Rolando’s Rights
Study Guide
SEASON 2
He knows his rights…

Do you know yours?
**The Story**

**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.

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

The owner said he doesn’t owe you anything.

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

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

What should I do?

**What Happened?**

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

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?

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.

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.

That’s no good.

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

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

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

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

They said no.

They said no.

There must be something you can do.

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

Can you show me how to roar like a lion?

Roar!

Roar!

What do you have there?

Nothing...

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

Can you show me how to roar like a lion?

Roar!

Wow! There are two lions in my house!

We’re going to figure this out...

José, it’s my money. The company cannot keep it.

Rolando, your money!

You worked for it.

It was too good to be true.

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

It’s a really big check!

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

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José, it’s my money. The company cannot keep it.

Rolando, your money!

You worked for it.

It was too good to be true.
They decide to call 311 to get help.

**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?

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.

Good question.

**Let Me Hear Your Voices!**

 Rolando picks up Lionel at school. The class is practicing a play.

Let me hear your voices!

I’m king of the animals. Roar!

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

That’s how I speak. Loud!

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

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

I forgot my words. Your line is, “I have a voice too.”

**Anonmyously** = not giving your name

**Another worker, Cecilia, has a story too.**

She didn’t get “paid sick leave” from their company.

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

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.”

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Good question.
Learning about DCA (the Department of Consumer Affairs)

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

I 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.

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.

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.

Our company didn’t give us paid sick leave.

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

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

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

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.

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

We should file a complaint!

Hmm…Maybe Cecilia’s right…

We 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.

We’ll contact the company to get your money.

Do you want to file a complaint?

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

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.

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.

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### Sharing the News

Rolando gives Silvia information about paid sick leave.

On the job, the workers share the news about paid sick leave with other coworkers.

- 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 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.
- It's called "Paid Sick Leave."
- That's right.
- Here... Read this!
- Thanks!
- It's our right!

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

Tell him, Cecilia...

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

### Let's Practice It

Rolando and Janus practice talking about wage theft.

- So what did you decide?
- I'm going to show the documents we got from DCA to my old foreman.
- What are you going to say to him?
- Let's practice it.
- ...You be the boss, and I'll play myself, Rolando.
- Okay.
- What do you want, Rolando?
- I'm a very busy man.
- You were sick. I needed a worker. You can't take it.
- It's my money. I worked for it.
- You sound sick. You should be at home resting. It's your right.
- You had the flu. You can't fire me for that.
- 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.

It's a play. Rolando practices his lines with Janus.

Their supervisor appears and overhears them.

- Rolando... Marco is here.
- Okay.
Rolando Knows His Rights

Rolando returns to his old job. He shows the foreman the Workers’ Bill of Rights.

Everyone Knows Their Rights

The workers tell the supervisor that they know about paid sick leave.

They File Complaints

A couple of weeks later, the workers decide to file complaints with DCA.

Lionel Can’t Roar

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

Silvia will stay home to take care of Lionel. She won’t lose her pay.
Lesson 1

Victory!
Marco makes an important announcement.

Rolando roars...

We deserve it!

Yeah... It's our right!

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.

<table>
<thead>
<tr>
<th>give</th>
<th>read</th>
<th>tells</th>
<th>decide</th>
<th>owes</th>
<th>help</th>
</tr>
</thead>
</table>

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.

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 New York City 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. NYC Cares for Care Workers brochure ________

9. safety goggles ________
Lesson 5

Talking about Rights

Dialogue I

Complete the sentences. Follow the example.

Rolando: What did 311 tell you?

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

Rolando: They told me the same thing. They said we could (3) ___________________ 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) ___________________.

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

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

Rolando: Let’s go then.

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, to help a sick or elderly person, or do other domestic services (for example, housecleaners, nannies, and home health aides)
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. domestic 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.

7. DC
8. construction workers
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 when the law is “on your side”
5. ripped off  ________ not allowed; illegal

6. wage theft  ________ a head covering worn by some Muslim women
7. owe  ________ need to give money to someone
8. fines and penalties  ________ act negatively toward someone because of race, gender, age, sexual orientation or other protected categories
9. union contract  ________ an official agreement between a company and a labor organization
10. discriminate against  ________ care for; be responsible for
11. take care of  ________ money or other punishment for breaking a rule or law

Lesson 7

Talking about Rights
Definitions 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) ________. She is starting a new job. Is that a problem?

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

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>paid sick leave</td>
</tr>
<tr>
<td>get paid</td>
<td></td>
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<tr>
<td>2. If you work, you must get paid at least this much.</td>
<td></td>
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<tr>
<td>3. If you work over 40 hours in a work week, you must get paid time and a</td>
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<tr>
<td>half for the extra hours.</td>
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<tr>
<td>4. If you want to join a union, you can’t get fired.</td>
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<td>5. If you wear a hijab, you can wear it at work.</td>
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<tr>
<td>6. If your work is dangerous, your employer must protect you.</td>
<td></td>
</tr>
</tbody>
</table>

time and a half = 50 percent above your regular hourly pay rate
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: Let’s talk later. Let me know what you find out.

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: We are protected by the law.

4. Your coworker wants to talk to you, but now is not a good time. You say: We have the right to receive all the money that we worked for.

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

6. You and a coworker are victims of wage theft. You know the company is required to pay you. You tell your coworker: If you say: Good Question!
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><strong>A</strong> 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><strong>B</strong> It is the company’s responsibility if you get injured on the job. Call 311 and say &quot;workers compensation.&quot; 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><strong>C</strong> 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><strong>D</strong> 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 each year to care for yourself or family member. Call 311 and say, “paid sick leave law” to file a complaint.</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><strong>E</strong> 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.”
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

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>
<th>Русский</th>
<th>বাংলা</th>
<th>العربية</th>
</tr>
</thead>
<tbody>
<tr>
<td>against the law</td>
<td>contra la ley</td>
<td>违法</td>
<td>противозаконный</td>
<td>অপরিস্কৃত</td>
<td>مخالف القانون</td>
</tr>
<tr>
<td>construction</td>
<td>construcción</td>
<td>建筑</td>
<td>строительство</td>
<td>নির্মাণ</td>
<td>موقع البناء</td>
</tr>
<tr>
<td>Department of Consumer Affairs (DCA)</td>
<td>Departamento de Asuntos del Consumidor (DCA, según sus siglas en inglés)</td>
<td>消费者事务部</td>
<td>Управление по делам потребителей (DCA)</td>
<td>উপদেহক বিষয়ক বিভাগ</td>
<td>مكتب شؤون الاستهلاك</td>
</tr>
<tr>
<td>domestic worker</td>
<td>trabajador doméstico</td>
<td>家务工</td>
<td>домашний работник</td>
<td>সাবারিক কর্মী</td>
<td>مساعد صحي منزل</td>
</tr>
<tr>
<td>file a complaint</td>
<td>presentar una queja</td>
<td>投诉</td>
<td>подавать жалобу</td>
<td>একটি অভিযোগ নিষ্পত্তির কর্ম</td>
<td>دعوى</td>
</tr>
<tr>
<td>hijab</td>
<td>hiyab</td>
<td>头巾</td>
<td>хиджаб</td>
<td>হিজাব</td>
<td>حجاب</td>
</tr>
<tr>
<td>paid sick leave</td>
<td>ausencia laboral paga por enfermedad</td>
<td>带薪病假</td>
<td>оплачиваемый больничный</td>
<td>বেকরপ্রাত অপক্ষাকালীন ছুটি</td>
<td>إجازة مرضية مفتوحة</td>
</tr>
<tr>
<td>protected by the law</td>
<td>protegido por la ley</td>
<td>受法律保护</td>
<td>защищенный законом</td>
<td>আইন দ্বারা মূল্যিক্ষিপ্ত</td>
<td>محامي بالقانون</td>
</tr>
<tr>
<td>rights, have the right</td>
<td>derechos, tener el derecho</td>
<td>权利，拥有权利</td>
<td>права, иметь право</td>
<td>অধিকারসমূহ，অধিকার আর্থ</td>
<td>الحقوق. يحق له</td>
</tr>
<tr>
<td>wage theft</td>
<td>robo de sueldo</td>
<td>克扣薪水</td>
<td>хищение заработной платы</td>
<td>পারিশ্রমিক চুরি</td>
<td>سرقة الأجور</td>
</tr>
<tr>
<td>Workers’ Bill of Rights</td>
<td>Carta de derechos de los trabajadores</td>
<td>工人权利法案</td>
<td>Билль о правах работников</td>
<td>কর্মচারের অধিকারের বিল</td>
<td>وثيقة حقوق العملاء</td>
</tr>
<tr>
<td>worker rights</td>
<td>derechos del trabajador</td>
<td>工人权利</td>
<td>права работников</td>
<td>কর্মচারের অধিকার</td>
<td>حقوق العملا</td>
</tr>
</tbody>
</table>
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.

**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 [www.nyc.gov/dca](http://www.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](tel:718-722-3131) or visit [nyc.gov/humanrights](http://www.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.

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**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

---

**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, to help a sick or elderly person, or do other domestic services (for example, housecleaners, nannies, and home health aides)
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. paid 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. ripped 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

**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.
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. S
6. C
7. Patel
8. Rolando
9. Silvia
10. DCA

**Watch the Show: Who says it?**
1. Rolando
2. Janus
3. DCA representative
4. DCA representative
5. C
6. D
7. Silvia
8. Patel
9. 311
10. 17

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

www.nyc.gov/WeSpeakNYC

note: How would you like to handle the NYC logos?
Repeat the large NYC each time? Or list each
department (I created this in white)