

NBJwJ Supporters!

We hope you are all safe and staying as healthy as possible. It's a scary time right now but less so if you stay informed and aware. We wanted to let you know that we are staying on top of the impacts COVID-19 is having on workers and we wanted to share some resources and information for anyone that may be impacted or know someone who is. This info will also be posted on our Facebook page at www.Facebook.com/nbjwj.

Protecting Our Most Vulnerable Sonomans

Currently, 5,000 in-home healthcare providers (IHHS) are caring for the elderly and folks with disabilities across Sonoma County. These providers, whose working conditions are set by the Board of Supervisors, are provided with only 1 sick day a year. That's right, one day. This means they have to come to work – while being sick - to care for our most vulnerable community. They should see a doctor if they're sick! Unfortunately, they can't. Because less than 25% of them can afford the supplemental (partial) coverage the County provides.

Please email the Board of the Supervisors and ask for living wages, paid sick time and healthcare for our in-home care providers now! They are in negotiations now and can provide this today. *Help protect our most vulnerable!*

- Shirlee Zane - shirlee.zane@sonoma-county.org
- James Gore - district4@sonoma-county.org
- David Rabbit - david.rabbit@sonoma-county.org
- *Susan Gorin and Lynda Hopkins have vocalized their support

“Domestic workers have long been part of our national emergency response team. In each crisis they bear the responsibility of taking care of our homes and families...

The least we can do is care for them too.”

- Ai-jen Poo, National Domestic Workers Alliance Director

If you employ a domestic worker to care for a loved one or to clean your home:

- Please still pay them if you've decided to cancel. They rely on their jobs to pay rent and many do not have access to health insurance;
- Please offer them paid sick time if they are not feeling well enough to come into work! Don't force your workers to choose between making ends meet and spreading infection; (Join Alia today if you employ a domestic worker regularly to help provide paid time off <https://www.myalia.org/>)
- If you can assist in covering health care costs for the domestic worker in your home, do it!

At UndocuFund we will be working to support some of our most at-risk undocumented workers like domestic workers and day laborers. Please try to make a donation today! www.UndocuFund.org

Your Rights to Paid Sick Time in California

The State of CA mandates employers provide at minimum 3 days paid sick days a year. We highly encourage employers to provide more than that.

- Workers in CA begin accruing sick time 30 days after date of hire
- Workers accrue 1 hour of sick time for every 30 hours worked
- It is unlawful for your employer to deny your sick time (Labor Code section 246.5(c)1.)
- It is unlawful for your employer to make using your sick time conditional on finding a replacement for you (Labor Code section 246.5(b).)
- You are not required to provide advance notification to your boss when using your sick time if you did not have advance notice yourself (for example, you wake up with flu symptoms) (Labor Code section 246.1)
- You may use your sick days to care for a family member, a spouse or civil partner, if you are victim of domestic assault, sexual assault, stalking, or psychological counseling. (Labor Code section 233)
- It is unlawful for your employer to not have this sick time law posted in your workplace (Labor Code section 247 (c).)
- It is unlawful for your employer to not provide you a record of how many sick hours you have accrued in the same manner they provide your wage stubs (Labor Code section 247.5)

If you find yourself in a situation where you have been denied sick time contact us immediately. You are entitled to back pay from denied sick days at the rate of your daily pay multiplied by three or \$250 (whichever is greater) and up to \$4,000.

North Bay Jobs with Justice Office 707-293-2863 or northbayjwj@gmail.com

Hours Lost at Work or Layoffs During COVID-19

Governor Newsom Issues New Executive Order Further Enhancing State and Local Government's Ability to Respond to COVID-19 Pandemic

The Governor's order does a few things for state agencies, and includes:

- Waiving the one-week waiting period for people who are unemployed and/or disabled as a result of COVID-19; and
- Delaying the deadline for state tax filing by 60 days for individuals and businesses unable to file on time based on compliance with public health requirements related to COVID-19 filings.

State Efforts to Assist California Workers

California will continue acting swiftly to help workers hurt by COVID-19. Affected workers can visit the [Labor & Workforce Development Agency](#)'s website to review what benefits are available to them. For instance,

- If you're unable to work because you are caring for an ill or a quarantined family member with COVID-19 you may qualify for Paid Family Leave (PFL).
- **If you're unable to work due to medical quarantine or illness, you may qualify for Disability Insurance. Those who have lost a job or have had their hours reduced for reasons related to COVID-19 may be able to partially recover their wages by filing an unemployment insurance claim.**
- If a worker or a family member is sick or for preventative care when civil authorities recommend quarantine, workers may use accrued paid sick leave in accordance with the law.
- If workers are unable to do their usual job because they were exposed to and contracted COVID-19 during the regular course of their work, they may be eligible for workers' compensation benefits. All information and resources can be found at [Ca.Gov/Coronavirus2019](#)

If you or someone you know has had their hours cut or they've been let go they can apply to have their wages made up. File a claim here: https://www.edd.ca.gov/unemployment/Filing_a_Claim.htm

Supporting Artists, Interpreters, Speakers and other Workers

If you are cancelling an event or part of a canceled event please ensure that the workers impacted are still at least partially compensated. Many of these workers and independent contractors rely on events and speaking engagements booked to pay their rent and make ends meet. Please ensure the event hosts are still helping keep them whole. Most impacted are speakers and artists of color.

Supporting our Local Small Businesses

With events and gatherings being cancelled and less people going out, our small businesses have been struggling. Please consider still supporting small businesses by:

- Purchasing gift cards to spend at a later time;
- Consider delivery for food if you do not want to be in a restaurant right now;
- Planning events at local businesses for a later month so they can help recoup lost profits;
- If you are shopping or eating out please choose a small, local business over large corporations like Target, In'N'Out, and Home Depot.

We will continue to keep you up to date. Please don't hesitate to call or email us if you have an issue to raise that you'd like us to look into, advocate with you for, or provide public awareness about.