



Reduce harmful work stressors.
Improve job quality and health.

Healthy Work Strategies

Reducing COVID-19-related work stressors

V. Community organizations' advocacy efforts

Community organizations, also called non-governmental organizations (NGOs), are advocating for their members and working to establish guidelines for a safe re-opening of workplaces, to protect both consumers and workers. For example, the California Healthy Nail Salon Alliance has released [guidelines](#) that will help protect nail salon workers and customers from COVID-19 once they open. Guidelines include limiting the number of people in the salon, frequent and thorough disinfection between clients, reducing the amount of services offered to clients, as well as the right to refuse service for anyone who has been exposed to or is showing symptoms of the virus.¹

Labor unions, such as UNITE-HERE Local 11, a union representing hotel workers, the Los Angeles County Federation of Labor, and other unions in Los Angeles, Long Beach, and several other cities are advocating for legislation that require hotels (and employers in other industries) to rehire any workers laid off due to the pandemic by order of seniority.² As of November 1, 2020, Assembly Bill 3216, or the “right of recall” bill was passed. It requires employers to rehire laid-off workers if/when their previous positions become available, though employers are encouraged to monitor for updates as they become available.³ Similarly, an emergency ordinance measure was passed by the City Council of San Diego that requires hotels to rehire workers according to seniority. It also offers similar protections to workers in the event that there is a change in the ownership or management of the hotel.⁴

In November 2020, in response to inadequate oversight of COVID-19 health & safety violations by CAL-OSHA, the Los Angeles County board of supervisors approved a program for workers to form public health councils⁵ to report violations of public health orders by employers. This was an example of a collaboration between the Los Angeles Federation of Labor, the Los Angeles County Public Health and others. The board also passed an anti-retaliation ordinance to protect low-wage workers from retaliation for reporting health & safety violations.

The National Council for Occupational Safety and Health (NCOSH) [website](#) provides many resources on COVID-19 and the organization has provided aid for workers during the COVID-19 pandemic.⁶ Activities include a campaign to raise the wages of fast-food workers to a minimum of \$15, a listing of all the current federal and State relief bills, and information on workers' compensation laws, paid sick leave, and other benefits for workers. NCOSH also provides resource lists in other languages, as well as information on personal protective equipment (PPE) and how to safely use PPE.

Community organizations' advocacy efforts related to worker safety and health and COVID-19 need to be evaluated for their impact on reducing work hazards and workers' illnesses. We plan to update this page as further COVID-19-related advocacy efforts occur. Please share new information about community organizations' advocacy efforts on COVID-19 with us at contact@healthywork.org, so that we can discuss them here.

References:

1. Collab Releases Guidelines for Reopening Nail Salons. *California Healthy Nail Salons Collaborative*. June 2020. <https://www.cahealthynailsalons.org/>.
2. Greenhouse S. Workers fight back as US hotels try to lay off staff and hire on the cheap. *The Guardian*. June 9, 2020.
3. Wagner S. California Lawmakers Impose "Right of Recall" Provisions on Hotel Employers. *JD Supra*. <https://www.jdsupra.com/>. September 2, 2020.
4. Weisberg L. San Diego hotels must rehire laid-off workers by seniority, City Council says. *San Diego Tribune*. October 8, 2020.
5. Miller, L. L.A. County approves program for workers to form public health councils to curb coronavirus spread. *Los Angeles Times*. November 10, 2020.
6. Coronavirus: Resources for Workers. National Council for Occupational Safety and Health. <https://nationalcosh.org/coronavirus>. May 27, 2020.