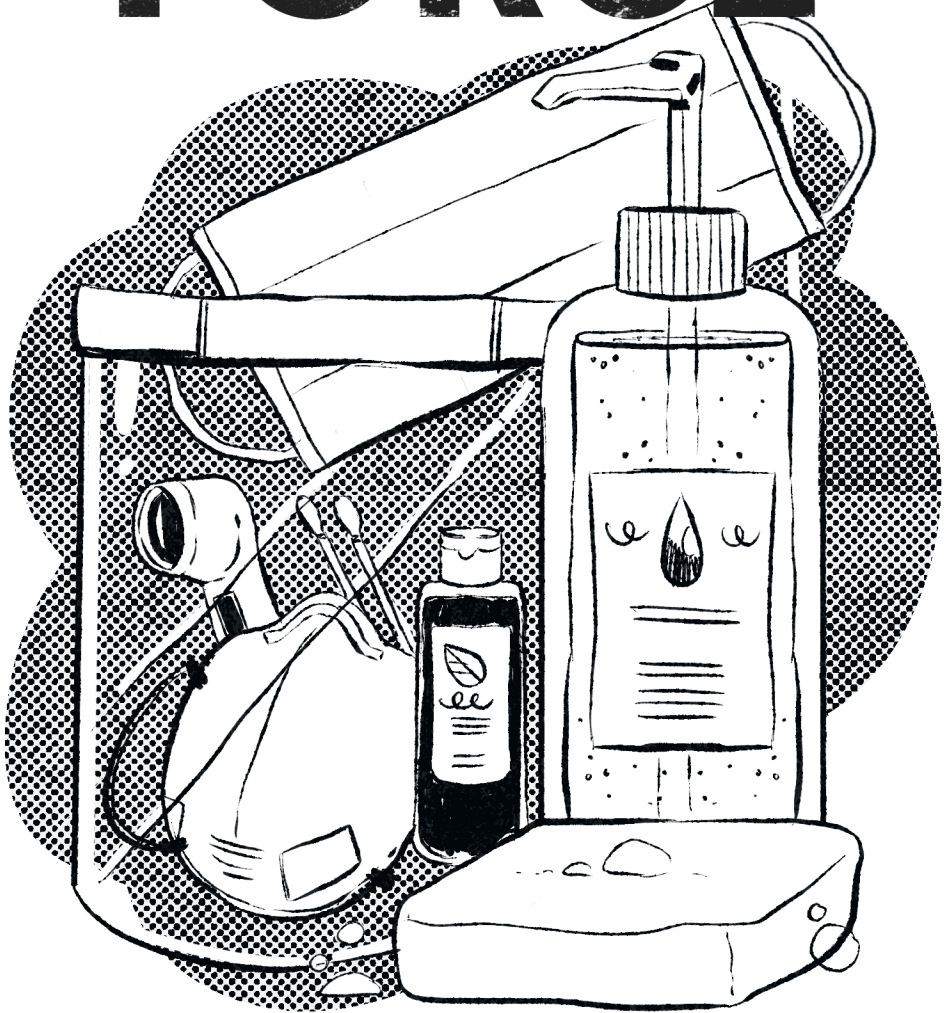


# RESILIENCE FORCE



DISASTER CLEAN UP WORKERS  
PROTECT YOURSELF FROM COVID  
KNOW YOUR RIGHTS

# RESILIENCE FORCE

AUGUST 2020

## **DISASTERS ARE NOW A FACT OF LIFE IN AMERICA.**

EVERY YEAR, THEY GROW STRONGER AND MORE FREQUENT. DISASTERS ARE CHANGING ALL OF OUR LIVES--AND NO ONE IS MORE IMPORTANT THAN THE WORKERS WHO ARRIVE AFTER DISASTERS TO REBUILD EVERYTHING FROM SCHOOLS, HOMES, AND HOSPITALS. WE CALL THESE PEOPLE RESILIENCE WORKERS.

**RESILIENCE FORCE** IS A NATIONAL INITIATIVE TO TRANSFORM AMERICA'S RESPONSE TO DISASTERS BY PROTECTING AMERICA'S RESILIENCE WORKFORCE--THE MILLIONS OF PEOPLE WHOSE WORK, HEART, AND EXPERTISE MAKE SUSTAINABLE RECOVERY FROM DISASTERS POSSIBLE.

COMMUNITIES AFFECTED BY NATURAL DISASTERS LIKE HURRICANES, FLOODS, AND WILDFIRES NEED LOTS OF WORKERS TO HELP REBUILD. IT'S A GOOD CHANCE TO MAKE A LOT OF MONEY IN A SHORT TIME. BUT WORKERS IN PAST NATURAL DISASTERS HAVE ALSO BEEN ABUSED WITH LOW WAGES OR NO WAGES, EMPLOYERS PROMISING A LOT BUT PROVIDING LITTLE TO NOTHING, NOT BEING PAID OVERTIME FOR WORK OVER 40 HOURS A IN WEEK, SUBSTANDARD HOUSING, UNSAFE WORKING CONDITIONS, OR BEING STRANDED OR ABANDONED FAR FROM HOME.

WORKERS HELPING TO REBUILD AFTER DISASTERS HAVE ALWAYS WORKED IN DANGEROUS CONDITIONS, BUT IN THE TIME OF COVID-19, RECOVERY WORK CAN BE EVEN MORE DANGEROUS. IT'S IMPORTANT TO KNOW HOW TO KEEP YOURSELF SAFE FROM COVID-19 AND WHAT STEPS YOUR EMPLOYER SHOULD TAKE TO KEEP PEOPLE SAFE WHILE ON THE JOB.

## **YOU HAVE THE RIGHT TO BE SAFE AT WORK AND PROTECTED FROM COVID-19**

THE FEDERAL GOVERNMENT HAS ISSUED SPECIFIC GUIDANCE FOR HOW TO KEEP WORKSITES SAFE. THE CITY AND STATE WHERE YOU ARE GOING TO WORK MAY HAVE EVEN STRONGER RULES IN PLACE TO PROTECT WORKERS.

WE PUT TOGETHER THIS GUIDE SO YOU CAN STAY SAFE AT WORK AND PROTECT YOURSELF FROM THE CORONAVIRUS. WE KNOW THAT COVID-19 ISN'T THE ONLY DANGER THAT RESILIENCE WORKERS FACE. MANY TIMES, RESILIENCE WORKERS CONFRONT OTHER UNSAFE WORKING CONDITIONS AND WAGE THEFT. RESILIENCE FORCE PUT TOGETHER ANOTHER GUIDE TO HELP YOU DEFEND YOUR RIGHTS WHEN YOU WORK IN A DISASTER ZONE. YOU CAN FIND THAT GUIDE HERE: [HTTPS://BIT.LY/FUERZA-ENG](https://bit.ly/fuerza-eng)

IF YOU ARE WORKING TO HELP REBUILD AND RECOVER AFTER A NATURAL DISASTER, WE WANT TO HEAR YOUR STORY AND SUPPORT YOU. CALL RESILIENCE FORCE AT 844-FUERZA1 (844-383-7921) TO TELL US ABOUT WHAT IS HAPPENING AND LEARN HOW YOU AND YOUR COWORKERS CAN TAKE ACTION TOGETHER TO IMPROVE CONDITIONS FOR RESILIENCE WORKERS.

# HOW TO STAY SAFE FROM COVID, AT HOME AND AT WORK FROM THE CENTERS FOR DISEASE CONTROL AND PREVENTION

## WASH YOUR HANDS:

YOU SHOULD WASH YOUR HANDS OFTEN WITH SOAP AND WATER FOR AT LEAST 20 SECONDS.

## AVOID CLOSE CONTACT:

STAY AT LEAST SIX FEET APART FROM OTHER PEOPLE WHO DO NOT LIVE IN YOUR HOME.



## WEAR A MASK:

YOU SHOULD WEAR A CLOTH OR DISPOSABLE MASK WHEN YOU GO OUT IN PUBLIC.

## COVER COUGHS AND SNEEZES:

COVER YOUR MOUTH AND NOSE WHEN YOU SNEEZE OR COUGH TO PROTECT OTHER PEOPLE. WASH YOUR HANDS WITH SOAP AND WATER AFTER YOU COUGH AND SNEEZE.



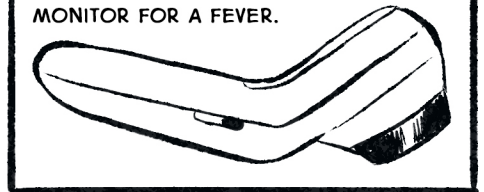
## CLEAN AND DISINFECT:

YOU SHOULD FREQUENTLY CLEAN SURFACES THAT A LOT OF PEOPLE ARE TOUCHING, LIKE DOOR HANDLES AND LIGHT SWITCHES.



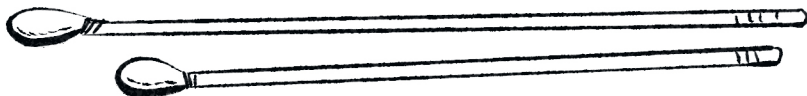
## MONITOR YOUR HEALTH:

BE ALERT FOR COVID SYMPTOMS, INCLUDING A COUGH, A FEVER, OR SHORTNESS OF BREATH. REGULARLY TAKE YOUR TEMPERATURE TO MONITOR FOR A FEVER.



## LEARN ABOUT TESTING, LAWS, AND REGULATIONS IN THE CITY WHERE YOU'RE WORKING

WHILE THERE IS SOME GUIDANCE AND PROTECTIONS FOR RESILIENCE WORKERS NO MATTER WHERE YOU LIVE OR WORK, EACH CITY AND STATE ALSO HAS DIFFERENT PROTECTIONS, RESOURCES, AND RULES FOR COVID-19. MAKE SURE YOU ARE AWARE OF WHAT'S DIFFERENT IN THE CITY AND STATE WHERE THE DISASTER HAPPENED. RESILIENCE FORCE CAN HELP YOU TO FIND OUT THIS INFORMATION WHEN YOU GO TO A JOB. CALL US WHEN YOU ARE GOING TO A NEW LOCATION AND WE CAN HELP FIND OUT WHAT YOU AND YOUR COWORKERS NEED TO KNOW.



### KNOW WHERE TO GET TESTED:

IT'S IMPORTANT TO KNOW WHERE YOU CAN GET TESTED FOR COVID-19 IF YOU OR YOUR COWORKERS START TO SHOW SYMPTOMS OR THINK YOU MAY HAVE BEEN EXPOSED TO SOMEONE WHO WAS INFECTED WITH THE CORONAVIRUS. THIS WEBSITE CAN HELP YOU FIND TESTING IN THE CITY AND STATE WHERE YOU ARE WORKING.

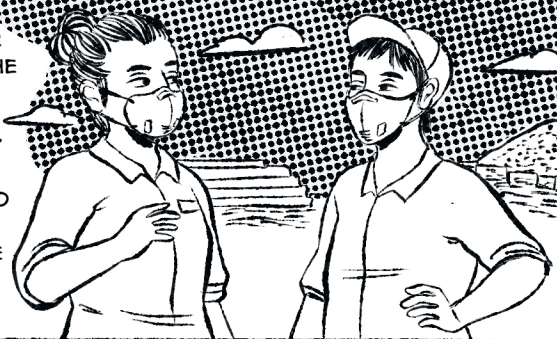
[HTTPS://WWW.HHS.GOV/CORONAVIRUS/COMMUNITY-BASED-TESTING-SITES/INDEX.HTML](https://www.hhs.gov/coronavirus/community-based-testing-sites/index.html)



NOTE THAT TESTING SERVICES AND LOCATIONS MIGHT CHANGE DEPENDING ON THE DAMAGE OF THE DISASTER. IF YOU NEED HELP FINDING A TESTING CENTER, CALL RESILIENCE FORCE.

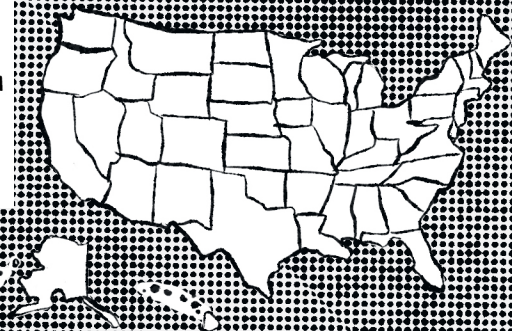
### KNOW THE RULES:

YOU SHOULD ASK YOUR EMPLOYER OR DO SOME RESEARCH ABOUT THE NEW COVID-19 RULES IN THE CITY OR STATE WHERE YOU ARE GOING TO WORK. FOR EXAMPLE, IN MANY CITIES IT IS REQUIRED THAT YOU WEAR A FACE MASK WHEN YOU GO TO ANY PUBLIC PLACE. MAKE SURE YOU ASK ABOUT THE RULES WHERE YOU ARE WORKING. RESILIENCE FORCE CAN HELP YOU FIND OUT.



### KNOW YOUR RIGHTS:

SOME CITIES AND STATES HAVE STRONGER PROTECTIONS FOR WORKERS DURING COVID-19 THAN OTHER STATES. RESILIENCE FORCE CAN HELP YOU LEARN WHAT YOUR RIGHTS AND PROTECTIONS ARE WHEREVER YOU GO.





# WHAT TO ASK BEFORE YOU GO

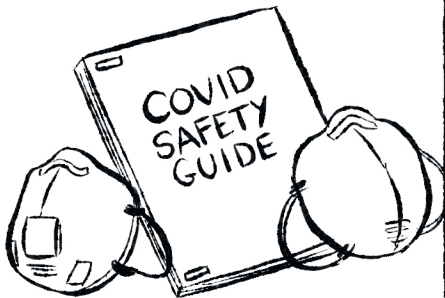
RESILIENCE FORCE HAS PRODUCED A GENERAL KNOW YOUR RIGHTS GUIDE FOR RESILIENCE WORKERS TO ASK QUESTIONS ABOUT HOW YOU WILL BE PAID AND OTHER CONDITIONS OF THE JOB. YOU CAN FIND THAT GUIDE HERE.

## [HTTPS://BIT.LY/FLUERZA-ENG](https://bit.ly/fluerza-eng)

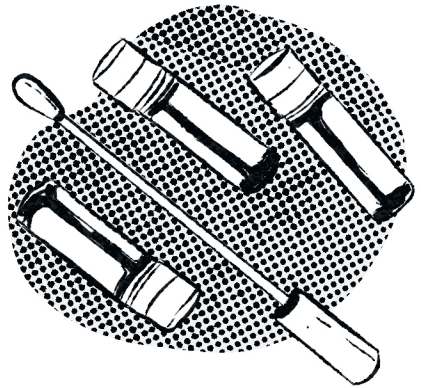
BEFORE YOU GO TO THE JOB, YOU CAN ALSO ASK SPECIFIC QUESTIONS ABOUT HOW THEY WILL KEEP WORKERS SAFE FROM COVID, INCLUDING:

DO YOU HAVE A COVID SAFETY PLAN? CAN I HAVE A COPY?

WILL WE BE PROVIDED WITH PERSONAL PROTECTIVE EQUIPMENT (PPE)?

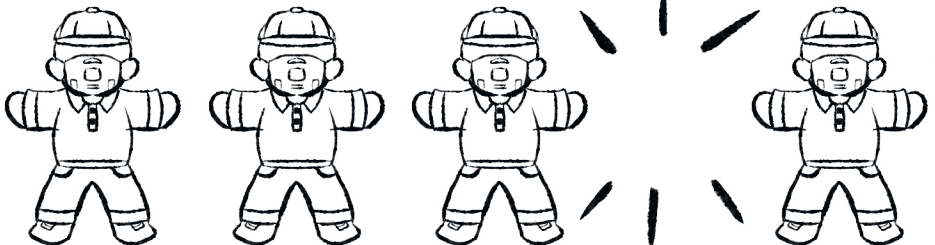


WILL YOU BE SCREENING OR TESTING EMPLOYEES FOR COVID-19?



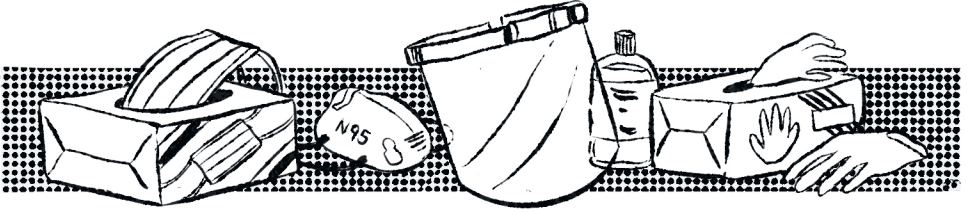
HOW WILL WE BE ABLE TO PRACTICE SOCIAL DISTANCING WHILE ON THE JOB WORK, IN OUR TRANSPORTATION, OR IN OUR HOUSING?

WHAT WILL HAPPEN IF SOMEONE GETS SICK? WILL WE BE ABLE TO QUARANTINE SAFELY OR GET PAID SICK LEAVE?

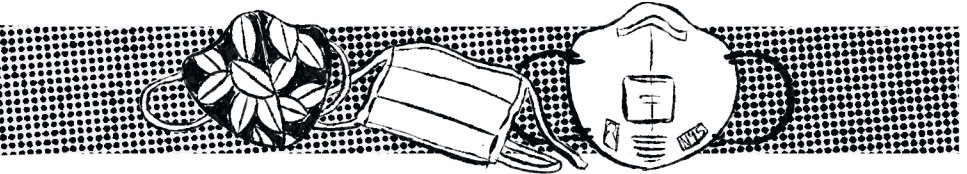


## IS YOUR EMPLOYER DOING ENOUGH TO KEEP YOU SAFE FROM COVID-19?

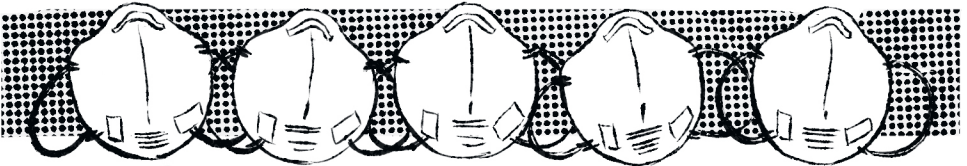
THE FEDERAL GOVERNMENT HAS GUIDANCE FOR HOW EMPLOYERS SHOULD PROTECT WORKERS FROM COVID-19. THE STATE AND CITY WHERE YOU ARE WORKING MAY HAVE EVEN STRONGER REGULATIONS. IF YOU ARE ALREADY ON THE JOB, IS YOUR EMPLOYER DOING EVERYTHING THEY SHOULD BE TO KEEP YOU AND YOUR COWORKERS SAFE FROM COVID-19?



WHAT KIND OF PERSONAL PROTECTIVE EQUIPMENT (PPE) HAS YOUR EMPLOYER PROVIDED? IS YOUR EMPLOYER PROVIDING YOU WITH PROTECTION TO KEEP YOU SAFE AT WORK, LIKE GLOVES, MASKS AND/OR FACE SHIELDS? FOR SOME KINDS OF DISASTER RECOVERY YOU SHOULD BE PROVIDED WITH MASKS OR OTHER EQUIPMENT THAT OFFER A HIGHER LEVEL OF PROTECTION, INCLUDING N95 MASKS WITH RESPIRATORS IN FLOODED AREAS WHERE THERE MAY BE MOLD,



FOR SOME DISASTER RECOVERY PROJECTS, THE FEDERAL GOVERNMENT REQUIRES COMPANIES TO USE STRONGER MASKS. WHILE YOU MAY WEAR A CLOTH MASK TO THE GROCERY STORE, WHEN YOU ARE CLEANING MOLD AFTER A FLOOD YOU NEED TO BE GIVEN WHAT IS KNOWN AS AN N95 MASK.



N95 MASKS ARE DIFFERENT FROM CLOTH MASKS OR SURGICAL MASKS. THEY ARE NOT REUSABLE. THEY ARE TIGHT-FITTING, FILTERED MASKS THAT SHOULD NOT BE USED DURING MULTIPLE SHIFTS. THEY SHOULD SAY N95 ON THE MASK, OR HAVE ANOTHER NUMBER/LETTER TO SHOW HOW STRONG THE PROTECTION IS. (EXAMPLE, N95, N99, N100, R95, P95, P99, P100). N95 MASKS CAN BE WITH OR WITHOUT A RESPIRATOR. FOR JOBS WITH MOLD OR LOTS OF DUST, IT'S IMPORTANT TO HAVE A MASK WITH A RESPIRATOR.



IS YOUR EMPLOYER MONITORING THE HEALTH OF YOU AND YOUR COWORKERS? IS YOUR EMPLOYER CHECKING THE TEMPERATURE OF WORKERS EVERY DAY? IS YOUR EMPLOYER DOING ANYTHING TO RESPOND TO ANYONE WHO IS SHOWING SYMPTOMS OF COVID (LIKE A COUGH)?



CAN YOU FREQUENTLY WASH YOUR HANDS AT WORK? ARE THERE PLACES FOR YOU AND YOUR COWORKERS TO REGULARLY WASH YOUR HANDS DURING THE DAY WITH RUNNING WATER AND SOAP? HAS ANY HAND SANITIZER BEEN PROVIDED?



ARE YOU ABLE TO KEEP SIX FEET OF DISTANCE FROM YOUR COWORKERS? IS YOUR EMPLOYER MAKING IT POSSIBLE FOR YOU TO MAINTAIN SIX FEET OF DISTANCE FROM YOUR COWORKERS?



ARE SURFACES AND TOOLS BEING REGULARLY CLEANED? IS YOUR EMPLOYER DOING ANYTHING TO KEEP SURFACES REGULARLY CLEANED AND SANITIZED? DO EMPLOYEES NEED TO SHARE A LOT OF EQUIPMENT THROUGHOUT THE DAY? IS IT CLEANED BETWEEN USES?



ARE YOU ABLE TO MAINTAIN SOCIAL DISTANCING IN THE HOUSING AND TRANSPORTATION YOUR EMPLOYER HAS PROVIDED? YOUR EMPLOYER SHOULD BE TRYING TO KEEP EMPLOYEES SIX FEET APART. ARE YOU SHARING A ROOM WITH PEOPLE YOU AREN'T RELATED TO? WHAT IS THE TRANSPORTATION LIKE BETWEEN YOUR LODGING AND THE WORKSITE?



HAS YOUR EMPLOYER PROVIDED ANY INFORMATION OR TRAINING ABOUT COVID-19? DID YOUR EMPLOYER REVIEW ANY SAFETY PRACTICES TO KEEP WORKERS SAFE FROM COVID-19? HAVE THEY CREATED A PROCESS FOR WHAT SHOULD HAPPEN IF SOMEONE BECOMES SICK?



HAS ANYONE TESTED POSITIVE FOR COVID-19? WHAT HAPPENED? IS YOUR EMPLOYER PROVIDING PAID SICK LEAVE? IS YOUR EMPLOYER MAKING IT POSSIBLE FOR THE PERSON WHO GOT SICK TO QUARANTINE? DID THEY INFORM OTHER EMPLOYEES THAT SOMEONE TESTED POSITIVE? DID THEY ISOLATE PEOPLE WHO MAY HAVE BEEN EXPOSED TO THE PERSON WHO WAS INFECTED?



# WHAT TO DO IF YOUR EMPLOYER ISN'T PROTECTING YOU FROM COVID-19?

IF YOU ARE AFRAID THAT YOUR EMPLOYER ISN'T PROTECTING YOU AND YOUR COWORKERS FROM COVID-19, WRITE DOWN AS MUCH INFORMATION AS YOU CAN ABOUT THE CURRENT CONDITIONS AND WHAT HAPPENED, AND CONTACT RESILIENCE FORCE AT 844-FUERZA1 (844-383-7921).

IN ADDITION TO WRITING DOWN ANSWERS TO THE QUESTIONS ABOVE, TAKE NOTES ABOUT THE WORKSITE, THE HOUSING, AND THE EMPLOYER. TAKE PHOTOS AND VIDEOS WHEN YOU CAN.

IF YOU OR YOUR COWORKERS HAVE COMPLAINED TO THE BOSS OR ASKED QUESTIONS ABOUT CONDITIONS AND PROTECTIONS, WRITE DOWN WHAT YOU SAID, HOW THEY RESPONDED, AND WHAT HAPPENED NEXT.

SAVE ANY TEXT MESSAGES OR WRITTEN CORRESPONDENCE BETWEEN YOU AND THE EMPLOYER ABOUT THE JOB.

TAKE LOTS OF PHOTOS OR VIDEOS THAT SHOW THE DANGEROUS WORKPLACE OR HOUSING CONDITIONS AND DOCUMENT WHAT IS HAPPENING AND WHAT YOUR CONCERNS ARE.

WHAT ARE THE ADDRESSES OF THE WORKSITES? WHAT KIND OF BUILDING ARE YOU FIXING?

WHO IS TELLING YOU WHAT TO DO AT WORK EACH DAY, IF IT'S NOT THE PERSON WHO HIRED YOU? WHAT IS THEIR FIRST AND LAST NAME? WHAT DO THEY LOOK LIKE (AGE, GENDER, RACE)? WHO DO THEY WORK FOR?

WHAT IS THE ADDRESS OF WHERE YOU ARE STAYING? IS IT A HOTEL OR PRIVATE HOUSE? HOW MANY PEOPLE ARE SHARING EACH ROOM? HOW BIG ARE THE ROOMS (WALK ACROSS THE ROOM AND COUNT YOUR STEPS - ONE STEP IS ABOUT THREE FEET)?

