

WAREHOUSE WORKERS

Injured on the Job?

What Every Warehouse Worker Should Know About Injuries, Workers' Compensation, and Your Legal Rights

INSIDE:

- ▶ Common Warehouse Injuries & Symptoms
- ▶ What to Do Immediately After a Work Injury
- ▶ Your Rights Under California Workers' Compensation Law
- ▶ How an Attorney Can Protect Your Claim

You don't have to face a work injury claim alone.
There are many ways an experienced attorney can help you.



WAREHOUSE INJURY GUIDE - 2026

Khashan Law Firm, APC • Workers' Compensation & Personal Injury Attorneys • Inland Empire, CA

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Is Your Warehouse Job Causing You Pain?

- ▶ **Pain, tingling, numbness, and weakness in the back, neck, shoulders, arms, wrists, and hands** are among the most common complaints from warehouse workers. These symptoms are frequently work-related and should never be ignored.
- ▶ **Symptoms often start gradually.** Many workers try to push through the pain. Left untreated, minor strain can develop into a serious, disabling injury. Report symptoms to your employer and seek medical care right away.
- ▶ **Sudden injuries happen too.** Falls from ladders or forklifts, being struck by falling pallets, forklift collisions, crush injuries between racking and equipment, and lacerations from box cutters or machinery are common causes of serious, sometimes catastrophic, warehouse injuries.
- ▶ **These injuries can affect your whole life.** Lost wages, mounting medical bills, and the stress of dealing with an insurance adjuster can be overwhelming while you are trying to heal.

Common Causes of Warehouse Injuries

- ▶ **Repeated and forceful motion** — lifting, gripping, and moving heavy or bulky loads over and over, all shift long.
- ▶ **Awkward postures** — twisting, reaching, and stooping to reach racks and bins.
- ▶ **Inadequate rest breaks** — muscles, tendons, and ligaments need time to recover.
- ▶ **Powered equipment hazards** — forklifts, conveyors, pallet jacks, and loading docks are a leading source of severe injury when equipment is poorly maintained or workers are undertrained.
- ▶ **Production quotas and fast-paced schedules** — pressure to hit quota numbers can push workers to cut corners on safety.
- ▶ **Cold storage work** — cold temperatures reduce circulation and increase injury risk from repetitive work.

Know the Warning Signs

If you notice any of the following, tell your supervisor and get evaluated by a doctor as soon as possible:

- ▶ Persistent soreness, stiffness, or swelling that doesn't improve with rest
- ▶ Numbness or tingling in the hands or fingers
- ▶ Sharp or shooting pain when lifting, bending, or reaching
- ▶ Reduced grip strength or difficulty holding tools
- ▶ Pain that wakes you up at night

What to Do Immediately After a Work Injury

- ▶ **Report the injury right away.** California law requires you to notify your employer within 30 days, but the sooner you report, the stronger your claim.
- ▶ **Get medical attention.** Your health comes first. Ask for the DWC-1 claim form and complete the employee section.
- ▶ **Document everything.** Write down how the injury happened, take photos of the scene or equipment involved, and get contact information for any witnesses.
- ▶ **Keep copies of all paperwork.** Save medical records, claim forms, correspondence from the insurance company, and pay stubs showing lost time from work.
- ▶ **Be careful what you say to the insurance adjuster.** Recorded statements can be used to minimize or deny your claim. You are not required to give one without speaking to an attorney first.
- ▶ **Don't wait to get legal advice.** Deadlines apply, and early mistakes can be difficult to undo later in the claims process.

Your Rights Under California Workers' Compensation Law

If you are injured on the job, or an existing injury is made worse by your work, you may be entitled to benefits regardless of who was at fault, including:

- ▶ Medical care reasonably required to treat the injury
- ▶ Temporary disability payments while you are unable to work
- ▶ Permanent disability benefits if you don't fully recover
- ▶ Supplemental job displacement benefits (retraining) if you can't return to your old job
- ▶ Death benefits for dependents in the event of a fatal injury

These benefits are available to all workers, including part-time, temporary, and immigrant workers.

Warehouse Workers May Face Extra Obstacles

- ▶ **Pressure not to report.** Some workers are discouraged from reporting injuries out of fear of retaliation or losing shifts. Retaliation for filing a workers' compensation claim is illegal in California.
- ▶ **Disputed claims.** Employers and insurance companies sometimes argue that a repetitive-motion injury isn't work-related, especially when symptoms built up gradually.
- ▶ **Low settlement offers.** Insurance adjusters are trained to close claims for as little as possible.

How a Khashan Law Firm Attorney Can Help

Navigating a workers' compensation claim while you are hurt, in pain, and worried about your paycheck is difficult to do alone. Here is how having an experienced work-injury attorney on your side can make a difference:

- ▶ **Handling the claims process from start to finish.** We manage deadlines, paperwork, and communications with the insurance company so you can focus on recovering.
- ▶ **Connecting you with qualified medical care.** A fair, thorough medical evaluation is essential to a strong claim.
- ▶ **Pushing back on lowball offers.** We negotiate directly with insurance companies and, when necessary, take disputes before the Workers' Compensation Appeals Board.
- ▶ **Identifying every benefit you may be owed.** Including temporary and permanent disability, retraining benefits, and future medical care.
- ▶ **Protecting you from retaliation.** If you are demoted, disciplined, or terminated for filing a claim, you may have an additional legal claim against your employer.
- ▶ **Looking beyond workers' compensation.** If a third party (such as an equipment manufacturer or another company's driver) contributed to your injury, you may have a separate personal injury claim in addition to your workers' compensation benefits.
- ▶ **No upfront cost to you.** Work injury cases are typically handled on a contingency basis — you pay nothing unless we recover benefits or compensation for you.
- ▶

Why Injured Workers Choose to Get Legal Help

- ▶ Insurance companies have adjusters and attorneys working for them — you deserve someone working for you
- ▶ An attorney can help prevent a claim from being unfairly denied or delayed
- ▶ Legal representation can help make sure settlement offers reflect the true value of your injury, including future medical needs
- ▶ You focus on healing; we focus on the claim

A workplace injury can affect your health, your paycheck,
and your family. You don't have to navigate the claims process alone.

Talk to Khashan Law Firm About Your Case

If you or a family member has been hurt on the job in a warehouse, distribution center, or fulfillment center, Khashan Law Firm offers free, confidential consultations to help you understand your options.

- ▶ **Call: (951) 461-2387**
- ▶ **Toll-Free: (866) 34-INJURED**
- ▶ **Office:** 746 N. Mountain Ave. Ontario, CA 91762 / 26636 Margarita Rd, Suite 101, Murrieta, CA 92563
- ▶ **Serving:** The Inland Empire, and clients throughout California
- ▶ ***Hablamos Español.***

Additional Resources

- ▶ **California Division of Workers' Compensation (DWC):** www.dir.ca.gov/dwc — information on filing claims and your rights as an injured worker.
- ▶ **Cal/OSHA:** enforces workplace safety standards and investigates complaints; complaints are confidential.
- ▶ **HESIS (Hazard Evaluation System and Information Service):** www.cdph.ca.gov/ohb — publications on workplace hazards and ergonomics.
- ▶ **NIOSH Ergonomics and Musculoskeletal Disorders:** www.cdc.gov/niosh/topics/ergonomics/

Frequently Asked Questions

- ▶ **Can I be fired for filing a workers' compensation claim?** No. Retaliation for filing a valid claim is against California law.
- ▶ **What if my employer says my injury isn't work-related?** You can still file a claim and dispute the denial. An attorney can help gather the medical and other evidence needed to support your case.
- ▶ **How much does it cost to hire a workers' compensation attorney?** Consultations are free, and fees are typically paid only out of the benefits recovered, subject to approval by the Workers' Compensation Appeals Board.

Call Khashan Law Firm as soon as possible. The clock is ticking on your claim and we are here to help!

Estamos aqui para ayudarle con su reclamación de Workers' Comp en su trabajo. Llámenos hoy!

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