



FREQUENTLY ASKED WORKER QUESTIONS ABOUT THE WILDFIRES

The Los Angeles County Office of Labor Equity within the Department of Consumer and Business Affairs protects workers and enforces County wage, health, and safety ordinances.

Can I request Paid Sick Leave?

Yes, a worker may use accrued sick leave under California law for absences related to the wildfire disaster if the need falls under permissible use such as for health issues of your own or to care for the illness of a family member.

If my job is in an evacuation zone, do I have to report to work? As a worker, you are not required to work in an evacuation zone. California laws give workers the right to refuse to work in unsafe conditions, including evacuation zones.



What if my employer retaliates? Workers are protected regardless of their immigration status. If your employer retaliates against you, file a complaint by visiting our website at workers.lacounty.gov or calling (800) 593-8222. Remember complaints can be filed anonymously.

What if I am unemployed because my employer's place of business was affected by the wildfires? The California Employment Development Department (EDD) provides partial wage replacement benefits for workers who lose their jobs or have reduced hours due to no fault of their own. When the Governor issues an Emergency Proclamation, the one-week nonpayment period may be waived for individuals affected by the current disasters. More information can be found at <https://edd.ca.gov/en/unemployment/>.

Am I protected for asking whether it is safe and healthy to return to work?

In California, it is illegal for employers to retaliate against workers who refuse to work in unsafe conditions, including worksites in evacuation zones. Additionally, Los Angeles County adopted an ordinance that prohibits employers from retaliating against workers such as firing, cutting hours, demoting, suspending, or disciplining because the worker complains or provides information to relevant government agencies about workplace violations of public health laws, rules, and regulations. More information can be found at <https://dcba.lacounty.gov/noretaliation/>.

Is there help if the fires impacted my family and I need childcare? LA County Parks Care Camps will provide youth and teens with a supportive space for fun and recreation. Care camp is available Monday through Friday beginning January 13 to January 31, 2025. More information and locations can be found at <https://parks.lacounty.gov/care-camps/>.