

READ ON TO FIND OUT ABOUT:

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Your rights and responsibilities

Under OSHA's right-to-know law, you have the right to:

- a Safe Workplace: your employer must provide a workplace free of known health and safety hazards.
- Refuse Unsafe Work: you have the right to refuse dangerous work if you follow all three

of these rules: You cannot be fired for refusing unsafe work if you follow these three rules.

1. You can refuse work that you really believe could kill or hurt you badly.
 2. You can refuse dangerous work if you have asked your employer to fix the danger.
 3. You can refuse dangerous work if you offer to do other, safe work until the danger is fixed.
- Health and Safety Information: your union has the right to request health and safety information from the company. This information can include a copy of the employer's Infectious Disease Preparedness and Response Plan; their COVID-19 Assessment and Control Plan, and the results of any regular assessments done regarding those plans.

It is illegal for an employer to fire, demote, transfer or otherwise retaliate against a worker for using their rights under the law. If you believe you have been retaliated against in any way, contact your Business Agent for help filing a whistleblower complaint within 30 days of the alleged retaliation.

You have a responsibility to:

- Know your employer's sick leave policy, and company shut down policy. Ask your employer if policies have been changed to address the current pandemic – what happens if you are covid positive or have been exposed to the virus?
- Report any symptoms you may have relating to Covid-19



How is your employer going to make it safer for you to return to work? Questions to ask your employer.

It likely won't be long before you get a call from your employer letting you know they are reopening their operations.

But it should not be business as usual.

You know how to protect yourself, and the people around you. It's fair for you to ask your employer what they are doing to protect you at work. It is your employer's responsibility to provide you with a safe and healthy workplace to return to.

Here are some questions to consider asking your employer:

- How do you plan to keep us safe?
- Will you provide virus testing for every employee before they can be cleared to return to work?
- What is your plan for regular testing of workers?
- Will you take everyone's temperature before they enter the building?
- Will you provide every worker with disposable face masks and/or face shields at the start of each shift?
- Will you provide workers with time to wash their hands above and beyond the normal requirements? Scientific guidelines suggest the most effective way to prevent transmission is to frequently wash your hands with soap and water for at least 20 second.
- Will you provide hand sanitizer and cleaning stations around the worksite?
- How will you ensure everyone is at least 6 feet apart?
- Will you assign workers to monitor and ensure distancing is enforced?
- Will you institute one-way traffic into and out of the building to decrease interactions among people?
- Will you design human traffic flow so that all movement is one way to decrease interactions
- How has the ventilation in the workspace been improved?
- How will you improve the air quality within the workspace? Will you replace the filtration more frequently? Will you increase the rate at which the air is exchanged in our workspaces?
- Will you stagger breaks so not everyone is in the breakroom or lunchroom at the same time?
- Is the breakroom arranged in a way so workers can maintain the 6 foot distance at all times, including while they are retrieving their lunch from the refrigerator or microwaving their meals? Are there enough microwaves and shelves for lunch bags so workers don't crowd around an area?
- Will you create additional lunchrooms or put tents outside for workers who want to eat outdoors?
- Will you stagger work shifts?
- Will you provide sanitizing wipes so workers can clean the buttons to the vending machines and microwaves in between use?
- Will you disinfect all surfaces in between shifts?
- How will you inform workers if someone at the worksite contracts COVID-19? Or has symptoms of covid-19?
- If there is a case of COVID-19 in the workplace, what is your plan of action? Will you shut down the facility for a deep clean?
- Will workers be paid while the facility is shut down for cleaning?
- Will workers who were on the same shift as the person with COVID be required to self-quarantine for 14 days, as recommended by the Centers for Disease Control and Prevention? Is there a criteria for returning to work?

You should feel comfortable with the answers your employer provides to the questions above.

What to do if you feel unsafe

The first step you need to take is to speak with your union representative.

You also have a right to report your concerns to OSHA. Your report to OSHA can be filed in any language. You can ask OSHA to leave your name out of the complaint.

You can file your report with OSHA by calling 1-800-321-6742 or online at www.osha.gov. You do not have to be a U.S. citizen to file a complaint with OSHA. OSHA will keep your name off the complaint if you ask them to.



COVID-19 does not discriminate.

Coronavirus can infect anyone, of any age.



Share Kindness

We can spread kindness further than the virus. By helping each other, both locally and across the world, we can get through this and build the foundations for recovery. Contact the lonely. Look after each other. And listen to your government's advice on isolation and hygiene.