

OCTOBER 5, 2020

KNOW YOUR RIGHTS AND STAY SAFE FROM COVID-19!

New laws and Hazel Hawkins policies that you should know about!

The California Legislature has just passed several new laws that will provide greater financial security to healthcare workers affected by COVID-19. The lawmakers who wrote and supported these laws have been supported by NUHW, including Assemblymember Robert Rivas and Senator Anna Caballero, who represent the Hollister and Salinas areas.

NEW LAWS PROVIDE NEW PROTECTIONS!

- **PAID SICK LEAVE.** AB 1867 requires employers like Hazel Hawkins to provide up to 80 hours of paid sick leave to employees who must quarantine due to COVID-19. This leave is available to workers who are required to quarantine by the local health department, whether they test positive or not.
- **WORKERS' COMP SUPPORT.** AB 1159 requires that employees in high-risk settings who test positive for COVID-19 – including health care facility employees who provide direct patient care or who are custodial employees in contact with COVID patients – are presumed to have contracted COVID-19 on the job and are therefore entitled to workers' compensation covering lost wages and medical costs.
- **EMPLOYEE NOTIFICATION.** Effective January 1, 2021, AB 685 requires healthcare employers notify employees of a workplace exposure within one business day. (For workers who are regularly screened, this only applies to exposures to coworkers, not patients.) The law also empowers CalOSHA to issue citations more quickly and shut down worksites.

WHAT TO DO IF YOU DEVELOP SYMPTOMS OR THINK YOU'VE BEEN EXPOSED

- If you develop symptoms or believe you may have been exposed, contact Employee Health and let your Union Steward know.
- If it is a weekend or after hours, Employee Health will be closed. If you are working, inform the charge nurse. If you are not working, go to the Emergency Department.
- The ED will not disclose your medical information, so it is up to you to inform Employee Health if you believe you may have COVID-19.
- If you are calling in sick and your supervisor has questions about your illness, you do not have to answer them. Ask to speak with Employee Health.

HOW YOU CAN SUPPORT!

- Take our Union-Wide COVID-19 Survey today! WWW.NUHW.ORG/SURVEY.
- If you believe you have been exposed at work, or have concerns about COVID-19, reach out to your steward or your organizer, M.V. Watson, at mvwatson@nuhw.org.