

# **BACK TO WORK DURING COVID-19**

## **What rights do I have as my place of work re-opens?**

All employees have the right to a safe workplace.

Your place of work must follow the Department of Health's (DOH) safety guidelines to minimize the risks of COVID-19. For example, your place of work must:

- Give free masks to employees
- Screen for illnesses
- Provide water, soap, sanitizer, and clear rules for cleaning
- Click here to see a full list of these guidelines and call COVID info line (401-222-8022) for more information

If you see that a required guideline is not in place, you can call the Department of Business Administration at 889-5550 to file your complaint. All calls are confidential.

## **What if I have disability/health condition that puts me in a high-risk group for COVID-19?**

If you have a disability/health condition, you have the right to ask your employer for a workplace accommodation.

- An accommodation is an adjustment in your workplace that will allow you to more safely perform your job duties.
- This can include working from home or moving to an area of the workplace with limited exposure to others.

## **What are my options if I cannot return to work?**

If your place of work re-opens, but you are unable to go to work because you are:

- Sick
- Quarantined
- Have a health condition that puts you at high risk for COVID-19
- Taking care of an ill loved one
- Taking care of child whose childcare/school is closed

You may be able to receive Unemployment Insurance or Paid Leave benefits instead of returning to work. Both Unemployment Insurance and Paid Leave will provide you with some pay. In addition, employers cannot fire you for taking either Unemployment Insurance or Paid Leave benefits.

## **Where can I find help with safety rights, workplace accommodations, Unemployment Insurance, and Paid Leave Benefits?**

RI Legal Services and the Center for Justice can help you.

- Contact [RI Legal Services](#) at: 401-274-2652; Contact the [Center for Justice](#) at: 401-491-1101