



**SAG-AFTRA**  
NEWS & BROADCAST



# COVID-19 Know Your Rights

Broadcast employers are required to follow the federal Occupational Safety and Health Act (OSHA) regulations and any state equivalents, as well as public health orders propagated by local, state or federal governments. Public media stations located within or affiliated with an academic institution must follow campus health and safety guidelines.

As a SAG-AFTRA member, you have additional protections under your collective bargaining agreement and the National Labor Relations Act. In addition, public sector unionized employees have similar legal protections specific to the state, municipality and employer.

## **As a unionized workforce and as members of SAG-AFTRA, you also have the following protections:**

- Request meetings to discuss any newly proposed policies or changes to your working conditions. This can be done on a local or national level.
- The right to request information from your employer.
- Your shop stewards have the right to investigate if the union is considering filing a grievance over a potential violation.

- Work with employers on providing PPE supplies to union members.

## **Concerned that social distancing, cleaning and disinfecting or other regional guidelines like wearing a face covering are not being followed?**

- If you do not feel safe, talk with your immediate supervisor and work together with station management to troubleshoot and find solutions.
- Talk with station staff members, including staff that work on opposite shifts, to learn if they are facing similar concerns and involve your shop stewards.
- Shop stewards may call for a Labor-Management Committee meeting.
- Many SAG-AFTRA contracts have specific language around health and safety. A grievance may need to be filed if safety issues are not resolved promptly.
- At times, collective action may be necessary. It is important to discuss possible escalation with your stewards and SAG-AFTRA staff.
- Under the NLRA you have the right as an employee to stop working if you have a good faith belief that your

working conditions are abnormally dangerous. Before taking this step, consult with your shop stewards and SAG-AFTRA staff.

**Some stations are located within larger complexes with other tenants within the same building. Do not hesitate to bring up health and safety issues related to building common areas including elevators, restrooms and conference rooms with your station management.**

Other steps to consider:

- Work with your shop steward to create a safety council for your worksite.
- Work with other labor unions at your place of work (for example, IATSE, DGA, IBEW, NABET).

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