

WHO CAN GET VACCINATED?

ALL individuals 12+ year olds are eligible to get the vaccine. 12-18 year olds can get the Pfizer-BioNTech vaccine.

To get transit assistance to get vaccinated, call: 1-833-422-4255

COVID-19 TESTING AND VACCINE SITES:

- fresno.ucsf.edu/cep
- myturn.ca.gov
- curative.com
- tinyurl.com/savaccine
- cvs.com/vaccine
- riteaid.com/covid19
- walgreens.com/vaccine



YOUR WORKERS' RIGHTS

- you have the right to seek information from about covid-19 prevention program
- you have the right to ppe (mask and supplies for adequate protection, i.e. hand soap, sanitizer, gloves, etc]
- you have the right to get paid sick leave when you're sick due to covid
- you have the right to demand better working conditions and filing a complaint without facing unjust consequences

WHO ARE WE?

We are a community based organization committed to empower, educate and organize Punjabi and Latinx industry workers towards labor equity and political power.

If you have any questions regarding your labor rights, have experienced retaliation at work, have gotten Covid-19 at work, or need any resources, reach out to our community organizers.

Call or text us to join our Punjabi or Spanish Whatsapp group to be updated and informed about your rights!

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Jakara Labor Rights Initiative

A GUIDE TO WORKERS RIGHTS

- Who we are and how to contact us
- Covid-19 vaccine and testing sites
- Unpaid family and medical leave
- Supplemental paid sick leave
- State disability insurance
- Workers' compensation
- Paid family leave
- Your rights

UNPAID FAMILY LEAVE & MEDICAL LEAVE

- California Family Rights Act (CFRA) protects workers' job while taking time off for 12 weeks per year of leave from work – employers w/ at least 5 employees
- To qualify: Worker worked for employer for more than 12 months & at least 1250 hrs during 12 months before leave
- Worker who was disabled, covid-19 or not, may be entitled to leave as a reasonable accommodation
- CFRA is unpaid but employees are guaranteed to receive health and other benefits from employer
- dfeh.ca.gov/defer.ca.gov/family-medical-pregnancy-leave

PAID FAMILY LEAVE (PFL)

- to care for a close family member who is seriously ill or quarantined due to covid
- close family members include child, spouse, parent/in-law, grandparent, grandchild
- up to 60 or 70% of weekly wages
- maximum of 8 weeks
- requires a medical certification by a healthcare provider or county officials for the family member who is ill
- if no SSN or to file a hard copy call: 1-877-238-4373
- edd.ca.gov/disability/paid_family_leave.htm

SUPPLEMENTAL PAID LEAVE (SB 95)

- Effective on 3/29/2021, employers with 26 or more employees must provide 2 weeks (up to 80 hours) of paid sick leave for eligible employees
- It's retroactive: covers 1/1/21 - 9/30/21
- Regular rate of pay
- To qualify: you are quarantined due to covid or caring for sick or quarantined family member, or attending a vaccine appointment and/or experiencing covid-19 vaccine symptoms

STATE DISABILITY INSURANCE (SDI)

- edd.ca.gov/disability / to apply: edd.ca.gov/bpo / if no SSN or file hard copy: 800-480-3287
- Can last up to 52 weeks
- \$50 per week minimum / \$1357 per week maximum benefit
- To qualify: healthcare provided or county health official must complete certification showing that employee cannot work due to covid-19 exposure or illness or injury.

Source: Dept. of industrial relations, EDD

WORKERS' COMPENSATION

- wages and medical treatment to recover from work related injury or illness, including covid-19
- immigration status not a factor
- for information: 1-800-736-7401
- apply online: dir.ca.gov/dwc

IT IS ILLEGAL FOR AN EMPLOYER:

- To retaliate against workers for exercising their rights, including firing, threatening, changing a person's pay or working conditions, preventing promotion or job advancement
- To report or threaten to call immigration authorities on a worker for exercising their rights
- To file a false police report against a worker for exercising their rights
- To threaten relatives of a worker who exercised their rights

WHERE TO REPORT A VIOLATION:

- You can file a complaint with Cal/OSHA health
- Complaints can be filled by phone or email at: 1-866-924-9757 or dir.ca.gov/dosh/complaint.htm
- Complaints can be filed anonymously and everything remains confidential