

## Workers' Rights During Disasters

### Wildfire Smoke

If the air outside of your job smells or looks like it has wildfire smoke in it, you may have a right to masks or for a change at your job site if you are working:

- Outside for over 1 hour
- Inside a building or car with open windows or doors for over 1 hour
- **AND** the air is smoky. If the air is smoky, you should check the air quality at [airnow.gov](https://airnow.gov) (or on other apps). If it shows a rating over 151, your job must give you an N-95 mask, move you out of the smoke, or change the hours when you work to get away from smoke

### Heat Exposure

If it is hot outside, you have special rights. If your job is outside:

- Shade must be present when the temperature is over 80 degrees, and you must be able to get to shade all of the time
- Your boss must let you cool down when it is over 80 degrees
- When it is over 95 degrees, your boss must give you a 10 minute cool down break every 2 hours. Every 2 hours after an 8 hour shift, your boss must give you another break
- Your boss must check if you are sick from the heat

### Working in Evacuation Zones

If your job makes you work in an area that is under an evacuation order, you may have a right to file a CalOSHA complaint or to sue them. Working in unsafe places is against California Law and your employer cannot retaliate against you if you refuse to work in an evacuation zone. You also have a right to be paid for the time you are at your worksite, even if you can't work due to smoke, heat, or an evacuation order.

**Your job must have a plan for smoke or heat events.** If you have one of the above problems, you can file a complaint with CalOSHA at [dir.ca.gov/dosh/Complaint.htm](https://dir.ca.gov/dosh/Complaint.htm) or 626-471-9122