



## WHAT ARE MY RIGHTS AS AN IMMIGRANT WORKER DURING THE CORONA VIRUS PANDEMIC?

Benefits	<b><u>WHAT IS YOUR RIGHT?</u></b>	<b><u>WHEN DOES IT APPLY?</u></b>	<b><u>WHEN DOES YOUR IMMIGRATION STATUS MATTER?</u></b>
<b><u>PAID SICK DAYS</u></b>	Workers accumulate 5 days of illness each year. Worker accumulates 1 hour paid sick leave for every 30 hours worked.	To take care of yourself or a family member or loved one who has symptoms of coronavirus or is ill with any illness; if your workplace is ordered closed, if your child's school is closed, if a public health officer says you should be quarantined at home. You do not need to present proof to your employer for the first 3 days.	No - everyone qualifies. It does not matter your immigration status.
<b><u>TEMPORARY DISABILITY</u></b>	Workers can receive up to six weeks of benefits (up to 2/3 of their weekly salary).	If you are unable to work due to a non-work related injury or illness (such as the Corona virus). You must have worked for a covered New Jersey employer for at least 2 weeks before developing the illness or disability.	Yes- requires social security number
<b><u>FAMILY LEAVE INSURANCE</u></b>	Up to 12 weeks of paid leave (85% of your salary) to care for a relative if you work in a company with 30 or more employees.	To care for a family member (child, spouse, domestic partner, or parent or loved one) with a serious illness, such as the Corona virus). A health care provider must certify that the disease exists.	Yes- requires social security number
<b><u>UNEMPLOYMENT INSURANCE</u></b>	A person who involuntarily loses his job can apply for up to 26 weeks of salary for a year. The maximum benefit per week is \$ 677/ week.	If your workplace closes, if you lose your job involuntarily, or your job has less hours available because business slows down due to the pandemic, you can apply for unemployment benefits.	Yes- requires social security number and work permit.
<b><u>VACATION DAYS</u></b>	There is no right under the law, but employers can give you days on your contract or voluntarily.	Depends on your employer's policy, which can be changed at any time.	No - everyone qualifies. It does not matter your immigration status.

**Questions? Doubts? Call Make the Road NJ: 908-368-1196 and leave a message. We will call you back as soon as possible.**

**If you think you feel sick – call the State of NJ's dedicated Coronavirus2019 Hotline: 1-800-222-1222 / 1-800-962-1253**