## STUDY GUIDE CONTENTS

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Watch • Read • Learn

www.nyc.gov/WeSpeakNYC
Rolando’s Rights

He knows his rights.

Do you know yours?
Rolando Returns for His Money

Rolando goes back to his old job. They owe him money.

The company didn’t pay him for his last two weeks of work.

José, I didn’t get paid for my last two weeks on the job.

You were sick. You lost your job. You lost your pay.

I told you on the phone. I want to help, but there’s nothing I can do.

I’m talking about before I was sick. I need that money. I worked for it!

The company refuses to pay Rolando.

The owner said he doesn’t owe you anything.
What Happened?

Rolando gets back to his new job. He is late. The supervisor, Marco, is not happy.

Whoa! Why are you so late?

I had some business I had to take care of.

You have to take care of it on your own time. You have to be here on time.

Rolando’s coworker, Janus, asks him what’s going on. Another coworker hears them talking.

What’s going on?

Have you ever been ripped off on a job?

That's no good.

Should I tell them my story?

The construction company I used to work for didn’t pay me for two weeks of work.

They can’t do that!

Well... they did! I went back there to ask for my money, but they didn’t give it to me.

Let’s get back to work. I just got this job. I don’t want to lose it.

some business to take care of = something important to do
ripped off = someone took your money
The Lion Roars

Rolando tells his wife, Silvia, that his old company is not going to pay him.

They said no.

There must be something you can do.

Rolando has a part-time evening job a few days a week. Before he leaves, he speaks with his son, Lionel.

What do you have there?

Nothing...

It looks like a big cat. It’s a lion. Is that right?

That’s right, a lion... king of the animals!

Can you show me how to roar like a lion?

Roar! Roar!

Rolando tells Silvia he will find a solution. He will get the money his old company owes him.

Wow! There are two lions in my house!

We’re going to figure this out...
At the Parking Garage

Rolando’s part-time job is at a parking garage. He has a daydream in a customer’s car.

In Rolando’s daydream, he gets a big check.

There’s a knock on the car window. It brings Rolando back to reality. It was only a daydream...

daydream = dreaming with your eyes open
back to reality = return to the real world
Taking Action

Back at the construction job... Rolando and Janus see a sign about calling 311.

To anonymously report unsafe conditions at this worksite, call 311.

What if you want to report that your company didn’t pay you? Can you call 311 anonymously?

Good question.

Yesterday, you asked me if I ever got ripped off on a job... The company that we are working for right now ripped me off.

Another worker, Cecilia, has a story too.
She didn’t get “paid sick leave” from their company.

Me too!

I was sick. I asked for sick leave, but the company didn’t give it to me.

Sick leave... What’s that?

In New York City, if you are sick, you don’t have to go to work, but you still get paid. It’s called “paid sick leave.”

They decide to call 311 to get help.

But what if your company doesn’t give you paid sick leave?

Let’s call 311.

You guys try it. Let me know what you find out. I have to go pick up my son at school.

anonymously = not giving your name
Let Me Hear Your Voices!
Rolando picks up Lionel at school. The class is practicing a play.

I’m king of the animals. Roar!

Lionel, the lion, encourages all the animals to speak up.

Excuse me, Mr. Lion, can you please be a little quieter?

That’s how I speak. Loud!

The teacher welcomes Rolando.

They’re practicing their lines. Lionel is one of our stars.

My dad’s here! I taught him how to roar too.

I forgot my words.

Your line is, “I have a voice too.”

Lionel, the lion, encourages all the animals to speak up.

I have a voice too!

Let me hear your voices!

Me too!
Learning about DCA (Department of Consumer Affairs)

311 said we can get help from DCA. They have a special office for worker rights.

We called 311 too. They told me we can file a complaint online, or do it on the phone.

They said we can go to the DCA office too, and we don’t need an appointment.

Maybe going there is a good idea. We can speak to somebody face-to-face.

Next Wednesday, the construction site will be closed for inspection.

Let’s go then.

Meeting at the DCA Office
They go to DCA. They learn about their rights.

In New York City, workers in companies with five or more employees have the right to paid sick leave.

You can start using your sick leave after four months.

Our company didn’t give us paid sick leave.

We don’t have a union contract. Are we protected? We don’t want to lose our jobs.

We’ll help you get it. The company owes you that money.

The company is not allowed to fire you for getting help from DCA. It is against the law.

And if someone in your family is sick, you can use your sick leave. You can stay at home and take care of them and still get paid.

file a complaint = make an official report about a problem to get a solution
The workers learn about other rights too.

I have another problem. My old company ripped me off. They didn’t pay me for the last two weeks I worked.

That is called “wage theft.” The company is required by law to pay you for every hour that you work.

I have another question. My wife wears a hijab. She is starting a new job. Is that a problem?

No, it is not. Workers have the right to wear their religious clothing.

She gives them a list of worker rights. But what’s the next step?

The Workers’ Bill of Rights. This is good. This is what I need.

The Workers’ Bill of Rights.

Do you want to file a complaint? We’ll contact the company to get your money.

We should file a complaint!

Hmm… Maybe Cecilia’s right…

Hmm… I need to think about this…

DCA is ready to help.

If you want to think it over and decide, that’s fine. When you are ready, we are here to help.
On the job, the workers share the news about paid sick leave with other coworkers.

You sound sick. You should be at home resting. It’s your right.

I can’t afford it.

With paid sick leave, you can stay home and still get paid.

Paid sick leave is for home health aides too.

Also nannies, housecleaners... all domestic workers. The rules are a little different. Let’s see what this says.

You mean if someone in my family is sick, paid sick leave covers that too?

Tell him, Cecilia...

That’s right.

Here... Read this!

Thanks!

It’s called “Paid Sick Leave.”

It’s our right!
Let’s Practice It

Rolando and Janus practice talking about wage theft.

It’s like a play. Rolando practices his lines with Janus.

Their supervisor appears and overhears them.

So what did you decide?

I’m going to show the documents we got from DCA to my old foreman.

…You be the boss, and I’ll play myself, Rolando.

What are you going to say to him?

Let’s practice it.

Okay.

What do you want, Rolando?

I’m a very busy man.

You were sick. I needed a worker.

I had the flu. You can’t fire me for that.

It’s my money. I worked for it. You can’t take it.

I have the right to paid sick leave. And I have the right to all of the money that I earned before I was sick too.

Rolando… Marco is here.
Rolando Knows His Rights
Rolando returns to his old job. He shows the foreman the Workers’ Bill of Rights.

José... I have the right to receive all of the money that I worked for.

I’ll talk to the boss. I can’t guarantee anything... I’ll give you a call.

Everyone Knows Their Rights
The workers tell the supervisor that they know about paid sick leave.

Marco... We want to tell you that we know about paid sick leave.

That’s right. We just want to take care of ourselves.

The owner of this company doesn’t care.

And our families too.

Maybe he would care if he knows that we can file complaints with DCA.

Then he would have to pay us. Plus fines... penalties.

That’s right, Marco. We know our rights!

These workers know their rights!

And we know that he is not allowed to fire us. We are protected by the law.
They File Complaints
A couple of weeks later, the workers decide to file complaints with DCA.

I haven’t heard anything from my old company. I filed a complaint already!

Lionel Can’t Roar
Lionel is sick. He can’t go to school.

I can’t roar...
Don’t worry, Lionel. You’ll get your voice back.

Silvia will stay home to take care of Lionel. She won’t lose her pay.

I’m going to stay home with Lionel. I spoke with my company and they said it’s fine. I have worked there long enough. It’s my right.

Next time, it will be my turn… After I’ve been with the company longer and we win our fight.
Victory!
Marco makes an important announcement.

You were right. Everyone who works here 120 days or more gets paid sick leave.

I have this information about paid sick leave. I’m going to post it next to my office.

It’s good for you and for your families.

And it’s good for the company to have healthy workers!

Yeah… It’s our right!

We deserve it!

We build this city!

Rolando roars…

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I have this information about paid sick leave. I’m going to post it next to my office.

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We deserve it!

We build this city!

Rolando roars…

We build this city!
Who We Are

Complete the sentences. Follow the example.

Marco • Silvia • José • Rolando
Lionel • DCA representative • Cecilia and Janus

1. I’m ____________. I am married and have one son. I don’t see my family as much as I want because I have two jobs. I have the right to be paid for every hour that I work and to get paid sick leave. I speak up for my rights.

2. My name is ______________. I am married to Rolando. I am a home health aide. My husband and I work hard as parents and employees. We are building a life in New York City. I encourage Rolando and my son to speak up.

3. I am ______________. My name means “lion.” I am Rolando’s and Silvia’s son. I roar like a lion in my school play. I teach my father to roar like a lion too.

4. We are ______________. We work with Rolando. Our company did not give us paid sick leave. It is important for us to speak up for our rights as workers.

5. My name is ______________. I am the foreman at a construction job where Rolando used to work. Rolando shows me the Workers’ Bill of Rights.

6. My name is ______________. I am Rolando’s supervisor at the construction job where he works now. Rolando and his coworkers tell me about paid sick leave. It’s good for them and the company too.

7. I am a ______________. DCA is the Department of Consumer Affairs. It has an office for worker rights. I help workers win their rights.
What Happens?

Complete the sentences. Follow the examples.

**give • read • tells • decide • owes • help**

1. Rolando goes back to his old job to get the money they owe him. His old foreman, José, says he cannot ______________ help __________ Rolando.

2. That afternoon, Rolando ________________ his coworker, Janus, that his old company will not pay him.

3. The next day, Rolando and Janus ________________ a sign about calling 311 to report unsafe work conditions.

4. Janus tells Rolando that the company they work for ________________ him money too.

5. Cecilia, a coworker of Rolando’s and Janus’s, tells them that the company did not ________________ her paid sick leave.

6. Rolando, Janus, and Cecilia ________________ to call 311 to see if they can get help with their problems at work.

**informs • announces • decide • share • have • gives**

7. Rolando, Janus, and Cecilia learn about the Department of Consumer Affairs (DCA) from 311. They ________________ to go to the DCA office together.

8. A representative at the DCA office ________________ them about paid sick leave and other worker rights. She gives them some brochures.

9. Later, they ________________ the information with their coworkers.

10. One day, Rolando ________________ the Workers’ Bill of Rights to his old foreman, José.

11. Rolando, Janus, Cecilia and other coworkers tell their supervisor, Marco, that they ________________ the right to paid sick leave.

12. After a few weeks, Marco ________________ that the employees will get paid sick leave.
Where Is It?

Find these things in the story.
Write the page number(s). Follow the example.

1. a sign that says “DANGER HARD HAT AREA”
   
2. a dust mask
   
3. a power drill
   
4. a drawing of a lion
   
5. a sign that says “Call 311”
   
6. elephant ears and elephant trunk
   
7. *Workers’ Bill of Rights* brochure
   
8. safety goggles

1. pages 1, 4, 5
2. 
3. page
4. page
5. page
6. page
7. pages
8. pages
Lesson 4

Talking about Rights
Definitions I

Find the meaning. Follow the examples.

1. earn money
   _______ the rights of workers; things that are promised by law to workers

2. worker rights
   _______ find an answer to a problem

3. figure out
   _______ have enough money to pay for something

4. anonymously
   _______ meeting “in person” (not on the phone)

5. afford
   _______ get money for doing work

6. meeting face-to-face
   _______ without giving your name

7. DCA
   _______ workers who build buildings

8. speak up
   _______ people employed in homes or residences to care for a child or help a sick or elderly person (such as home health aides and nannies) or do domestic work (such as housecleaners)

9. file a complaint
   _______ a specific time for a meeting

10. construction workers
    _______ make an official report to get a solution to a problem

11. paid care workers
    _______ say something to help yourself or others

12. appointment
    _______ a New York City agency that protects and enhances the daily economic lives of New Yorkers. It has an office that protects workers’ rights and educates businesses on key workplace laws. The DCA office that protects workers’ rights is the Office of Labor Policy & Standards.
Lesson 5

Talking about Rights
Dialogue 1

Complete the sentences. Follow the example.

appointment • DCA • file a complaint
face-to-face • construction • worker rights

Rolando: What did 311 tell you?

Cecilia: 311 said we can get help from (1) DCA. They have a special office for (2) construction.

Rolando: I called 311 too. They told me we can (3) file a complaint online or do it on the phone.

Janus: They said we can go to the DCA office too, and we don’t need an (4) appointment.

Cecilia: Maybe going there is a good idea. We can speak to somebody (5) face-to-face.

Janus: Next Wednesday, the (6) construction site will be closed for inspection.

Rolando: Let’s go then.
Lesson 6

Talking about Rights
Definitions II

Find the meaning. Follow the examples.

1. paid sick leave
   ______
   have the legal right or moral authority to do something

2. have the right
   ______
   when someone takes your money in an unfair way

3. protected by the law
   ______
   when an employer does not pay you for the hours you worked

4. against the law
   ______
   pay for time off when you are sick or need to take care of a family member who is sick

5. ripped off
   ______
   when the law is “on your side”

6. wage theft
   ______
   not allowed; illegal

7. owe
   ______
   a head covering worn by some Muslim women

8. fines and penalties
   ______
   need to give money to someone

9. union contract
   ______
   act negatively toward someone because of race, gender, age, sexual orientation or other protected categories

10. hijab
    ______
    an official agreement between a company and a labor organization

11. discriminate against
    ______
    care for; be responsible for

12. take care of
    ______
    money or other punishment for breaking a rule or law
Talking about Rights
Dialogue II

Complete the sentences. Follow the example.

wage theft • hijab • owes • paid sick leave • ripped me off
the law • take care of • contract • file a complaint • have the right

DCA Rep: In New York City, workers in companies with five or more employees have the right to (1) **paid sick leave**. You can start using your sick leave after four months. And if someone in your family is sick, you can use your paid sick leave. You can stay at home and (2) ________________ them and still get paid.

Janus: Our company didn’t give us paid sick leave.

DCA Rep: We’ll help you get it. The company (3)___________________ you that money.

Cecilia: We don’t have a union (4)__________________. Are we protected? We don’t want to lose our jobs.

DCA Rep: The company is not allowed to fire you for getting help from DCA. It is against (5)__________________.

Rolando: I have another problem. My old company (6)_________________. They didn’t pay me for the last two weeks I worked there.

DCA Rep: That is called (7)_________________. The company is required by law to pay you for every hour that you work.

Omar: I have another question. My wife wears a (8)_________________.

DCA Rep: No, it is not. Workers (9)___________________ to wear their religious clothing.

Rolando: The Workers’ Bill of Rights. This is good. This is what I need.

DCA Rep: Do you want to (10)___________________? We’ll contact the company to get your money.

Rep = Representative
Talking about Worker Rights

Rolando wants to file a complaint. Help Rolando explain what happened to him. Use the past tense. Circle the correct answers. Follow the examples.

1. I ___ at a different construction company in the past. (worked / didn’t work)
2. I ___ for my last two weeks at my old job. (got paid / didn’t get paid)
3. I ___ sick and didn’t go to work. (was / wasn’t)
4. I ___ my job. (lost / didn’t lose)
5. The company ___ me paid sick leave. (gave / didn’t give)
6. I ___ to José, my old foreman. (talked / didn’t talk)
7. I ___ for my money. (asked / didn’t ask)
8. José ___ me my money. (gave / didn’t give)
9. I ___ 311 for help. (called / didn’t call)
10. 311 ___ me about DCA. (told / didn’t tell)
11. I ___ DCA with coworkers from my new construction job. (visited / didn’t visit)
12. DCA ___ us copies of the Workers’ Bill of Rights. (gave / didn’t give)
13. I ___ the information about paid sick leave with other workers. (shared / didn’t share)
14. I ___ the Workers’ Bill of Rights to José. (showed / didn’t show)
15. José ___ he would talk to my old boss. (said / didn’t say)
16. I ___ back from José. (heard / didn’t hear)
17. I ___ a complaint with DCA. (filed / didn’t file)
18. I ___ about my rights. (learned / didn’t learn)
## Know Your Rights

Match your right with the situation. Follow the example.

Rights:
- safe and healthy workplace
- overtime pay
- **paid sick leave**
- right to organize
- minimum wage
- discrimination-free workplace

<table>
<thead>
<tr>
<th>Situation</th>
<th>Your Right at Work</th>
</tr>
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<tbody>
<tr>
<td>1. If you take a day off from work because you are sick, you will still</td>
<td><strong>paid sick leave</strong></td>
</tr>
<tr>
<td>get paid.</td>
<td></td>
</tr>
<tr>
<td>2. If you work, you must get paid at least this much.</td>
<td></td>
</tr>
<tr>
<td>3. If you work over 40 hours in a work week, you must get paid time and a</td>
<td></td>
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<tr>
<td>half for the extra hours.</td>
<td></td>
</tr>
<tr>
<td>4. If you want to join a union, you can’t get fired.</td>
<td></td>
</tr>
<tr>
<td>5. If you wear a hijab, you can wear it at work.</td>
<td></td>
</tr>
<tr>
<td>6. If your work is dangerous, your employer must protect you.</td>
<td></td>
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</tbody>
</table>

*time and a half* = 50 percent above your regular hourly pay rate
Lesson 10

Good Question!

Put the words in order. Follow the example.

1. going • What’s • on • ?
   
   **What’s going on?**

2. been • off • ever • Have • ripped • you • ?
   
   __________

3. you • 311 • What • tell • did • ?
   
   __________

4. file • to • want • complaint • Do • a • you • ?
   
   __________

5. you • What • decide • did • ?
   
   __________

6. say • are • him • you • to • going • What • to • ?
   
   __________
What Can You Say?

Choose the best words. Follow the example.

1. You are Cecilia. You and a coworker are talking about a problem. You know there is a solution, but you don’t know the solution yet. **You say:**

   There must be something we can do. We’re going to figure this out.

2. Your coworkers are going to call 311 to get information about a City service. You want to know what they learn. **You say:**

3. Your coworker is concerned about filing a complaint with DCA. You know the company can’t fire workers for filing a complaint. **You tell him:**

4. Your coworker wants to talk to you, but now is not a good time. **You say:**

5. One of your coworkers is sick, but he says he cannot afford to stay home. You know that your employer must give him paid sick leave. **You tell your coworker:**

6. You and a coworker are victims of wage theft. You know the company is required to pay you. **You tell your coworker:**
What Can You Do?

Match the problem with the best solution. Follow the example.

<table>
<thead>
<tr>
<th>Problem</th>
<th>Solution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. You work in a supermarket. You wear your religious clothing to work. Your boss says, “Take that off please.”</td>
<td>A All New Yorkers have the right to a safe worksite. If you are concerned about your workplace, call the Occupational Safety and Health Administration (OSHA) at 800-321-6742. Or visit the website: <a href="http://www.OSHA.gov">www.OSHA.gov</a></td>
</tr>
<tr>
<td>2. You are a construction worker. Your worksite is unsafe. Your boss says, “Don’t worry about it.”</td>
<td>B It is the company’s responsibility if you get injured on the job. Call 311 and say “workers compensation.” You may qualify for some money.</td>
</tr>
<tr>
<td>3. You are a construction worker. You got injured on the job. The boss says, “It’s not the company’s responsibility.”</td>
<td>C You know your rights! You must be paid a minimum wage in NYC for every hour you work. For information on the minimum wage rate or to file a complaint, visit the New York State Department of Labor: <a href="http://www.labor.ny.gov">www.labor.ny.gov</a></td>
</tr>
<tr>
<td>4. You are a home health aide. You are sick. Your employer says, “If you don’t go to work, you won’t get paid.”</td>
<td>D You know your rights! If you work in NYC for more than 80 hours a year, you can earn up to 40 hours of sick leave a year to care for yourself or family member. Call 311 and say, “paid safe and sick leave law” to file a complaint. You can also go to the DCA office or file a complaint online: <a href="https://www1.nyc.gov/site/dca/workers/workersrights/file-workplace-complaint.page">https://www1.nyc.gov/site/dca/workers/workersrights/file-workplace-complaint.page</a></td>
</tr>
<tr>
<td>5. You are a fast food worker. Your manager says he will pay you $5 per hour in cash for your work.</td>
<td>E It is against the law for employers to discriminate against workers because of religion or religious clothing. Call 311 and ask for the NYC Commission on Human Rights to help you fight for your rights!</td>
</tr>
</tbody>
</table>
Watch the Show
Who says it?

Watch Rolando’s Rights. Listen carefully.
Find out who says these lines.

1. “Anonymously… That means you don’t have to give your name, right?”
   
2. “I don’t know all the rules but my friend told me it’s for workers without a union contract, like us.”
   
3. “We’ll work together to solve your problem, and if you want an interpreter in your language, let me know.”
   
4. “Workers in New York City have rights and it doesn’t matter if you have immigration papers or not.”
   
5. “I don’t want to make any trouble. My wife is pregnant. I don’t want to lose my job.”
   
6. “Silvia, do you ever think about leaving?”
   
7. “We made a decision. We came here, worked hard, built a family. This is our home now.”
   
8. “Listen everybody. Before you leave, I have something important to tell you.”
   
Who says it?

Patel
Silvia
Janus
Marco
Rolando
DCA representative
Lesson 14

Watch the Show
What’s going on?

What do you think is going on in these pictures?

Watch *We Speak NYC • Rolando’s Rights* to find out what is going on.
Go to [www.nyc.gov/WeSpeakNYC](http://www.nyc.gov/WeSpeakNYC)
Tell the Story

Use these words to tell a friend about Rolando’s Rights.

1. Find the names of seven characters.
   1. 
   2. 
   3. 
   4. 
   5. 
   6. 
   7. 

2. Find the agency that helps workers win their rights.
   ____________________________

3. Find the sound that Lionel teaches his father.
   ____________________________

4. Find the right that Rolando and his coworkers win. (three words)
   ____________________________

5. Find the number the workers call anonymously.
   ____________________________

Word picture: www.wordle.net/
<table>
<thead>
<tr>
<th>English</th>
<th>Español</th>
<th>中文</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. against the law</td>
<td>contra la ley</td>
<td>违法</td>
</tr>
<tr>
<td>2. construction</td>
<td>construcción</td>
<td>建筑</td>
</tr>
<tr>
<td>3. Department of Consumer Affairs (DCA)</td>
<td>Department of Consumer Affairs (DCA) / Departamento de Asuntos del Consumidor (DCA, según sus siglas en inglés)</td>
<td>消费者事务部 (DCA)</td>
</tr>
<tr>
<td>4. domestic worker</td>
<td>trabajador doméstico</td>
<td>家政工</td>
</tr>
<tr>
<td>5. file a complaint</td>
<td>presentar una queja</td>
<td>投诉</td>
</tr>
<tr>
<td>6. hijab</td>
<td>hiyab</td>
<td>穆斯林妇女戴的头巾</td>
</tr>
<tr>
<td>7. paid sick leave</td>
<td>ausencia laboral paga por enfermedad</td>
<td>带薪病假</td>
</tr>
<tr>
<td>8. protected by the law</td>
<td>protegido por la ley</td>
<td>受法律保护</td>
</tr>
<tr>
<td>9. rights, have the right</td>
<td>derechos, tener el derecho</td>
<td>权利，拥有权利</td>
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<tr>
<td>10. wage theft</td>
<td>robo de sueldo</td>
<td>克扣薪水</td>
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<tr>
<td>11. Workers’ Bill of Rights</td>
<td>Workers’ Bill of Rights / Carta de derechos de los trabajadores</td>
<td>工人权利法案</td>
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<td>12. worker rights</td>
<td>derechos del trabajador</td>
<td>工人权利</td>
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<tr>
<td>Русский</td>
<td>বাংলা</td>
<td>العربية</td>
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<td>противозаконный</td>
<td>আইনিরুদ্ধ</td>
<td>مخالفة القانون</td>
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<td>строительство</td>
<td>নির্মাণ</td>
<td>موقع البناء</td>
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<td>Управление по делам потребителей (DCA)</td>
<td>উপভোক্তা বিষয়ক বিভাগ (Department of Consumer Affairs, DCA)</td>
<td>مكتب شؤون الاستهلاك</td>
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<td>домашний работник</td>
<td>সাংসারিক কর্মী</td>
<td>عامل منزلي</td>
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<td>подать жалобу</td>
<td>একটি অভিযোগ নথিভুক্ত করন</td>
<td>التظلم بشكوى</td>
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<td>хиджаб</td>
<td>হিজাব</td>
<td>حجاب</td>
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<td>оплачиваемый больничный</td>
<td>বেতনপ্রদত্ত অসুস্থতাকালীন ছুটি</td>
<td>إجازة مرضية مدفوعة</td>
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<td>защищенный законом</td>
<td>আইন দ্বারা সূক্ষ্মিত</td>
<td>محمي بالقانون</td>
</tr>
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<td>права, иметь право</td>
<td>অধিকারসমূহ, অধিকার আছে</td>
<td>الحقوق. يحق له</td>
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<td>хищение заработной платы</td>
<td>পারিসমিক চুরি</td>
<td>سرقة الأجور</td>
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<td>Законодательство, Билль о правах работников</td>
<td>কর্মীদের অধিকারের বিল (Workers’ Bill of Rights)</td>
<td>وثيقة حقوق العمال</td>
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<td>права работников</td>
<td>কর্মীদের অধিকার</td>
<td>حقوق العمال</td>
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</table>

Go to [www.nyc.gov/WeSpeakNYC](http://www.nyc.gov/WeSpeakNYC) to learn more.
What You Can Do
To Protect Your Rights at Work

DCA Representative
If you work in NYC more than 80 hours a year, you can earn up to 40 hours of sick leave each year to care for yourself, your child, or family members.

Cecilia
For information or to file a complaint with DCA, call 311. If you are outside NYC, call 212-NEW-YORK. On the web, visit nyc.gov/PaidSickLeave or email PaidSickLeave@dca.nyc.gov

Janus
It is against the law for an employer to retaliate against you for requesting or using sick leave.

Marco
Employers must give the Notice of Employee Rights created by DCA to new employees. Notices are available in 26 languages at nyc.gov/PaidSickLeave.

Silvia
If you are a paid care worker in NYC, DCA has an office that supports your rights. It is called the Paid Care Division. The Paid Care Division is dedicated to defending the rights of paid care workers, improving the quality of paid care jobs, and strengthening the paid care system. Learn more at nyc.gov/dca

Omar
You have the right to a workplace free of discrimination. For information or to file a complaint, contact the NYC Commission on Human Rights.
Call 311 or 718-722-3131 or visit nyc.gov/humanrights

Rolando
Wage theft is illegal. You have the right to unpaid wages. You can get help and recover your unpaid wages. DCA and the New York State Department of Labor can help.
Call 311 for help.

Answers

Who We Are
1. Rolando
2. Silvia
3. Lionel
4. Cecilia and Janus
5. José
6. Marco
7. DCA representative

What Happens?
1. help
2. tells
3. read
4. owes
5. give
6. decide
7. decide
8. informs
9. share
10. gives
11. have
12. announces

Where Is It?
1. pages 1, 4, 5
2. pages 2, 12
3. page 2
4. page 3
5. page 5
6. page 6
7. pages 8, 11
8. pages 12, 13
Talking about Rights: Definitions I
1. get money for doing work
2. the rights of workers; things that are promised by law to workers
3. find an answer to a problem
4. without giving your name
5. have enough money to pay for something
6. meeting “in person” (not on the phone)
7. a New York City agency that protects and enhances the daily economic lives of New Yorkers. It has an office that protects workers’ rights and educates businesses on key workplace laws. The DCA office that protects workers’ rights is the Office of Labor Policy & Standards.
8. say something to help yourself or others
9. make an official report to get a solution to a problem
10. workers who build buildings
11. people employed in homes or residences to care for a child or help a sick or elderly person (such as home health aides and nannies) or do domestic work (such as housecleaners)
12. a specific time for a meeting

Talking about Rights: Dialogue I
1. DCA
2. worker rights
3. file a complaint
4. appointment
5. face-to-face
6. construction

Talking about Rights: Definitions II
1. pay for time off when you are sick or need to take care of a family member who is sick
2. have the legal right or moral authority to do something
3. when the law is “on your side”
4. not allowed; illegal
5. when someone takes your money in an unfair way
6. when an employer does not pay you for the hours you worked
7. need to give money to someone
8. money or other punishment for breaking a rule or law
9. an official agreement between a company and a labor organization
10. a head covering worn by some Muslim women
11. act negatively toward someone because of race, gender, age, sexual orientation or other protected categories
12. care for; be responsible for

Talking about Rights: Dialogue II
1. paid sick leave
2. take care of
3. owes
4. contract
5. the law
6. rip me off
7. wage theft
8. hijab
9. have the right
10. file a complaint

Talking about Worker Rights
1. worked
2. didn’t get paid
3. was
4. lost
5. didn’t give
6. talked
7. asked
8. didn’t give
9. called
10. told
11. visited
12. gave
13. shared
14. showed
15. said
16. didn’t hear
17. filed
18. learned

Know Your Rights
1. paid sick leave
2. minimum wage
3. overtime pay
4. right to organize
5. discrimination-free workplace
6. safe and healthy workplace

Good Question!
1. What’s going on?
2. Have you ever been ripped off?
3. What did 311 tell you?
4. Do you want to file a complaint?
5. What did you decide?
6. What are you going to say to him?

What Can You Say?
1. There must be something we can do.
   We’re going to figure this out.
2. Let me know what you find out.
3. We are protected by the law.
4. Let’s talk later.
5. It’s your right.
6. We have the right to receive all the money that we work for.

What Can You Do?
1. E
2. A
3. B
4. D
5. C

Watch the Show: Who says it?
1. Rolando
2. Janus
3. DCA representative
4. DCA representative
5. Patel
6. Rolando
7. Silvia
8. Marco

Tell the Story
1. Rolando, Silvia, Lionel, Janus, Cecilia, Marco, José
2. DCA
Watch
Read
Learn

www.nyc.gov/WeSpeakNYC