

What is wage theft?

Wage theft is when an employer does not pay you what you are owed for your work. It includes:

- paying less than minimum wage
- not paying an overtime wage of 1.5 your hourly rate when you work more than 40 hours in a week
- not paying you for all the time you work, requiring “off the clock” work
- taking money from your pay without your written permission
- requiring you to work for tips without notice and without making sure your pay (Including those tips) is at or above the minimum wage.
- Charging you certain expenses as a guest worker (H-2B, H-2A)

WHAT IS THE MINIMUM WAGE?

\$11.50 in Montgomery County; was \$10.75 before
7/1/17

\$10.75 in Prince George’s County; will be going up to
\$11.50 on 10/1/17

\$9.25 in all other counties; was \$8.75 before
7/1/17

CALL FOR HELP—FREE!



(410) 625-9409

www.publicjustice.org



Attention Workers!

Are You Getting Paid For
\$\$ All Your Work? \$\$



Read on for important
information about wage theft!

**MAKE SURE YOU
ARE PAID WHAT YOU
HAVE EARNED**

Current as of July 1, 2017

WHAT CAN YOU DO?

Keep good records!

1. KNOW YOUR EMPLOYER

- ⇒ Business card
- ⇒ License plates
- ⇒ Address of the work site

2. RECORD THE DATES YOU WORK, TIME YOU START, AND TIME YOU FINISH

3. KEEP PAY STUBS

4. RECORD CASH RECEIVED

Take action!

- Call the Public Justice Center for *free* information – 410.625.9409
- Make a complaint to the Maryland Department of Labor, Licensing and Regulation (DLLR)
- File a lawsuit in Court
- Seek a wage lien to put a hold on your employer's property

Did you know:

*You have a right to be paid for your work, regardless of immigration status!
It is illegal for an employer to fire you for standing up for your right to be paid!*

HOW DO I KNOW IF MY EMPLOYER IS NOT PAYING ME WHAT I EARNED?



Did Your Employer:

- ⇒ Not pay you for all the hours you worked?
- ⇒ Make you work “off the clock?”
- ⇒ Pay you less than \$9.25/hour? Or \$8.75 if work was done before 7/1/17?
- ⇒ Pay you less than \$11.50/hour if you worked in Montgomery County? Or \$10.75 if the work was done before 7/1/17?
- ⇒ Pay you less than \$10.75/hour if you worked in PG county? Or \$11.50 if work was done after 10/1/17?
- ⇒ Not pay you time and a half when you worked more than 40 hours in a week?
- ⇒ Deduct money from your pay without your written permission?
- ⇒ Still owe you wages for your work?



If you answered “**yes**” to one or more of these questions, you may be a victim of wage theft.