

Notice to employees about the settlement agreement between Alba Services Inc. (Volk Industrial Services Corp) and the Office of the New York Attorney General (OAG)

Your legal rights under the New York State Workers' Compensation Law

As an employee, you have the right to the following workers' compensation benefits if you get injured or become sick at work, no matter your immigration status and the cause of the injury or illness:

- **free medical care and free transportation** to medical appointments for your work-related injury or illness
- **lost-wage benefits** if you miss time from work due to a work-related incident or illness
- **protection from discrimination or firing** for filing for workers' compensation or for testifying to the Workers' Compensation Board

Your employer **cannot ask you** to give up your right to compensation.

You do not pay for these benefits. Employees also do not pay for a workers' compensation attorney to represent them in their claim

Notify your employer of your accident **as soon as you can in writing**. You **must** notify your employer **within 30 days of the accident**. If you do not, **you may lose your rights to workers' compensation benefits**.

After you notify your employer, you have **up to two years** to file a workers' compensation claim. Be sure to put the **correct employer name** on your claim form (this is the company name on your paycheck).

What Alba cannot do to you

Alba cannot prevent you from using your workers' compensation rights or allow you to be sexually harassed. In addition, Alba **cannot do** any of the following:

- punish employees for reporting sexual harassment
- fail to completely and accurately:
 - document all injuries that occur at Alba worksites
 - report all non-first-aid injuries to the Workers' Compensation Board within 10 days of an accident or notification of an accident
- prevent employees from filing workers' compensation claims, or convincing them to drop a claim, by:
 - punishing workers for filing a claim
 - harassing injured employees
 - revealing the names of employees who filed claims, except when legally allowed
 - providing, or instructing others to provide, false information about workers' compensation to employees
 - offering workers compensation in the form of money or guaranteed hours in exchange for not filing or for dropping a claim
- send injured employees to specific providers, prevent them from seeing their chosen providers, or instruct them to tell providers that the injuries did not happen at work

If you have questions about the settlement or wish to report Alba for not following these terms, contact the Labor Bureau:

Address: 28 Liberty St., New York NY 10005

Phone: 212-416-8700 (select 9 to leave a message)

Email: labor.bureau@ag.ny.gov

Settlement website: <https://ag.ny.gov/alba-settlement>

About OAG's settlement with Alba (Volk Industries)

Following OAG's investigation of Alba Services, Inc., Alba has agreed to a settlement. The investigation found that Alba:

- discouraged or prevented employees who suffered workplace injuries from filing workers' compensation claims
- clearly instructed employees not to file eligible claims
- revealed names of workers who had filed claims
- punished employees who filed claims
- violated the Workers' Compensation Law by failing to report injuries to the Workers' Compensation Board
- violated the New York State Human Rights Law and punished employees who reported sexual harassment

The OAG protects workers across the entire state. We investigate complaints about wage and hour claims, workers' compensation and unemployment benefits, paid leave, job safety, discrimination, and harassment.

