specific high-risk industries for more information see: <http://ph.lacounty.gov/media/Coronavirus/phcouncils/>

## IF YOU ARE AT HIGHER RISK OF SERIOUS ILLNESS IF YOU GET COVID-19, CONSIDER TAKING THE FOLLOWING STEPS TO PROTECT YOURSELF WHILE AT WORK:



- (1) If you work around other people indoors, ask your employer for a respirator. Wear it while you are around others indoors or while riding in a vehicle with others. If wearing a respirator is not for you, the next best options are “double masking” (wearing a well-fitting cloth face mask over a medical mask) or wearing a fitted mask. Learn more at [ph.lacounty.gov/masks](https://ph.lacounty.gov/masks).
- (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) Make sure you have gotten all of your recommended COVID-19 vaccines. Learn more at [ph.lacounty.gov/howtogetvaccinated](https://ph.lacounty.gov/howtogetvaccinated).
- (6) If you get COVID-19, you can get medicines that treat COVID-19 and help keep you from getting very sick. The oral medicines must be started within 5 days from when your symptoms first began. The medicines are free. Ask your doctor or call (833) 540-0473. Learn more at [ph.lacounty.gov/covidmedicines](https://ph.lacounty.gov/covidmedicines).



# COVID-19 Safety: Workers' Rights

Los Angeles County Department  
of Public Health  
[www.publichealth.lacounty.gov](https://www.publichealth.lacounty.gov)  
5/17/2023

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



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 supervisor or safety representative.
- Talking with your union representative.
- Filing a complaint with Cal/OSHA by calling (213) 576-7451 or 833-579-0927.
- Filing a complaint with the Department of Public Health by calling 888-700-9995, Monday through Friday from 8-5pm. You can file your complaint anonymously.

## EMPLOYEE TRAINING



- Your employer must have in place a written COVID-19 prevention program that identifies, evaluates, and corrects COVID-19 hazards at your workplace and provide training to workers on this prevention program. This can be stand-alone or part of your employer's Injury and Illness Prevention Program.

## PERSONAL PROTECTIVE EQUIPMENT (OR "PPE")



- If you are required to wear masks at work, your employer must give them to you for free and replace them when needed.
- While all masks provide some level of protection, well-fitting respirators, especially N95s, provide the best protection.
- If you work indoors or in vehicles with others and you want to wear a respirator, your employer must give you free respirators if you ask for them. Your employer must provide you with respirators that are the right size. They must train you on how to wear the respirator correctly, including how to do a seal check.
- Your employer cannot discourage or retaliate against you for wearing a face mask while at work.
- Medical masks and respirators must be replaced if they become wet or dirty. If you use respirators, check the manufacturer's instructions to learn how long they can be worn before they should be thrown away. Medical masks should be thrown away after they are worn once.

Learn more at [ph.lacounty.gov/masks](https://ph.lacounty.gov/masks).

## COVID-19 TESTING



- Employers must offer testing at no cost and during paid time:
  - o To any workers who had a close contact to COVID-19 at work or may have been exposed during a workplace outbreak (except for workers who have recovered from COVID-19 in the past 30 days and are symptom-free).
  - o When testing is conducted to follow CDPH's Isolation and Quarantine Guidance. Learn more at [dir.ca.gov/DOSH/Coronavirus/Covid-19-NE-Reg-FAQs.html#iso](https://dir.ca.gov/DOSH/Coronavirus/Covid-19-NE-Reg-FAQs.html#iso)
- Testing may be done through your employer, at your doctor's office or health center, the local health department, or at a community testing site.
- "At no cost" means that your employer must cover all your testing costs, including paying your wages for your time to get tested (including travel to and from the testing site). They must also reimburse you for travel to a testing site (for example mileage or public transportation).

## SICK LEAVE



- If you cannot work due to COVID-19, inform your employer immediately. You may be eligible to receive paid time off from your employer, regardless of immigration status.
- California's permanent paid sick leave law applies to most workers and requires that employers provide at least 24 hours or three day per year of sick time. This time can be used to recover from physical/mental illness or injury, preventative care, or if you need to care for a family member.
- Some cities in LA County also have minimum paid sick leave laws in place. For example, the City of Los Angeles requires that eligible workers receive one hour of paid sick leave for every thirty hours worked.

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



- Talk with your supervisor or safety representative.
- Talk with your union representative.
- File a complaint with Cal/OSHA by calling (213) 576-7451 or 833-579-0927
- File a complaint with the Department of Public Health by calling 888-700-9995. You can file your complaint anonymously.



**Know your rights.**