

# 你是否回到了工作崗位？了解你的權利！

利用此清單了解你的權利！不管你的移民身份、你公司的規模，或是你兼職工作還是現金支薪，你在工作中都享有權利。

## 工資、工作期間小休和帶薪病假

知道你的最低工資：

加州：



**查看你所在城市的最低工資！許多灣區城市都有更高的最低工資。**

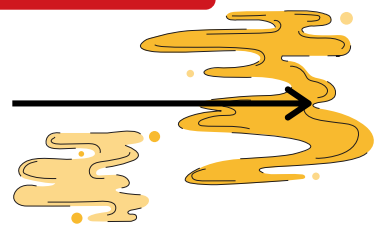
適用於所有加州工人，你有權利得到以下：

- ☐ 每4小時有10分鐘帶薪休息時間。
- ☐ 每5小時有30分鐘無薪用餐時間。
- ☐ 你每一天不用餐或不用休息時間，你的老闆必須為你所失去的每種類型的休息時間額外分別付一個小時的工資
- ☐ **加班費：**
  - ☐ 一天裡工作8小時後，或一週裡工作40小時後，或連續工作第七天的首8小時支取1.5倍你正常的每小時工資率
  - ☐ 連續工作至第12個小時後，或連續工作第七天的8小時後支取2 倍你正常的每小時工資率

**帶薪病假：**

- ☐ 你每工作30小時便賺得一個小時的有薪病假，可以用於你自己或家人的健康需要，包括預防性保健和年度體檢，以及用於特定目的，如果你是家庭暴力、性侵犯或跟蹤騷擾的受害人的話。
- ☐ 對於三藩市的工人，你的老闆可以將你的年度累積帶薪病假限於40 小時（少於10名僱員的公司）或 72 小時（擁有10名以上僱員的公司）。加州的州帶薪病假法容許老闆將帶薪病假累積限於每年48小時，使用帶薪病假限於每年 24小時。

**查看你所在城市的帶薪病假法律！許多灣區的城市都有更強力的帶薪病假法律。**



## 健康與安全：

如果你選擇佩戴口罩，你的老闆不可以對你報復。世界衛生組織建議已接種疫苗的人們於室內繼續佩戴口罩。

### 適用於工人：

#### 已接種疫苗的僱員：

- ☐ 不要求你在工作中佩戴口罩。
- ☐ 你有權於室內佩戴口罩。
- ☐ 你的僱主可能要你提供接種了疫苗的證明。

#### 未接種疫苗的僱員：

- ☐ 要求未接種疫苗的僱員於室內佩戴口罩。



### 適用於老闆：

你的老闆可以要求你接種疫苗，除非你有宗教或醫療的豁免。



#### 必須：

- ☐ 保存一份已接種疫苗僱員的保密紀錄
- ☐ 若未接種疫苗的工人要求，提供例如像N95口罩那樣的防護型口罩給他們。
- ☐ 備有一套有效的書面的新型冠狀病毒病(Covid-19)預防計劃，並以你和你的同事懂得的語言培訓你們
- ☐ 如果你於工作場所爆發期間曾暴露於新型冠狀病毒 (Covid-19)，於支薪時間給你提供新型冠狀病毒 (Covid-19) 檢測，少數例外情況除外。

## 要積極進取 – 採取步驟保護你自己

- ☐ 保存你工作時間的日曆，包括工作期間小休和用餐時間在內。保存你的薪水單和其他工作紀錄。
- ☐ 識別可能跟你有著同樣問題的工友。人多力量大！
- ☐ 寫下你僱主和商業的資料，例如商業地址，僱主姓名和地址，他用的銀行等等。

想知道更多資訊，請致電(415) 391-6986聯絡華人進步會。華人進步會職員和義工不提供法律建議。這是一般性的「了解你的權利」資訊。

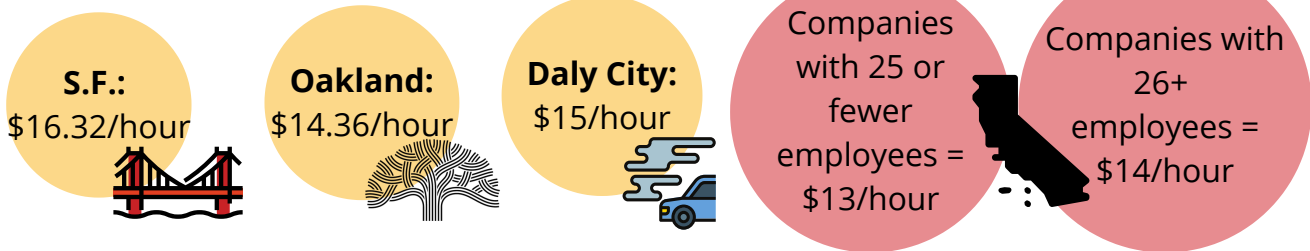
本資訊依據來自政府機構的最新 (6/15/2021)指引。

# Are you back at work? Know your rights!

*Use this checklist to know your rights! You have rights at work regardless of your immigration status, the size of your company, or whether you work part-time or are paid in cash.*

## Wages, breaks and paid sick leave

### Know Your Minimum Wage:



**Check your city's minimum wage! Many Bay Area cities have higher minimum wages.**

### For all CA Workers, you have the right to:

- ☐ Paid 10-minute rest break every 4 hours.
- ☐ Unpaid 30-minute meal break every 5 hours.
- ☐ For every day you don't receive a meal or rest break, your boss must pay you an extra hour of wages for each type of break missed.
- ☐ **Overtime:**
  - ☐ 2 times your regular hourly rate after 8 hours of work, 40 hours in one week, or the first 8 hours on the 7th consecutive day
  - ☐ 2 times your regular hourly rate after 12 hours of consecutive work, and after 8 hours on your 7th consecutive day

### Paid Sick Leave:

- ☐ You earn one hour of paid sick leave for every 30 hours worked that you can use for your or a family member's health needs, including preventative care and annual check-ups, and for specific purposes if you are a victim of domestic violence, sexual assault or stalking.
- ☐ For San Francisco workers, your boss can limit your annual accrual of paid sick leave to 40 hours (company with < 10 employees) or 72 hours (company with 10+ employees). California's state paid sick leave law allows bosses to limit the accrual of paid sick leave to 48 hours per year and the use of PSL to 24 hours per year.

**Check your city's paid sick leave laws! Many Bay Area cities have stronger paid sick leave laws.**

## Health and safety:

Your boss CANNOT retaliate against you if you choose to wear a mask. The World Health Organization advises that vaccinated people continue to wear a mask indoors.

## For Workers:

### Vaccinated employees:

- ☐ You are not required to wear a mask at work.
- ☐ You have the right to wear a mask indoors.
- ☐ Your employer may ask you to provide proof of vaccination.

### Unvaccinated employees:

- ☐ Unvaccinated employees are required to wear a mask indoors.



## For Employers:

*Your boss can require you to get a vaccine, unless you have a religious or medical exemption.*



### REQUIRED TO:

- ☐ Keep a confidential record of vaccinated employees
- ☐ Provide a respirator, such as an N95 mask, to unvaccinated workers who request it.
- ☐ Have an effective written Covid-19 Prevention Program and train you and your coworkers in the language you understand
- ☐ Offer you Covid-19 testing during paid time if you were exposed to Covid-19 during an outbreak at work, with a few exceptions.

## Be proactive - steps to protect yourself

- ☐ Keep a calendar of your work hours, including rest and meal breaks. Keep your paystubs and other work records.
- ☐ Identify coworkers who may have the same problems as you. Strength in numbers!
- ☐ Write down your employer and business information, such as business address, employer name and address, banks they use, etc.

For more information, contact Chinese Progressive Association at (415) 391-6986. CPA staff and volunteers do not provide legal advice. This is general "know your rights" information. This information is based on the latest (6/15/2021) guidelines from government agencies.