

2020 COVID-19 NEWS FOR FARMWORKERS

Working During the Coronavirus Pandemic: What You Need to Know

Coronavirus (or COVID-19) has affected the world in a lot of new ways. Farmworkers are “essential” workers, which means farmworkers will probably keep on working even if there is another shutdown. It’s important that you and other farmworkers are safe while you work to earn money for yourself and your family.

We have created this booklet to tell you about some of the new rules that are in place during the pandemic. We explain what coronavirus is, what kind of sickness it can cause, how to protect yourself while at work and at home, what your employer should be doing to protect you, what you should do if you’re sick or someone at work is sick, and what rights you have to be paid if you are sick or are ordered to stay home.

The advice in this booklet is general information and is not legal advice. It cannot replace the help of a lawyer in figuring out your personal situation. Please call us at the numbers provided at the bottom of every page of this booklet with any questions about your rights (leave a voicemail with your name and a phone number so we can call you back!). **No one should interpret any law without the aid of an attorney who is fully informed of all the facts involved.**

Sometimes laws can be tricky and complicated, and we may be able to help figure out what is best for you. Everything you tell us is confidential. If we can’t help you, we may be able to find somebody who can.

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Farmworker Law Project

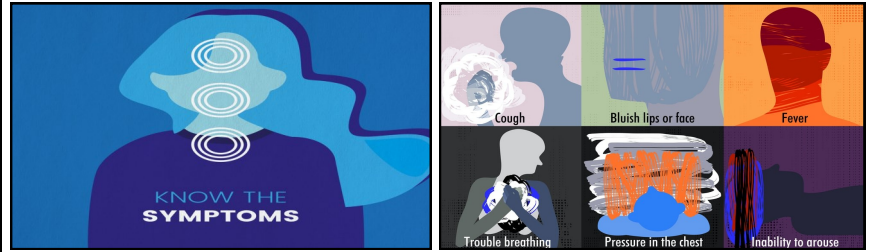
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(ask us to call you back)

If you call the office and get an answering machine, please wait for the tone and **leave your name, phone number, and where you work. Our phones do not identify your number.**

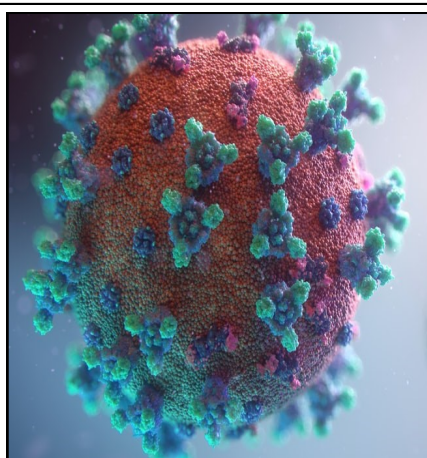


What Is Coronavirus, And Why Does It Matter?

The coronavirus is a new type of virus. When you are sick with this disease, it can seem like a cold or the flu at first, but it can become more serious.

The symptoms of coronavirus are very similar to the flu—fever, cough, body aches, chills, and tiredness—and they can get worse and cause you to not be able to breathe or your heart to race. Other symptoms may be nausea, diarrhea, a headache, a sore throat, pressure on your chest, shortness of breath, decreased appetite, or a loss of smell or taste. This illness is more severe than the flu, and the chance of dying from it is higher. People with some “pre-existing conditions”, which means conditions a person already has, are at higher risk. This includes people who are immunocompromised or with heart disease, lung disease, kidney disease, diabetes, obesity, asthma, high blood pressure, the elderly, or pregnant women, among some other conditions.

COVID-19 has been able to spread from person to person very easily. You can get coronavirus if you are within 6 feet (2 meters, or about 3 arm lengths of an adult man) of another person who has it or if you touch an object with virus on it and then touch your face or eat without washing your hands. Since many farmworkers work closely together and live together, it is important you are careful to keep yourself, your family, and your coworkers safe.



We Can Help

We have worked with farm workers on many problems over the years. Since the coronavirus outbreak, we have been working on legal issues related to coronavirus. This could include the following:

- Your rights to paid sick leave or leave to care for your family members.
- What your employer should be doing to keep you safe at work and at home.
- Your rights to a mask while working with pesticides.
- What to do when you are sick or you think a coworker is sick.

For us to be able to help you, we ask that you:

- Provide us with correct information to keep in touch with you, as well as correct information regarding your issues.
- If your phone number or address change, please let us know.
- Please remember to check your messages and return calls.

How To Avoid Getting Sick

The best thing you can do to avoid getting very sick from coronavirus is avoid getting it. You should be careful at all times: at home, at work, going to and from work, and in public. There are many things you can do to protect yourself:



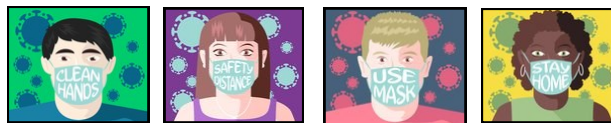
Wash your hands!

- ◆ Washing your hands many times every day can help you avoid getting sick. Some good times to wash your hands are before your shift, before lunch, after lunch, at the end of your shift, before you make dinner, before you eat dinner, after dinner, before and after you clean your tools or your home, after sneezing/coughing/blowing your nose, after using the bathroom, and after you touch any object many other people also touch (cell phones, clothing, or shared tools, supplies, and equipment).

- ◆ You should wash your hands with soap and water for 20 seconds. You can also use hand sanitizer with at least 60% alcohol if soap and water are not available and your hands are not very dirty. The bottle will tell you how much alcohol there is. Hand sanitizer will not work if your hands are very dirty from the field or from soil.

- ◆ Do not eat unless you have washed your hands.

- ◆ Make sure to cough and sneeze into a tissue or your elbow. Throw out the tissue you use immediately (then wash your hands).



Don't touch your face!

Try not to touch your mouth, nose, eyes, or hair unless you have washed your hands. It can be hard to teach yourself not to do this, because we all touch our faces all the time. But it is important! Even your clothes can have germs on them.

Stay away from others!

- ◆ Try to stay six feet (about 2 meters, or 3 arm lengths) away from your coworkers, bosses, and the public at all times. Avoid shaking hands, hugging, fist bumps, elbow bumps, or other close contact.

- ◆ Limit your interactions with other people outside of work, and do not travel unless it is necessary, for instance to get groceries, go to the pharmacy, or get medication. Stay away from large crowds and parties. Do not share food or drinks. Wash your hands or use hand sanitizer frequently, especially when you get home. Do not touch your face in public.

Wear a mask!

- ◆ In New York, you must wear a mask when you are in public or at work and you are unable to keep 6 feet away from other people. You will probably not be allowed into most stores without a mask. When you talk, sing, sneeze, or cough, little droplets come out of your mouth and can infect people around you—masks help prevent that. If you have a job where you need to interact with the public or other workers, your employers should be giving you masks for free. For your safety, you should also wear a mask while at work. **Do not share masks with other workers.** You should wash your mask and machine dry it every day, or wear a new one each day.

Fresh air is good air!

- ◆ At work and at home, open windows and doors to get fresh air inside, or use air conditioning. This is especially important for showers, bathrooms, bedrooms, and breakrooms.

Clean your things!

- ◆ You should frequently clean and disinfect anything you bring with you to work, including cell phones and keys. You can do this with hand sanitizer that has at least 60% alcohol, or with certain wipes that have bleach, at least 60% alcohol, or some other ingredients. Many Clorox and Lysol products will kill coronavirus. You can find a complete list here: <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2-covid-19>. Please note that to “clean” something means to wash off all the dirt, to “sanitize” something means to reduce the amount of virus, and to “disinfect” something means to kill any virus on the object. You need to clean an object so it has no dirt or dust on it before you disinfect it. Make sure you leave the disinfectant on for as long as the instructions say.



- ◆ Do not share tools and equipment with other people unless they have been cleaned and disinfected first. Your employer should be providing you with cleaning equipment, masks, and gloves to do this. Try to make sure vehicles, tools, and equipment are cleaned and disinfected between uses.

- ◆ Remember that gloves can have the virus on them. If you wear gloves, you still need to be careful not to touch your face. Wash your hands with soap and water for 20 seconds after you take off your gloves, and wash them in the laundry or throw them away, depending on the type of glove.

Do Your Part!

Help your coworkers regularly clean and disinfect items at work and at home. Your employer should be providing you with cleaning supplies. Items you should pay attention to are:

In the kitchen:

- ◆ Kitchen counters
- ◆ Utensils, pots, pans, ladles, cooking spoons, and spatulas (wash with gloves, hot water, and dish soap, or in a dishwasher)
- ◆ Buttons and switches on microwaves, ovens, stoves, toasters, and coffeemakers

In the bedroom:

- ◆ Bunk beds
- ◆ Light switches
- ◆ Linens



Laundry:

- ◆ Clothing hampers (wash your clothes, sheets, and towels as often as possible)
- ◆ Dirty clothing
- ◆ Buttons on washers and dryers

In the bathroom:

- ◆ Faucets
- ◆ Shower faucets and floors
- ◆ Toilet seats and handles for flushing

In common areas:

- ◆ Vending machine buttons and other buttons
- ◆ Tables and chairs used for breaks
- ◆ Microwaves or refrigerators used by everyone
- ◆ Garbage cans

At work:

- ◆ Chairs, benches, and tables
- ◆ Shared tools, equipment (especially buttons and handles), and work surfaces
- ◆ Water jug handles, spigots, and hoses
- ◆ Cart handles, conveyors, tank handles, feeders, storage containers, trash containers, levers, and uniforms

In vehicles:

- ◆ Steering wheels, door handles

Everywhere:

- ◆ Doorknobs, door handles, push plates on swinging doors, railings
- ◆ Floors
- ◆ Light switches and lamp switches
- ◆ Heat and AC units

Small things:

- ◆ Cell phones, chargers, and keys
- ◆ Radios and other electronics
- ◆ Debit cards, credit cards, or IDs
- ◆ Remote controls, keyboards

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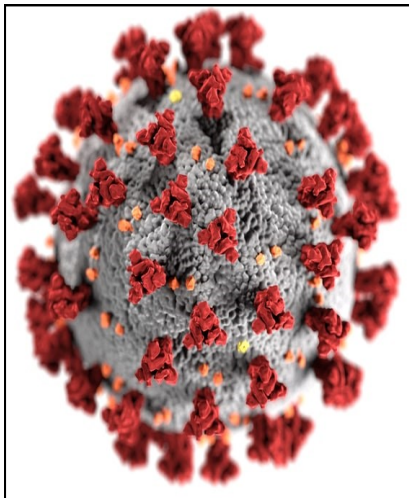
- ◆ Toll-Free: 1-800-804-8575

What To Do If You Are Exposed Or Get Sick With Coronavirus

How Will I Know If I'm Exposed?

- ◆ New York has started a program called “contact tracing”, which means every time somebody tests positive for coronavirus, the government will track down and warn the people that person has been in contact with.
- ◆ If you are exposed at work, your employer or the local health department should tell you if you have been exposed.
- ◆ If a coworker appears sick and has symptoms of coronavirus, you should stay away and report it to your employer. **Your employer cannot punish that person for being sick, so you will not get your coworker or friend in trouble.**
- ◆ If a coworker is sick, anything the coworker touched should be cleaned and disinfected. This includes the work area, his/her tools and equipment, vehicles, common areas such as breakrooms, and housing. Nobody should be allowed to touch these things until this happens. The sick worker should be put in housing by himself or herself. **You should insist on these things.**

If you get a call from “NYS Contact Tracing” or 518-387-9993, make sure to pick up the phone. It is important for your safety. Contact tracers will never ask you for your social security number or financial information. The call is private and confidential, like a medical record.



Did You Know?

Testing is **FREE** in New York, regardless of your immigration status, at New York State testing sites. Private sites or those run by local governments or non-profits may have a charge. You can see what is available in your area at <https://coronavirus.health.ny.gov/find-test-site-near-you>.

What Do I Do If I'm Sick?

- ◆ If you have a fever, cough, shortness of breath, sore throat, fatigue, muscle aches and pains, chills, or a loss of taste or smell, you might be sick with coronavirus. Most people do not get very sick and get better at home.
- ◆ If you get sick, or feel like you are getting sick, stop working immediately. Do **NOT** continue working, as this could make your condition worse and you could spread the virus to other people. You **CANNOT** be fired and may be eligible for sick pay.
- ◆ Tell the boss that you are sick, and that you need to call a doctor. He or she should make sure you are able to speak to a doctor, and should also call the local health department for advice on what to do next. You can call the nearest medical clinic, hospital, or migrant health provider and tell them your symptoms. You can also call your local health department (be sure to know which county you are in): https://www.health.ny.gov/contact/contact_information/.
- ◆ You can call New York's coronavirus hotline at **1-888-364-3065** to make an appointment to get tested, have your doctor order a test, or you can complete a screening at <https://covid19screening.health.ny.gov/>.
- ◆ You should insist on housing separate from other people, so that nobody else gets sick. Your employer should work with the local health department to make sure this happens. You could be in this separate housing for up to 14 days or until a doctor or the local health department says you can go back to work. During this time, you must be provided with food, water, medicine, and laundry. You must be allowed to call or video chat with a doctor. Your employer **CANNOT** fire you for being sick and asking not to work.
- ◆ Keep track of your symptoms. Unless it is an emergency, do not go to see a doctor without first calling to tell them what's wrong. Tell them you think you have coronavirus. If you have an emergency warning sign (like trouble breathing), get medical attention right away. Call **911** if necessary, and make sure to warn them you may have coronavirus.



Reminder

Call 911 in an emergency, and warn them you may have coronavirus.

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Who Needs To Be Quarantined?



Many of you may be scared that if you tell someone you are sick, you will not be allowed to work and will not get paid. It is important that if you are sick, you rest, get better, and do not make your other coworkers sick. **There are a few ways to keep getting paid if you get sick**, which we will explain in a few pages. First, we wanted to explain who needs to be isolated and why if there is exposure on the farm.

If you have just arrived at the farm for the season from your home country, or if you have been exposed to someone who is sick but do NOT have symptoms yourself (and you have not tested positive):

- ◆ You can still work, but you must remain isolated and quarantined in separate housing for 14 days when you are not at work. This is because farmworkers are considered “essential workers”, and the job you do is important. You may be quarantined by yourself at home, or maybe in a trailer, RV, or motel/hotel room. If your employer provides you with housing, he/she must make sure you are given housing separate from other workers.
- ◆ Your employer and the local health department should provide you with access to healthcare, food, water, medication, and laundry if you are quarantined. You will have your temperature checked when you get to work and every 12 hours after that, and you will be monitored for symptoms. You must monitor yourself and take your temperature two times per day when you are not at work.
- ◆ If you are in this group, you **MUST** wear a face covering at work, and you **MUST** stop work and tell your boss if you feel **ANY** symptoms.

If you have tested positive or you are sick with coronavirus symptoms:

- ◆ You cannot work and you need to be isolated for at least 10 days. You should tell your supervisor immediately. If you get symptoms while at work, you should immediately stop work.

You should:

- ◆ Remain in your room with the door closed (including in your own home, to keep your family safe);
- ◆ Use your own bathroom;
- ◆ Be monitored by the local health department; and
- ◆ Be given essential healthcare, food, water, medication, and laundry

If your employer provides you with housing, he/she should be setting up separate rooms for workers who may be sick.

This means:

- ◆ Separate sleeping areas, with the ability to close the door
- ◆ Separate bathroom facilities
- ◆ Access to a sink with soap, water, and paper towels
- ◆ Restricted use of shared spaces
- ◆ Cleaning supplies
- ◆ Food and water delivery
- ◆ Laundry access
- ◆ Face coverings for sick workers (and protective equipment for any worker who has to engage with a sick worker)
- ◆ Garbage bagged and left outside the door of the isolation areas
- ◆ A system for temperature and symptom monitoring
- ◆ Working with the local health department to make sure housing is appropriate
- ◆ Access to healthcare or telemedicine, including transportation if necessary



When Can I Go Back To Work?

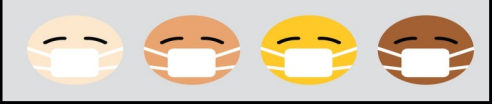
- ◆ If you have tested positive or are sick, you can go back to work if it has been 10 days since your symptoms appeared, **AND** you have not had a fever for 72 hours (without the help of medication), **AND** your respiratory symptoms (cough, trouble breathing) improve.
- ◆ Your doctor or the local health department should tell you when you can return. You may need to stay in your housing after work for a period of time, depending on what the local health department tells you. You should be provided with food, water, medication, laundry, and healthcare.
- ◆ You will likely also have your temperature and symptoms monitored when you get to work and every 12 hours thereafter while at work, and you will have to self-monitor your temperature and symptoms twice per day when at home. You will need to wear a mask when you are around anyone else.



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I am scared to report I'm sick...



...because I do not have health insurance.

- ◆ If you are a U.S. citizen, you can get health insurance on the federal or New York marketplace during an open enrollment period or for certain reasons. Call the **federal marketplace at 1-800-318-2596** or **New York at 1-855-355-5777** for help. Help is available in Spanish. You can also call us, and we can connect you to someone who can sign you up.
- ◆ If you are a green card holder (a lawful permanent resident), or if you are here as a refugee, asylee, victim of trafficking, victim of abuse, or if you meet certain other conditions or are here on certain other visas, you may qualify for health insurance, but there are some things to consider. Call us for more information.
- ◆ If you are an H-2A or H-2B worker, you can get health insurance within 60 days of entering the country. Call the **federal marketplace at 1-800-318-2596** or **New York at 1-855-355-5777** for help. Help is available in Spanish. You can also call us, and we can connect you to a person who can help sign you up.
- ◆ Regardless of your immigration status, you may be eligible for **Emergency Medicaid** if you are very sick, including with coronavirus. You can call **1-855-355-5777** to sign up in advance (for one year of coverage), or you can sign up at the hospital within three months of the emergency treatment.

Did You Know?

All hospitals in New York **MUST** treat you in an emergency.

...because I do not want to lose days working.

- ◆ If you are sick and are trying to figure out if you have coronavirus, or if you have been ordered by the government to self-quarantine, or a doctor has advised you to self-quarantine, you may be able to receive your full-time salary for up to 80 hours (ten 8-hour days) under federal law or for up to 14 days under New York law (or for the usual number of hours you work if you are part-time). You may even be able to be paid a sizable portion of your salary over two weeks if you must take care of your child because the child's school or caretaker is not available, or if you are caring for someone who has been ordered or advised to quarantine, or for substantially similar reasons.
- ◆ The number of hours or days you are paid for, your rate of pay, and which law you are covered by depends on whether you work full-time, how many employees there are at your work, and the reason you need to take leave. If you need to be off from work for longer than two weeks because you or a close family member is sick or needs to be cared for, or you need to take care of your child whose school or caretaker is not available, you may still be eligible to get some of your salary, but the requirements are stricter and you have to have worked for your employer for a certain amount of time.
- ◆ These laws are complicated. Your employer should be posting notices to tell you about your rights under the law. **CALL US** to ask about your situation and to see if you qualify.

Did You Know?

You qualify for paid sick leave regardless of your immigration status.

...because I am worried I will be fired or punished.

- ◆ Your employer **CANNOT** fire you, demote you, fire your family or friends, or in any way punish you for being sick with coronavirus, for taking sick leave, for asking for sick leave, for filing a complaint that you were not given sick leave, for saying you are concerned about safety at work, for filing a complaint about safety at work, or for being worried about coronavirus.
- ◆ Your employer must give you your job back, or a similar job, when you have finished your leave. Your employer cannot make you find someone to cover your shift. In most cases, your employer should not be making you take earned time off before the specific coronavirus leave you are entitled to. If you feel you are being punished, **CALL US**.



What if my employer doesn't give me leave?

If you are not paid for the time you are on emergency sick leave, you are entitled to be reimbursed up to a certain amount. **CALL US** to talk about what happened.

What else can I do?

Even if you do not qualify for other programs, you may be entitled to Workers' Compensation if you got coronavirus while working. All farmworkers are covered by Workers' Compensation laws in New York.

Reminder

Remember to tell your employer as soon as you need to take leave, preferably in writing, so that you have a record.

Reminder

Your employer can **never** punish you or fire you for exercising your rights.

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Special Tax Rules During Coronavirus

- ◆ Due to coronavirus, federal and New York taxes are now due July 15, 2020. If you had your taxes withheld on your paycheck throughout the 2019 season, you could get a refund. You can still file for a refund after July 15, 2020. H-2A workers do not have to pay FICA taxes and should not have FICA taxes (often labeled FICA, Social Security, Medicare, or OASDI) withheld from their paychecks.
- ◆ If you filed your 2018 or 2019 U.S. taxes as a U.S. citizen, permanent resident, or resident alien (which includes many H-2A and H-2B workers), then you may be entitled to an Economic Impact Payment of \$1,200 from the IRS, or \$2,400 for some married couples (you do not qualify if you filed jointly with a spouse who has an ITIN). If you have a U.S. bank account that you used for your 2019 return (or, if you haven't filed your 2019 return, one you used for your 2018 return), the money should appear there. Otherwise, the money may be mailed to the address used on your most recent return in the form of a check or a prepaid debit card.
- ◆ Go here <https://sa.www4.irs.gov/irfof-wmsp/login> to see where your payment is. You will need your social security number, your date of birth, and the address used on your tax returns (just the street number, the street, and the zip code, unless you live in a country without zip codes).
- ◆ Go here <https://www.irs.gov/refunds> to see where your 2019 refund is, or you can download the IRS2Go mobile app. You will need to know the amount of your refund, your filing status (for example, single, married filing jointly, married filing separately), and your social security number (or ITIN number).
- ◆ You can also call us with any questions.



Reminder

Coronavirus is a serious disease. Your employer should be taking your health seriously. Follow all public health precautions to keep yourself, your family, and your coworkers safe.

What Must My Employer Be Doing To Keep Me Safe?

- ◆ Your employer should be taking coronavirus seriously. Farmworkers often live and work together, and outbreaks are a real risk. Some farms have already had many workers get sick. Different government agencies have released guidelines for farms to help keep workers safe. Your employer should be following these guidelines generally, but your employer is not obligated to follow every suggestion exactly.
- ◆ However, your employer must be taking coronavirus into consideration in providing you with a safe place to work. No matter what, you are entitled to a safe workplace, and a safe home if your employer is providing your housing.
- ◆ The information in the following pages includes some of the steps that New York and the federal government have suggested could keep farmworkers safe. **CALL US** if you feel you are not safe at work, or if your employer does not seem to be listening to safety recommendations. We can talk to you about your options. Everything we talk about is confidential, and we will never do anything without your permission first.

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What Else Should My Employer Be Doing?

At Work

- ◆ Your employer should try to make sure everyone stays 6 feet apart no matter where they are working. If that is not possible, he or she should encourage everyone to wear face masks and should provide you with those masks. He or she should provide you with a replacement mask if your mask gets wet or dirty. Your employer should **NOT** be requiring you to work around large crowds of people. Your employer should not make you interact with the public unless you are 6 feet apart or more, and **both you and any customers should be wearing masks.**
- ◆ Your employer should be setting up handwashing stations with soap, water, and single-use paper towels that are easy to get to, including in all common areas at work and in housing areas.
- ◆ Your employer should put you into small groups that live and work together, so that you are exposed to fewer people. He or she should make it so that work shifts/meal times/break times are at different times with smaller groups of people, and should make sure workers alternate rows in the field (workers staggered over and within rows). Harvesting buckets should be at a central point rather than be passed from worker to worker. Product lines should be changed so that inspection or sorting can occur with fewer workers.
- ◆ There should be enough time to clock out of shifts so that workers can keep apart. If possible, employers should use touchless clocking in/out systems.
- ◆ Your employer **should have a plan.** Somebody who can communicate with you in a language you understand should be designated as the coronavirus point person, and everyone who works on the farm should know how to contact this person. This person should handle matters confidentially, as appropriate. You should be told how and where you can get tested for coronavirus.
- ◆ Your employer should be coordinating with the local health department to screen workers for coronavirus and to isolate and quarantine exposed and sick workers, including creating separate housing for sick workers. Screenings should be conducted when workers enter the worksite (or enter shared transportation), and every 12 hours thereafter. Screening should involve asking if workers have COVID-19 symptoms, or if they have had exposure to anyone who has tested positive or had symptoms of COVID-19. Workers' temperatures should be checked, with a temperature above 100.0 degrees Fahrenheit being a possible sign of coronavirus.

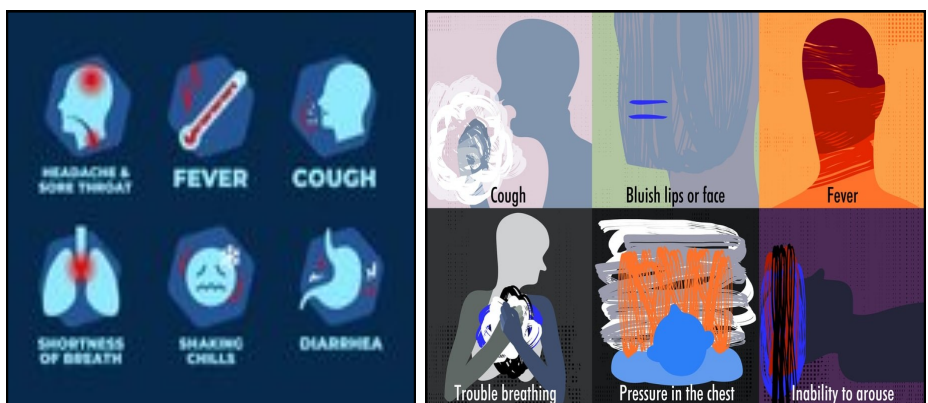
Did You Know?

You have the right to a safe workplace regardless of your immigration status.



Your employer should also be...

- ◆ ...posting notices that are easy to see about social distancing (6 feet rule), handwashing, and respiratory health.
- ◆ ...giving you a training on symptoms of coronavirus, how it spreads, the risks at work, and the farm's coronavirus plan. He or she should let you know who to tell if you or someone you know is sick and also where to find handwashing stations (with soap, water, and single-use towels), hand sanitizer stations, and cleaning supplies (these should be provided to you by your employer). He or she should also teach you how to properly put on and take off masks and gloves so that you don't get sick. Meetings and trainings should be held in small groups so workers can stay 6 feet apart.
- ◆ ...providing you with a gown, face shield, mask, and gloves if you are picked to monitor workers for symptoms, or should be putting a barrier between you and the other workers. This equipment should be cleaned or thrown away in accordance with the directions for the product, and you should be trained on when this should be and how to do it. You should be trained on how to safely monitor for symptoms and take temperatures. You should always wash your hands or use hand sanitizer after taking off protective equipment.
- ◆ ...not forcing you to share tools unless they have been cleaned and disinfected first (at least daily).
- ◆ ...regularly arranging for tools, equipment, and workplace rooms to be cleaned and disinfected. If you are part of the team that cleans and disinfects, your employer must provide you with equipment that protects you (a mask, gloves, maybe a face shield), and you must be paid for time you spend cleaning the workplace.
- ◆ ...encouraging everyone to report immediately if they are feeling feverish or ill or have symptoms of coronavirus.



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What Else Should My Employer Be Doing?



Traveling to Work

- ◆ If you ride in a bus or a van to and from work, you and everyone else should be wearing a mask. This is also true if you share a vehicle to buy groceries, go to the pharmacy, go to the bank, buy supplies for the farm, etc.
- ◆ If possible, the bus/van should make more trips and carry fewer people so that there is more space between people. As much space as possible should be between each person.
- ◆ You should ride with the same coworkers you live with and work with to minimize exposure to others outside of your small group.
- ◆ Try to wash your hands or use hand sanitizer before and after the trip (especially after touching door handles).
- ◆ Cough or sneeze into your elbow or a tissue, and try not to talk a lot. Throw out used tissues!
- ◆ Vehicles should be cleaned and disinfected before and after each trip, or at least daily.

Pesticides

- ◆ Around the United States, there has been a shortage of special masks that protect you from breathing in harmful chemicals, such as those found in pesticides. These are called N95 masks. It is very dangerous to breathe in the chemicals found in pesticides. The government has very strict rules about the kinds of masks that can be substituted for N95 masks during the pandemic.
- ◆ Your employer should **NEVER** make you wear a cloth mask to work with pesticides or certain other chemicals. This is a very serious rule. If you are in a job where you are working with pesticides or have to wear a special mask, and you feel you are not being protected, please **CALL US**.

Reminder

- ◆ If you live in housing provided by your employer, he/she should provide a dedicated and separate space for sleeping quarters, kitchens, and restrooms for farmworkers with confirmed or suspected coronavirus so that they can recuperate without infecting others.
- ◆ Your employer should be encouraging you to social distance at all times (**6 feet!**), including while hanging out, cooking, and sleeping.

At Home

- ◆ Your employer should be working with the local health department to make sure housing is safe. Your employer may consider checking symptoms or taking temperatures every day, but this should not be done in a large crowd. Your employer should make sure housing is arranged so that social distancing can be followed, and that there is a plan for keeping it cleaned and disinfected regularly.
- ◆ You should be living with the same small group you work with and travel to work with.
- ◆ Many of you may sleep with a lot of people in one room. Your employer should be trying to figure out ways that you can sleep far apart from others. This may mean putting fewer people into one room. People in the same room should sleep head-to-toe, with at least 6 feet between all parts of each bed. Employers should consider putting plastic screens between beds and should consider not using bunk beds, which make it more crowded.
- ◆ Your employer should consider installing plastic screens or another barrier between bathroom sinks, toilets, and showers. Furniture should be spaced out or removed. Shared areas should have a schedule so that not too many people are in them at the same time.
- ◆ Your employer should help you with enhanced cleaning plans that deal with how frequently things are cleaned, what is cleaned, and the staggered use of certain rooms or facilities. There should be a point person for this. Bedrooms, kitchens, bathrooms, and common areas should be cleaned frequently and thoroughly. Your employer should give you disposable gloves, soap, and cleaning supplies to keep your housing clean.
- ◆ Your employer should be providing you with disposable gloves, soap for handwashing, dish soap, and cleaners/disinfectants. He or she should provide you with a place where reusable equipment can be stored, like work gloves, coveralls, safety glasses, and boots.
- ◆ There should be good ventilation and air flow: this means AC or open windows and doors. AC units and filters should be cleaned and changed according to the instructions. If there are no AC units, air filtration systems should be installed. There should be good ventilation everywhere, like in bedrooms, kitchens, bathrooms, laundry rooms, and common areas.
- ◆ Remember that you should **NOT** share dishes, glasses, cups, or utensils. Dishes should be washed with gloves, dish soap, and hot water, or in a dishwasher.
- ◆ Your employer should give you access to laundry machines, ensure that few people are using the laundry at any time, and tell everyone not to shake laundry.
- ◆ Your employer should be encouraging you to wear cloth masks at home in shared spaces (except for very young children under age 2 and some others with certain health restrictions).

Did You Know?

Everybody is entitled to a safe home.

Farmworker Law Project

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