



REQUESTING HEALTH AND SAFETY PROTECTIONS AT WORK DURING COVID

Federal and state regulations require your employer to provide a safe workplace. OSHA and the Centers for Disease Control have issued guidance that employers should follow to help keep their employees safe from coronavirus.

WHAT IS THIS FOR?

This form helps people whose employers are not following the recommended guidance of [OSHA](#) and the [CDC](#) related to coronavirus. The form is not legal advice. You can use this form to request that your employer take steps to make your workplace safer from coronavirus by completing the sections on the next page and providing it to your employer.

BEFORE YOU MAKE A COMPLAINT

It is best to raise your health and safety concerns together with at least one other concerned co-worker. When two or more people in a workplace complain about a health or safety concern, their complaint is considered collective action, and is considered protected activity under federal law. It is also important to keep your own copy of anything you provide to your employer. Detach the form from the rest of this document before you deliver it to your employer.

NEED HELP?

If you need help filling out the form, or have questions about how to deliver it to your employer, contact Ana Pardo: ana.pardo@ncjustice.org.

Request for Health and Safety Protections

Date: _____ Name of Employer: _____

Name(s) of Employees Making the Request: _____

Federal and state occupational and safety laws require an employer to provide a workplace that is free from recognized hazards that are causing or are likely to cause death or serious physical harm to employees.

We believe our workplace is not safe from coronavirus because:

_____ **We do not have the Personal Protective Equipment that we need. Specifically, we need:**

_____ **The surfaces employees come into contact with are not being regularly disinfected. Those surfaces are:**

_____ **Social distance of at least six feet is not being maintained. This is where and when we have this problem:**

_____ **There is not an adequate health screening of each employee each day. Specific issues include: _____**

_____ **People who are sick or who have been exposed to COVID are reporting to work. This is because: _____**

_____ Employees don't have access to handwashing facilities and/or enough time to wash or sanitize hands.
Specifically, we need _____

_____ Employees don't have enough access to paid leave if they have symptoms of, or are sick with, COVID-19. The problems are: _____

Please let us know immediately how you will address the concerns listed above.

DATE

_____	_____
_____	_____
_____	_____

SIGNATURES

North Carolina law protects employees who complain about safety and health conditions in the workplace from retaliation, including protection from firing or a change in the terms or conditions of their employment.