

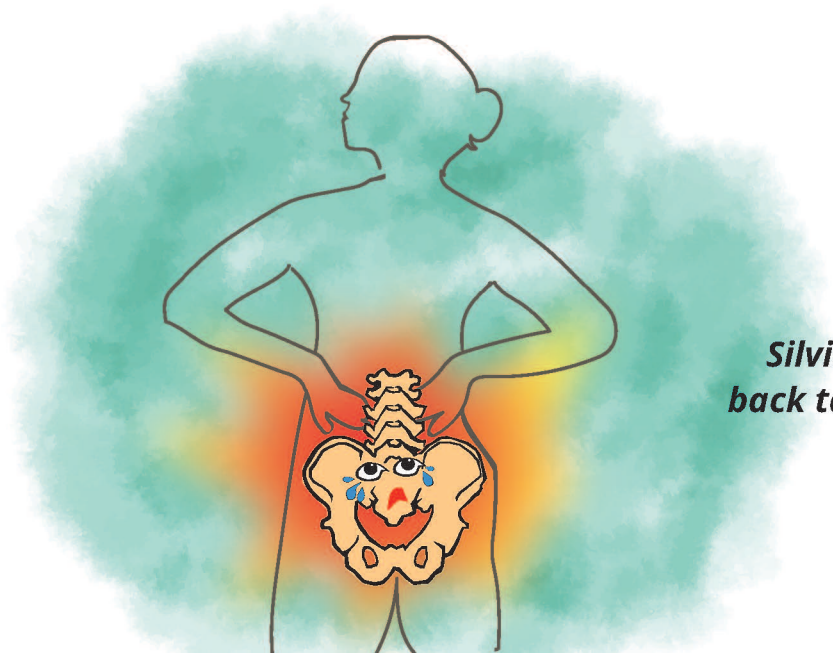


# REST ASSURED

A POCKET COMIC  
ABOUT THE RIGHT TO  
PAID SICK LEAVE







***Silvia, this is your  
back talking to you.  
I am in pain!  
Help me!***

# DO YOU WORK IN NYC?

*The Office of Labor Policy & Standards at  
the Department of Consumer and Worker  
Protection has your back!*

Go to [nyc.gov/dca](https://nyc.gov/dca) and click "Workers."

Learn about resources, workplace protections, and policies for all workers, including:

- Fast Food and Retail Workers
- Paid Care Workers
- Grocery Workers
- Building Service Workers

Learn about workplace laws that improve working conditions, like:

- Paid Sick and Safe Leave
- Fair Workweek
- Living Wage
- Minimum Wage
- Commuter Benefits

***Silvia, you are in pain! I will stay home from work tomorrow and take you to the doctor.***



**No, Rolando.  
You need to  
go to work.  
You need  
to get paid!**

***It is alright. I will get paid.  
In New York City, if you or  
a family member is sick,  
you do not have to go to  
work, and you still get  
paid. It is called Paid Sick  
Leave.***



**But *I* need to go to work tomorrow.**

**I'm a home health aide and my clients depend on me. They need me at work every day.**

***Your clients depend on you to be healthy. If you do not take care of your health first, you will not be able to take care of anyone else!***





# **PAID CARE WORKERS**

As a home health aide in NYC, you are entitled to Paid Sick Leave! 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 members.



**ONE WEEK LATER...**

***How are you feeling,  
Silvia?***

**I am feeling much better,  
thank you!**

**I am so glad that I stayed  
home from work and my  
husband took me to the  
doctor.**



***That's great that Rolando helped you. But, did he get in trouble because he didn't go to work?***

**No, it was not a problem at all and he got paid. The company he works for has to follow the law. The law says that workers have the right to Paid Sick Leave.**



**Earlier this year, Rolando and his coworkers went to the Department of Consumer and Worker Protection. They learned about worker's rights and made a complaint against their company. Now the company is following the law.**



**The law also says that home health aides get Paid Sick Leave. But my employer refuses to pay me for the day that I missed!**

*That's not fair! We  
have to fight for our  
rights too. Can you  
make a complaint?*

NYC WORKS BETTER  
with  
PAID SICK LEAVE

**NYC** Consumer  
Affairs

[nyc.gov/PaidSickLeave](http://nyc.gov/PaidSickLeave)

@NYCDCA





***The website says you can call 311 or go to the Department of Consumer and Worker Protection for assistance and translation help...***



**Then I will call tomorrow during my 30 minute lunch break. Did you know that we also have the right to take breaks at work?**

# PAID CARE WORKERS

## **Paid Care Division at the Department of Consumer and Worker Protection**

The City of New York has a first-of-its-kind Division dedicated to defending the rights of paid care workers, such as home health and personal care aides, home attendants, nannies, caregivers, and house cleaners; improving the quality of paid care jobs; and strengthening the paid care system.

To learn more, go to [nyc.gov/dca](https://nyc.gov/dca) and click "Workers."



**Hello. Can you please tell me how I can file a complaint about Paid Sick Leave?**

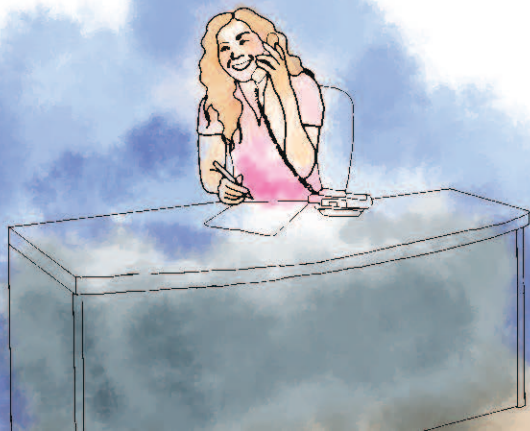
**I am a home health aide.  
I hurt my back and went  
to the doctor last week,  
but my employer will not  
give me Paid Sick Leave.**

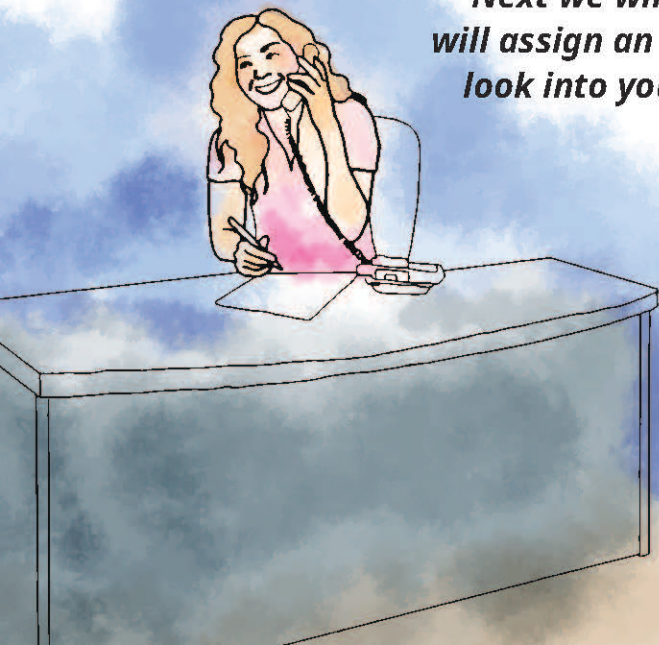




***Yes, I can help you begin the process. The first step is to fill out an intake form.***

***You can fill out an intake form online or send it by mail. If you prefer to do it in person, you can also come to our offices. You can also fill it out with me on the phone right now.***





***Next we will review your case. Then we will assign an investigator or someone to look into your case, or we will refer you to the right place.***

***We'll stay in contact with you throughout the process and support you each step of the way.***

**What a relief!**



# **YOUR EMPLOYER MUST:**

- Pay you no later than the payday for the next regular payroll period.
- Provide the written notice of sick leave policies to employees.

# **YOUR EMPLOYER CANNOT:**

- Require you to disclose the reason for using sick leave (except as required by other laws).
- Require you to find a replacement worker or to make up hours missed.
- Retaliate against you for requesting or using sick leave, or filing a complaint.

# PAID SICK LEAVE

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.

## Who is entitled to Paid Sick Leave?

- Full-time employees
- Part-time employees
- Immigrant workers, regardless of status
- Undocumented employees
- Employees who live outside of NYC but work in NYC
- Transitional job program employees
- Employees who are family members but not owners

# NYC.GOV / WESPEAKNYC



Learn English  
for free.



Bill de Blasio  
Mayor

Mayor's Office of  
Immigrant Affairs

Bitta Mostofi  
Commissioner

Consumer  
Affairs

Lorelei Salas  
Commissioner

STUDIO  
REVA

