

# COVID-19 Legal Fact Sheet for Migrant Workers



## 1. Payment

1. If you still work *full-time*, you must still get your normal salary.
2. But, your **employer can ask you to use up your leave if you are not working.**
  - When it is used up, your **employer might move you to a Flexible Work Schedule (FWS)** so you can still get your basic salary (see below).
3. If not, your **employer might reduce your salary.** You can discuss this with them and **both of you must agree** to your new salary.

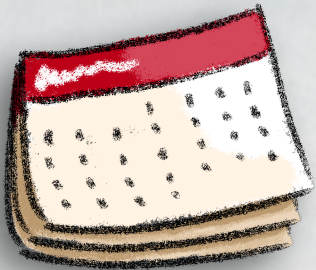


### Foreign Worker Levy (FWL) Rebate:

- Your employer will get **\$750 in May and June**, and **\$375 in July** to pay for your food and housing.
- Your employer will give you **the money that is left or your salary, whichever is lower.**
- Make sure your employer only takes away money as stated in your contract or In-Principle Approval (IPA) Letter.

### Flexible Work Schedule (FWS):

- If you are **entitled to a monthly salary** and your employer places you on FWS, **you will receive your basic salary.**
- However, because you are not working full-time, **you 'owe' your employer the 'hours you never work'.**
- **In the future, you need to work overtime without extra salary to 'pay back' the hours you did not work.**



### How to receive payment?

- If you live in a dormitory, your salary will be paid **electronically.**
- If you don't have a Singapore bank account, **your employer will open one for you.**

## 2. Transfer of Work

- From 1 April to 31 August 2020, your **employer might ask you to transfer to** work in another sector. **You can say no** if you don't want to.
- **Your new employer must apply to transfer you to them.**
  - If your new employer applies more than 40 days from expiry of your work pass, your current employer must agree.
  - If your new employer applies less than 40 days from expiry of your work pass, your new employer can hire you, and your current employer does not need to agree to this.







### 3. Quarantine/ Hospitalisation

#### - Will I have to pay my hospital fees?

- The Singapore Government will pay for your hospital fees if you have COVID-19.

#### - If I am hospitalised or quarantined, will I still get paid?

- You will only be paid your salary if you use your **Paid Sick Leave** or **Annual Leave**.

### 4. What happens if I'm fired?

#### - Try to look for another employer.

- You can apply for a new job in Singapore and transfer to your new employer.
- **Your new employer must apply to transfer you to them.**
  - If your new employer applies more than 40 days from expiry of your work pass, your current employer must agree.
  - You can apply for a new job at fair employment agencies that should not charge more than 1 month of a worker's fixed-monthly salary for each year of service, capped at 2 months' salary.

#### - If you cannot find another employer and have a work permit, your employer must pay for your flight home.

- If you have a **S Pass** and your contract says that you will pay for your own flight home, **you have to pay for yourself.**

#### - Agency fees:

- If you used an agency **from Singapore**, you can get a refund of your agency fees if you were **fired** during the **first 6 months** of work.
- You will be refunded **at least 50%** of the agency fees that you paid



### 5. WICA (Work Injury Compensation Act)

You may claim under WICA for COVID-19 if:	You may <i>not</i> claim under WICA for COVID-19 if:
<p>You caught COVID-19 <i>while at work</i>. For example:</p> <ol style="list-style-type: none"><li>From a construction site cluster;</li><li>As an essential service worker during the Circuit Breaker.</li></ol>	<p>You caught COVID-19 from <i>community spread</i>. For example:</p> <ol style="list-style-type: none"><li>From the dormitory/lodges;</li><li>From public spaces (eg. Mustafa Centre).</li></ol>



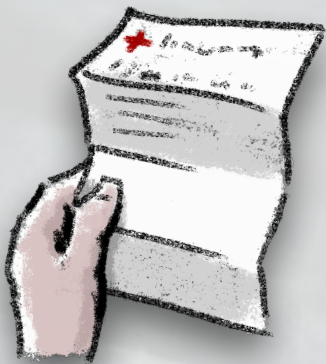
## - Who can claim under WICA?

- You can claim if you have a “**contract of service**” with your employer.
  - “**Contract of service**” means you have an agreement with your employer to be paid for work.
- You can still claim even if you no longer work for your employer or your work pass has been cancelled.



## - What can I claim under WICA?

- **Medical Leave Wages:** Payment for the period you could not work because of COVID-19 hospitalisation.



## - How do I claim medical leave wages under WICA?

1. Tell your employer you have COVID-19
2. Give them the original Medical Certificate (MC).
3. Keep a photocopy or picture of the original copy.
4. If you are on hospitalisation leave, **you can claim your full average wages up to 60 days. After the 61<sup>st</sup> day, you can claim 2/3 of your average wages.**

## - Do I have to contact MOM?

1. **Usually no.** Your employer will process the claim.
2. **Yes,** if your employer:
  - a. Doesn't pay you medical wages by your next pay day;
  - b. Doesn't inform MOM of your incident;
  - c. Doesn't provide you with housing or food; or
  - d. Tries to send you home before your claim is settled.



## - How do I alert MOM?

- Submit a form at <https://service2.mom.gov.sg/efeedback/Forms/eFeedbackWithReferrer.aspx?option=27>

## - How to check status of my claim

1. Via SMS to 96175993. Text: **CA**<space>**claim reference number**; or
2. Online at <https://www.mom.gov.sg/eservices/services/wsh-incident-reporting> or
3. Call MOM at **6438 5122** or your **employer**.