



# DSA RESTAURANT ORGANIZING PROJECT:

## Hospitality and Service Workers

### KNOW YOUR RIGHTS DURING THE *COVID-19* CRISIS!

⇒ **The law requires that your boss offer you two weeks of paid sick leave related to COVID-19:**

If you cannot work because you are quarantined or have COVID-19 symptoms and you are seeking a medical diagnosis, the employer **must offer you 2 weeks of paid sick leave at regular rate of pay** (at least \$7.25, even for tipped employees).

The employer must pay you **2/3 the regular rate of pay** if you are unable to work because **you need to care for someone in quarantine, or a child whose school is closed due to the pandemic.**

⇒ **You have the right to refuse unsafe work conditions.**

Federal law\* says you have the right to refuse dangerous work. Ask your boss to fix the unsafe situation, or to assign you other work. *If they fail to do so,* you may tell your employer that you won't perform the work until your safety is guaranteed. Stay at the worksite until ordered to leave by your employer. It is illegal for your boss to retaliate.

⇒ **Tip-wage workers must make at least \$7.25/hr!**

If your tips combined with your direct wages of at least \$2.13/hour do not equal the federal minimum wage of \$7.25/hour, your employer must make up the difference! Your boss is responsible for ensuring you are paid at least \$7.25 an hour.



Our rights are **only as good as we make them**  
**They must be enforced from the bottom-up!**

Las Vegas Democratic Socialists of America wants to know about your job during these time so we can help you enforce your rights and hold your boss accountable. Fill out our **COVID-19 Employment Survey**

\*Federal law established through the National Labor Relations Act (NLRA) and Occupational Health and Safety Act (OSHA).



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# BACK TO WORK DEMANDS

Many states are “reopening”, forcing non-essential workers back to the job.

➔ **GOING BACK TO WORK RIGHT NOW IS DANGEROUS.** ←

There is no medical reason to bring people back to work this early; **this is purely about profit.** The #1 priority should be to extend “safer at home”/“shelter-in-place” orders to maintain safe distance and **extend unemployment and relief to all those who need it.**

**If workers are forced back to the job,  
safety and reliable income must be guaranteed.**

1. **Personal protective equipment (PPE) provided to employees.** One face mask and ten pairs of gloves available to every worker at the start of every shift. Hand sanitizer and soap must be available to all workers at all times.
2. **Stable Income.** Wages to service workers should be paid in fixed hourly wages (instead of relying on tips) while the crisis is affecting businesses This will ensure workers can have a secured and predictable income. We suggest a workers’ minimum wage of \$15/hour.
3. **Two weeks of paid sick leave, NOW and after the crisis is over.** All employees must have access to paid sick days, not simply for coronavirus but to keep workers and customers safe.
4. **Free testing and treating for coronavirus.** Workers WILL be exposed to the virus. If and when a worker gets COVID, **testing and treatment should not come out of our pockets.** Restaurant, hospitality and service workers rarely get health insurance through our jobs – in the long term **we will need universal healthcare, Medicare-for-All.**

The American restaurant industry must be transformed to put the safety and dignity of workers first. *We must ensure that employees have access to PPE, predictable income, and guaranteed universal sick days.*

Organize with us! Contact [lvdsalabor@gmail.com](mailto:lvdsalabor@gmail.com)

The Democratic Socialists of America (DSA) is the largest socialist organization in the United States. DSA’s members are building progressive movements for social change while establishing an openly democratic socialist presence in American communities and politics.

Learn More About LVDSA [lvdsa.org](http://lvdsa.org)