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# Rolando's Rights

## Study Guide



SEASON 2

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# **Rolando's Rights**

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**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.



The company refuses to pay Rolando.



# 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.



**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.



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

# Taking Action

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



Another worker, Cecilia, has a story too. She didn't get "paid sick leave" from their company.



They decide to call 311 to get help.



**anonymously** = not giving your name

# Let Me Hear Your Voices!

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



The teacher welcomes Rolando.



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



# Learning about DCA (Department of Consumer Affairs)

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



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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.

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



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



Let's go then.

## Meeting at the DCA Office

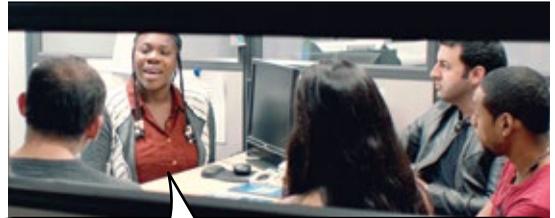
They go to DCA. They learn about their rights.



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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.

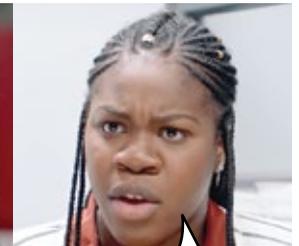


40

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.

**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.

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

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

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.

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

We should file a complaint!

**DCA is ready to help.**

Hmm... Maybe Cecilia's right...

Hmm... I need to think about this...

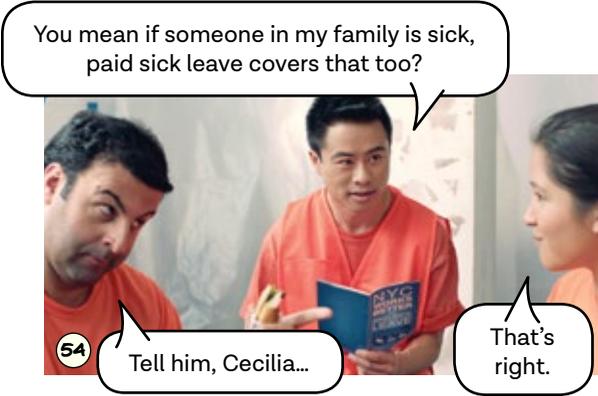
If you want to think it over and decide, that's fine. When you are ready, we are here to help.

# 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.



# 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.



# 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.

And our families too.



The owner of this company doesn't care.

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!

And we know that he is not allowed to fire us. We are protected by the law.



These workers know their rights!

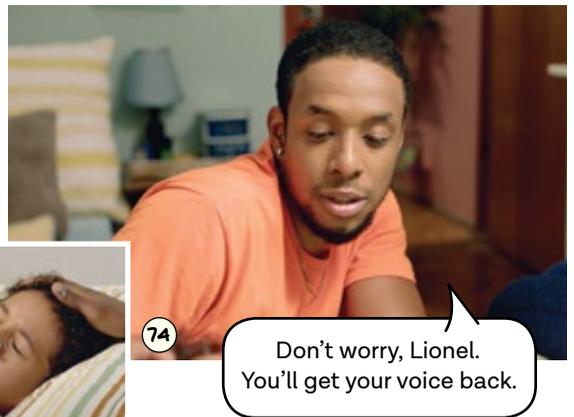
## They File Complaints

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.



# 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!



We deserve it!



Yeah...  
It's our right!



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 Rolando. 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~~

- Rolando goes back to his old job to get the money they owe him. His old foreman, José, says he cannot help Rolando.
- That afternoon, Rolando \_\_\_\_\_ his coworker, Janus, that his old company will not pay him.
- The next day, Rolando and Janus \_\_\_\_\_ a sign about calling 311 to report unsafe work conditions.
- Janus tells Rolando that the company they work for \_\_\_\_\_ him money too.
- Cecilia, a coworker of Rolando's and Janus's, tells them that the company did not \_\_\_\_\_ her paid sick leave.
- 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

- Rolando, Janus, and Cecilia learn about the Department of Consumer Affairs (DCA) from 311. They decide to go to the DCA office together.
- A representative at the DCA office \_\_\_\_\_ them about paid sick leave and other worker rights. She gives them some brochures.
- Later, they \_\_\_\_\_ the information with their coworkers.
- One day, Rolando \_\_\_\_\_ the Workers' Bill of Rights to his old foreman, José.
- Rolando, Janus, Cecilia and other coworkers tell their supervisor, Marco, that they \_\_\_\_\_ the right to paid sick leave.
- 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" pages 1, 4, 5
2. a dust mask pages
3. a power drill page
4. a drawing of a lion page
5. a sign that says "Call 311" page
6. elephant ears and elephant trunk page
7. *Workers' Bill of Rights* brochure pages
8. safety goggles pages

# Talking about Rights

## Definitions I

Find the meaning. Follow the examples.

- |                                |                      |   |
|--------------------------------|----------------------|---|
| 1. <b>earn money</b>           | _____                | the rights of workers; things that are promised by law to workers |
| 2. <b>worker rights</b>        | _____                | find an answer to a problem                                       |
| 3. <b>figure out</b>           | _____                | have enough money to pay for something                            |
| 4. <b>anonymously</b>          | _____                | meeting “in person” (not on the phone)                            |
| 5. <b>afford</b>               | _____ <b>1</b> _____ | get money for doing work  |
| 6. <b>meeting face-to-face</b> | _____                | without giving your name  |



- |                                 |                      |  |
|---------------------------------|----------------------|--|
| _____                           | _____                | workers who build buildings  |
| _____                           | _____                | 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)  |
| 7. <b>DCA</b>                   | _____                | a specific time for a meeting  |
| 8. <b>speak up</b>              | _____                | make an official report to get a solution to a problem   |
| 9. <b>file a complaint</b>      | _____ <b>7</b> _____ | say something to help yourself or others   |
| 10. <b>construction workers</b> | _____                | 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. |
| 11. <b>paid care workers</b>    | _____                |  |
| 12. <b>appointment</b>          | _____                |  |

# Talking about Rights

## Dialogue I

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) \_\_\_\_\_.

**Rolando:** I called 311 too. They told me we can (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.

# Talking about Rights

## Definitions II

Find the meaning. Follow the examples.

- |                                |                      |  |
|--------------------------------|----------------------|--|
| 1. <b>paid sick leave</b>      | _____                | have the legal right or moral authority to do something                                |
| 2. <b>have the right</b>       | _____                | when someone takes your money in an unfair way   |
| 3. <b>protected by the law</b> | _____                | when an employer does not pay you for the hours you worked                             |
| 4. <b>against the law</b>      | _____                | pay for time off when you are sick or need to take care of a family member who is sick |
| 5. <b>ripped off</b>           | _____ <b>1</b> _____ | when the law is “on your side”   |
| 6. <b>wage theft</b>           | _____                | not allowed; illegal   |



- 
- |                                 |                      |  |
|---------------------------------|----------------------|--|
| 7. <b>owe</b>                   | _____                | a head covering worn by some Muslim women  |
| 8. <b>fines and penalties</b>   | _____ <b>7</b> _____ | need to give money to someone  |
| 9. <b>union contract</b>        | _____                | act negatively toward someone because of race, gender, age, sexual orientation or other protected categories |
| 10. <b>hijab</b>                | _____                | an official agreement between a company and a labor organization   |
| 11. <b>discriminate against</b> | _____                | care for; be responsible for   |
| 12. <b>take care of</b>         | _____                | 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) \_\_\_\_\_. 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.

**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 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

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

**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:**  
\_\_\_\_\_
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.

## Problem

1. You work in a supermarket.  
You wear your religious clothing to work. Your boss says, "Take that off please."
2. You are a construction worker.  
Your worksite is unsafe.  
Your boss says, "Don't worry about it."
3. You are a construction worker.  
You got injured on the job.  
The boss says, "It's not the company's responsibility."
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."
5. You are a fast food worker.  
Your manager says he will pay you \$5 per hour in cash for your work.

## Solution

- 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: **www.OSHA.gov**
- 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.
- 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: **www.labor.ny.gov**
- 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: **https://www1.nyc.gov/site/dca/workers/workersrights/file-workplace-complaint.page**
- 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!

# Watch the Show

## Who says it?

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



Patel



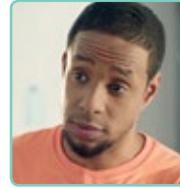
Silvia



Janus



Marco



Rolando

DCA  
representative

### Who says it?

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](http://www.nyc.gov/WeSpeakNYC)



# Dictionary: Translations of Key Words

English	Español	中文
1. against the law	contra la ley	违法
2. construction	construcción	建筑
3. Department of Consumer Affairs (DCA)	Department of Consumer Affairs (DCA) / Departamento de Asuntos del Consumidor (DCA, según sus siglas en inglés)	消费者事务部 (DCA)
4. domestic worker	trabajador doméstico	家政工
5. file a complaint	presentar una queja	投诉
6. hijab	hiyab	穆斯林妇女戴的头巾
7. paid sick leave	ausencia laboral paga por enfermedad	带薪病假
8. protected by the law	protegido por la ley	受法律保护
9. rights, have the right	derechos, tener el derecho	权利，拥有权利
10. wage theft	robo de sueldo	克扣薪水
11. Workers' Bill of Rights	Workers' Bill of Rights / Carta de derechos de los trabajadores	工人权利法案
12. worker rights	derechos del trabajador	工人权利

Go to [www.nyc.gov/WeSpeakNYC](http://www.nyc.gov/WeSpeakNYC) to learn more.

Русский	বাংলা	العربية
противозаконный	আইনবিরুদ্ধ	مخالفة القانون
строительство	নির্মাণ	موقع البناء
Управление по делам потребителей (DCA)	উপভোক্তা বিষয়ক বিভাগ (Department of Consumer Affairs, DCA)	مكتب شؤون المستهلك
домашний работник	সাংসারিক কর্মী	عامل منزلي
подать жалобу	একটি অভিযোগ নথিভুক্ত করুন	التقدم بشكوى
хиджаб	হিজাব	حجاب
оплачиваемый больничный	বেতনপ্রদত্ত অসুস্থতাকালীন ছুটি	إجازة مرضية مدفوعة
защищенный законом	আইন দ্বারা সুরক্ষিত	محمي بالقانون
права, иметь право	অধিকারসমূহ, অধিকার আছে	الحقوق، يحق له
хищение заработной платы	পারিশ্রমিক চুরি	سرقة الأجور
Законодательство, Билль о правах работников	কর্মীদের অধিকারের বিল (Workers' Bill of Rights)	وثيقة حقوق العمال
права работников	কর্মীদের অধিকার	حقوق العمال

# 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](http://nyc.gov/PaidSickLeave) or email [PaidSickLeave@dca.nyc.gov](mailto: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](http://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](http://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](http://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 | 6. ripped me off     |
| 2. take care of    | 7. wage theft        |
| 3. owes            | 8. hijab             |
| 4. contract        | 9. have the right    |
| 5. the law         | 10. file a complaint |

### Talking about Worker Rights

- |                    |                 |
|--------------------|-----------------|
| 1. worked          | 10. told        |
| 2. didn’t get paid | 11. visited     |
| 3. was             | 12. gave        |
| 4. lost            | 13. shared      |
| 5. didn’t give     | 14. showed      |
| 6. talked          | 15. said        |
| 7. asked           | 16. didn’t hear |
| 8. didn’t give     | 17. filed       |
| 9. called          | 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 | 4. D |
| 2. A | 5. C |
| 3. B |      |

### Watch the Show: Who says it?

- |                       |            |
|-----------------------|------------|
| 1. Rolando            | 5. Patel   |
| 2. Janus              | 6. Rolando |
| 3. DCA representative | 7. Silvia  |
| 4. DCA representative | 8. Marco   |

### Tell the Story

- |   |                    |
|---|--------------------|
| 1. Rolando, Silvia,<br>Lionel, Janus,<br>Cecilia, Marco, José | 3. roar            |
| 2. DCA  | 4. paid sick leave |
|   | 5. 311             |

**Watch  
Read  
Learn**



[www.nyc.gov/WeSpeakNYC](http://www.nyc.gov/WeSpeakNYC)