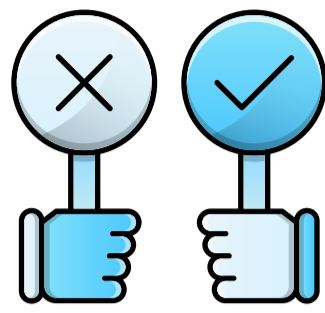




Employment Rights Fact Sheet 1:

Can my employer request that I come to work during Alert Level 4?

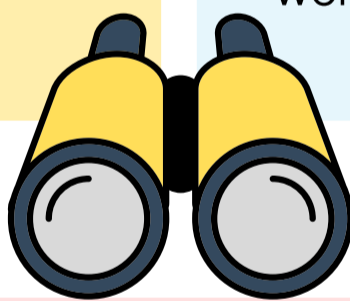
Businesses are closed except for essential services - for example, supermarkets, pharmacies, clinics, petrol stations, and lifeline utilities will stay open.



Accommodation services can open to customers during Alert Level 4. But, if your employer needs you to work on-site, they should:

1. Limit the number of people on-site so everyone can safely stay 2 meters apart
2. Offer flexible working arrangements, for example, staggered meal breaks, or staggered start and finish times to help with physical distancing
3. Clean and disinfect your workplace regularly

4. Provide employees with handwashing facilities
5. Have personal protective equipment (PPE) available for employees to use
6. Display your QR code and have an alternative contact tracing system for workers and customers to use.



If businesses cannot meet all Alert Level 4 rules to operate safely, employees should not go to work.

LAST PIECE OF ADVICE:

If a workplace needs to stay open employees may be asked to show whom they work for so they can prove they have a reason to travel. We recommend employers provide workers with a letter to confirm who they are and their roles.

This infographic is bought to you by Raise the Bar Hospo Union. e: advocacy@raisethebar.net.nz FB: @raisethebarnz w: www.raisethebar.net.nz