

*The world is changing quickly because of COVID-19 and everyone's jobs and lives are affected.*

## **Your employer is legally required to provide you with a safe workplace, including protections from COVID-19**

Federal law requires employers to provide their employees with a **workplace free from recognized hazards likely to cause death or serious physical harm**. In order to protect workers and the public during the COVID-19 pandemic employers must prepare themselves and their workers as far in advance as possible for potentially worsening outbreak conditions.

### **Your employer must have an Infectious Disease Preparedness and Response Plan that includes:**

- **Education and information materials for workers & contractors on health & safety:**
  - Easy to understand and available in the appropriate language and literacy level.
  - Emphasize need to stay home if sick or possibly infected
  - Not required to have doctors notes
  - Provide health-care information from insurance providers & local health agencies.
- **Policies that allow workers to take care of themselves and their families**
  - Taking into consideration work and non-work community infection risks and each worker's individual risk factors like medical conditions, age, pregnancy etc.
  - Sick leave policies that are flexible and consistent with public health guidance
  - Work with contractors to develop non-punitive leave policies
  - Offer flexible work shifts and off-site working.
- **Infection Preventive Measures**
  - Increase physical distancing at work site
  - Improved ventilation with high efficiency filters
  - Creating physical barriers
  - Regular cleaning of all surfaces, equipment and tools.
  - Provide workers and others with a place to wash hands or alcohol-based hand sanitizers, tissues and trash cans.
  - Prevent sharing of tools, equipment and work areas.
  - Monitoring of signs and symptoms
  - Reporting exposure and infections
  - Immediately moving likely infected people to isolation rooms
- **Adequate Personal Protective Equipment (PPE) to keep workers safe while performing jobs**
  - Training for workers who need to use protective clothing and equipment on how to put it on, use/wear it, and take it off correctly, including in the context of their current and potential duties.
  - PPE must be selected based upon the hazard to the worker.
  - PPE must be properly fitted, consistently and properly worn, regularly inspected, maintained, and replaced, and properly removed, cleaned, and stored or disposed of.

### **YOU HAVE THE RIGHT TO ADVOCATE FOR A SAFE WORKPLACE WITHOUT FEAR OF RETALIATION!**

It is illegal for your employer to retaliate against you for advocating for a safe workplace. [Section 11\(c\)](#) of the [Occupational Safety and Health Act of 1970](#), 29 USC 660(c), prohibits employers from retaliating against workers for raising concerns about safety and health conditions.

Start talking to your co-workers now about your workplace safety rights - don't wait until you or someone you know is sick. Spread the word with family, friends & co-workers. If you're a union member, contact your union if you need support. If you aren't in a union, contact CTUL at 612-913-6626.