WORKING CONDITIONS

Under federal and state law:
- Employers have the duty to provide their employees with: employment and a place of employment free of hazards that cause or may cause death or serious physical harm (OSHA).

Employers must ensure workers are protected from:
- Hazardous chemicals used for cleaning and disinfection.
- Aerosol Communicable Diseases (ATD), including COVID-19 which can be transmitted by air.
- Employees can dial 211 to report noncompliance.

FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA)

Starting April 2, 2020, individuals working for employers with fewer than 500 employees have new benefits:

- 10 additional paid sick days with full salary
  - available to individuals in isolation to care for themselves or a relative due to COVID-19; the employee does NOT have to find a replacement to take time off.

- 12 weeks paid family leave with 2/3 of salary
  - available to people who must care for their child under the age of 18 due to school closures.

Eligibility: An employer must verify employment authorization when hiring someone, if you are already hired, regardless of immigration status, you may qualify for these benefits. The benefits are available until December 21, 2020.
- Employers with fewer than 50 employees or providing health and emergency services are not required to provide these benefits.
- An employer is prohibited from firing or retaliating against an employee for using sick days, filing a lawsuit, or testifying in a case against their employer.