

Working Safely: COVID-19 and Your Job

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

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

- ◆ Tell your supervisor or employer immediately.
- ◆ Get tested at least 5 days after you were exposed. Call 211, contact your health care provider, or find a community testing site near you, www.dhs.wisconsin.gov/testing.
- ◆ Obtain a free test by visiting <https://special.usps.com/testkits>
- ◆ Wear a well-fitting mask if you have to be around others for at least 10 days after you were exposed.
- ◆ Monitor for symptoms of COVID-19.
- ◆ If you do have COVID-19, stay home for at least five days. See guidelines at <https://www.cdc.gov/coronavirus/2019-ncov/your-health/>

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

- ◆ If you were infected at work and became sick, you may be able to file a Worker's Compensation insurance claim at <https://dwd.wisconsin.gov/wc/workers/>
- ◆ Learn about where to get health insurance, free or low-cost health care, and mental health support, www.dhs.wisconsin.gov/covid-19/help.htm.
- ◆ Learn more about lower cost health care options from the Well Badger Resource Center, www.wellbadger.org
- ◆ Find health care in Wisconsin by visiting the Wisconsin Primary Health Care Association website, www.wphca.org/page/FindHealthCenter, or the Wisconsin Association of Free & Charitable Clinics website, www.wafcclinics.org/find-a-clinic.html.
- ◆ If you are pregnant, you can get health care in Wisconsin, no matter your immigration or citizenship status. Call 800-363-3002 for the BadgerCare Plus Prenatal Plan.

Where can I get help with food, housing, and mental health?

Call 2-1-1 or visit, www.dhs.wisconsin.gov/covid-19/help.htm or 211wisconsin.communityos.org/.

I'm a migrant worker. Where can I get health care?

Besides the options listed above:

Family Health La Clinica has health care services at five locations in rural Wisconsin. To find a clinic near you, visit www.famhealth.com/locations.html or call 800-942-5330. Learn more about immigration and public benefits, www.immigrantbenefitswi.org

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

- ◆ If you feel it is safe to do so, talk with your employer or human resources (HR) department.
- ◆ File a health and safety complaint with the Occupational Safety and Health Administration (OSHA) at www.osha.gov. There are laws to help protect workers who file a complaint from losing employment or pay. To talk to someone at OSHA, visit www.osha.gov/contactus.
- ◆ Check OSHA's web site for updated information on COVID-19 safety in the workplace at www.osha.gov/coronavirus/safework
- ◆ Protect yourself by staying up to date on vaccinations and boosters.
- ◆ Wisconsin's Department of Workforce Development (DWD) has more information at dwd.wisconsin.gov/wc/safety/.

I said 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 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 www.osha.gov/whistleblower/WBComplaint.
- ◆ If you are a state employee, you can file a complaint with Wisconsin's DWD at 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 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 Opportunity Commission at dwd.wisconsin.gov/dwd/forms/erd/erd-4206-e.htm.
- ◆ You can speak with someone from DWD by calling, 608-266-6860 or 414-227-4384. You can email DWD at erinfo@dwd.wisconsin.gov

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

- ◆ Not all employers are required to provide paid leave.
- ◆ Ask your employer about paid leave options at work.
- ◆ You may be eligible for other kinds of leave and pay, like family and medical leave or unemployment.

My employer is not offering paid sick leave for COVID-19. How can I learn more about family and medical leave and unemployment?

- ◆ Learn about family and medical leave and unemployment at www.dhs.wisconsin.gov/covid-19/employers.htm.
- ◆ Wisconsin's DWD has more information on its Family and Medical Leave Act (FMLA) webpage, dwd.wisconsin.gov/er/civilrights/fmla/.

Where can I learn about my rights?

- ◆ Contact the Worker's Rights Center for information and help. Call 608-255-0376 or email Kristen@workerjustice.org or socorro@workerjustice.org.
- ◆ Contact the U.S. Department of Labor at www.dol.gov/agencies/whd/covid-response or by calling 866-487-9243.
- ◆ For information on COVID-19 rights for workers visit https://schoolforworkers.wisc.edu/wp-content/uploads/sites/795/2020/04/COVID-19-Legal-Rights-Booklet.pdf?sm_au=iVVS2LjN03NqtHdRBLQtvK7BJGKjp.