

Immigrant Workers' Rights and COVID-19

Immigrant Workers Have Rights to:

A Healthy and Safe Workplace

Paid Sick Leave

Unemployment Compensation

Are you concerned about health & safety issues at work? You have the right to demand better conditions!

- All workers have the right to a healthy and safe workplace free from known dangers and information about health and safety at work.
- All workers have the right to organize at work to improve working conditions, even if not in a union.
- The law protects you from retaliation if you can talk and organize with your co-workers to improve health and safety concerns or request better workplace policies from your employer.

Do you need to miss work for reasons related to COVID-19? You likely qualify for paid sick leave!

- Starting April 1, 2020, eligible employees can receive 2 weeks of fully- or partially-paid sick leave under the new Federal Families First Coronavirus Response Act (FFCRA).
- You may also have additional paid sick leave available under the Philadelphia Sick Leave Ordinance.

Do you need to miss work because you have to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19? You likely qualify for partially-paid leave!

- Under the FFCRA, eligible employees can receive 2 weeks of partially-paid sick leave for this purpose.
- Also, under the FFCRA, eligible employees can receive up to an additional 10 weeks of partially-paid expanded family and medical leave for this purpose.

Are you now unemployed for reasons related to COVID-19? You may qualify for unemployment compensation.

- Immigrant workers with valid work authorization can currently receive up to 39 weeks of unemployment compensation. Benefit recipients are also eligible to receive an additional \$600 per week through June 2020.
- Undocumented workers are not eligible for unemployment compensation.
- Receiving unemployment benefits will not threaten an immigrant worker's ability to apply for a green card or citizenship under the new public charge rules!

Immigrant workers may be eligible for at least \$1,200 in assistance from the federal government.

- Immigrant workers who submitted 2019 or 2018 federal tax returns using a valid Social Security Number may be eligible to receive a one-time payment of at least \$1,200 from the federal government. This amount increases for married taxpayers and families with children under 17.
- Every person in a family must have a Social Security Number for the family to be eligible for this payment.
- Workers with undocumented family members, undocumented workers, and workers who submitted tax returns using an ITIN are not eligible for this payment.

For more information about eligibility for these and other benefits, visit clsphila.org or see CLS's FAQ: COVID-19 and Workers' Rights Need Assistance? Call CLS at 215-981-3700

