

# Working Safely: COVID-19 and Your Job

A safer Wisconsin is a stronger Wisconsin. When workers' needs come first, businesses thrive.

## I think I was exposed to COVID-19 at work. What should I do?

- Tell your supervisor or employer immediately.
- Get tested. Call 211 to find the nearest testing site, find a community testing site at <https://www.dhs.wisconsin.gov/testing>, or contact your health care provider.
- You may be asked by local or tribal public health to stay home from work for 14 days and monitor your symptoms, even if you have a negative test. Learn more at <https://www.dhs.wisconsin.gov/publications/p02598a.pdf>.

## How can I get help with health insurance, medical care, or mental health support?

In Wisconsin, we take care of each other so that everybody can stay safe.

- Learn more about where to get health insurance, free or low-cost health care, and mental health support on the DHS COVID-19 resources webpage at <https://www.dhs.wisconsin.gov/covid-19/help.htm>.
- Find health care in Wisconsin by visiting the Wisconsin Primary Health Care Association website at <https://www.wphca.org/page/FindHealthCenter> or the Wisconsin Association of Free & Charitable Clinics website at <http://www.wafclinics.org/find-a-clinic.html>.
- Learn about lower cost health care options on the DHS COVID-19 resources webpage at <https://www.dhs.wisconsin.gov/covid-19/help.htm>, or the Well Badger Resource Center at <https://www.wellbadger.org>.
- In an emergency, most emergency rooms and hospitals cannot turn away patients.
- If you are pregnant, you can get health care in Wisconsin, no matter your immigration or citizenship status. Call 800-362-3002 for the BadgerCare Plus Prenatal Plan.

## I'm a migrant worker. Where can I get health care if I need it?

Besides the options listed in the previous section:

- Family Health La Clinica has health care services in five locations in rural Wisconsin. Visit <https://www.famhealth.com/locations.html> or call 800-942-5330 to find the clinic closest to you.
- Learn more about immigration and public benefits at <https://www.coveringwi.org/immigration>.

## I don't feel safe at work. What can I do?

### My employer is a private business:

- If you feel it is safe to do so, talk with your employer or human resources (HR) department about your concerns.
- File a health and safety complaint with the Occupational Safety and Health Administration (OSHA) at <https://www.osha.gov/>. Many complaints are handled informally by OSHA. There are whistleblower laws to help protect workers who file a complaint from losing employment or pay. You can also talk to someone at OSHA. Find your OSHA office at <https://www.osha.gov/contactus>.
- Wisconsin's Department of Workforce Development (DWD) has more information at <https://dwd.wisconsin.gov/wc/safety/>.

### My employer is state or local government:

- Find out what your employer's COVID-19 policy is from your HR department. If you feel it is safe to do so, let your supervisor know about the problem.
- You can send an email to the Department of Safety and Professional Services (DSPS) mailbox at [dspsSbHealthAndSafetyTech@wisconsin.gov](mailto:dspsSbHealthAndSafetyTech@wisconsin.gov), or file a complaint on the DSPS webpage at <https://dspscomplaintform.wi.gov/dspslsconlinecomplaint.aspx>.

## **I said that I don't feel safe at work because of COVID-19. What can I do if I get in trouble with my employer because of this (retaliation)?**

- There are laws that protect people (known as whistleblowers) against retaliation for filing a complaint. If you have been unfairly fired, laid off, demoted, denied overtime or promotion, or had your pay or hours reduced, you can file a whistleblower complaint with OSHA at <https://www.osha.gov/whistleblower/WBComplaint.html>.
- If you're a state employee, you can file a complaint with Wisconsin's DWD at <https://dwd.wisconsin.gov/er/civilrights/retaliation/>.

## **I'm not being treated fairly at work because of my race, ethnicity, national origin, immigration status, age, sex, or a disability. Is that against the law?**

Yes. Here are steps you can take:

- If you feel it is safe to do so, let your supervisor, employer, or HR department know about the problem.
- You can file a discrimination complaint with DWD Equal Employment Opportunity Commission at <https://dwd.wisconsin.gov/dwd/forms/erd/erd-4206-e.htm>. You can also call 608-266-6860 or 414-227-4384, or email DWD at [erinfo@dwd.wisconsin.gov](mailto:erinfo@dwd.wisconsin.gov).

## **I was asked to stay home from work for quarantine or isolation. Can I get paid leave?**

- The Families First Coronavirus Response Act (FFCRA) requires some employers to provide paid sick leave for reasons related to COVID-19, at least through December 31, 2020. Learn more at <https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>.
- You can use the tool at <https://www.dol.gov/agencies/whd/ffcra/benefits-eligibility-webtool> to find out if you are eligible for FFCRA.
- You may be eligible for other kinds of leave and pay, like family and medical leave or unemployment. Learn more about these programs on the DHS COVID-19 worker webpage at <https://www.dhs.wisconsin.gov/covid-19/employers.htm>.

## **My employer is not offering paid sick leave for COVID-19. How can I find out my rights?**

- Not all employers are required to provide paid leave.
- Ask your employer about paid leave options where you work.
- Contact the Worker's Rights Center at <https://workerjustice.org/> for information and help. Call 608-255-0376, or email [kristen@workerjustice.org](mailto:kristen@workerjustice.org) or [socorro@workerjustice.org](mailto:socorro@workerjustice.org).
- Contact the U.S. Department of Labor at <https://www.dol.gov/agencies/whd/covid-response>, or call 866-487-9243.
- Wisconsin's DWD has more information on its Family and Medical Leave Act (FMLA) webpage at <https://dwd.wisconsin.gov/er/civilrights/fmla/>.
- The Wisconsin School for Workers has a booklet on COVID-19 rights for workers at <https://schoolforworkers.wisc.edu/wp-content/uploads/sites/795/2020/04/COVID-19-Legal-Rights-Booklet.pdf>.

## **My family needs food, mental health support, or housing. Where can I get help?**

To get help with food and other needs throughout the state, you can call 2-1-1 or visit <https://www.dhs.wisconsin.gov/covid-19/help.htm> or <https://211wisconsin.communityos.org/>.

