

# Rights of All Workers

THE SOUTHERN POVERTY LAW CENTER (SPLC) is well-known as an organization that has fought for civil rights and human rights for over 40 years. SPLC is dedicated to fighting bigotry and hatred. We are not affiliated with any government organization or private company.

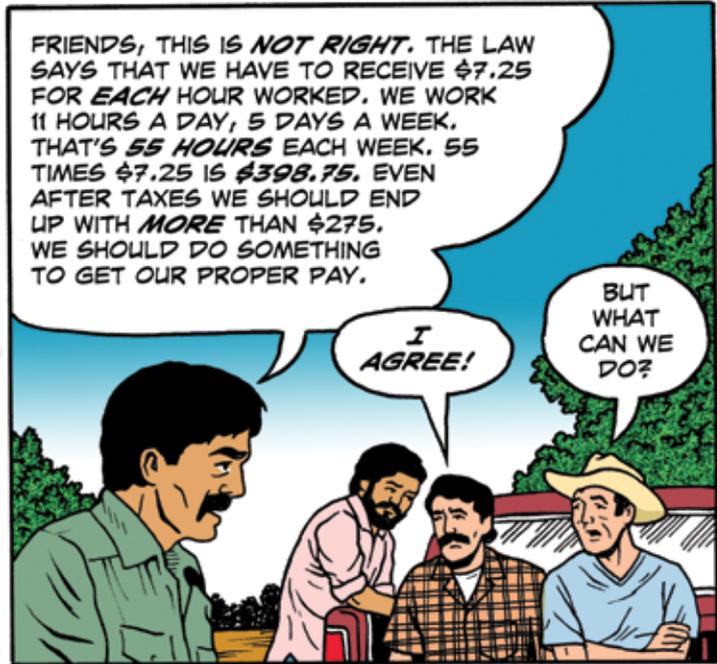
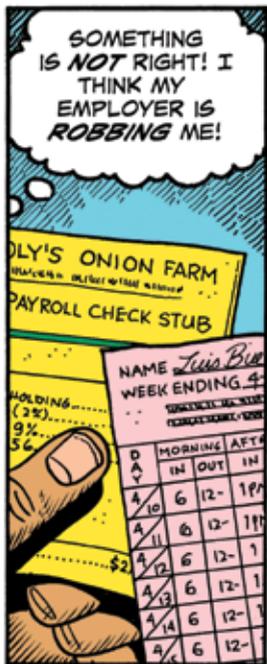
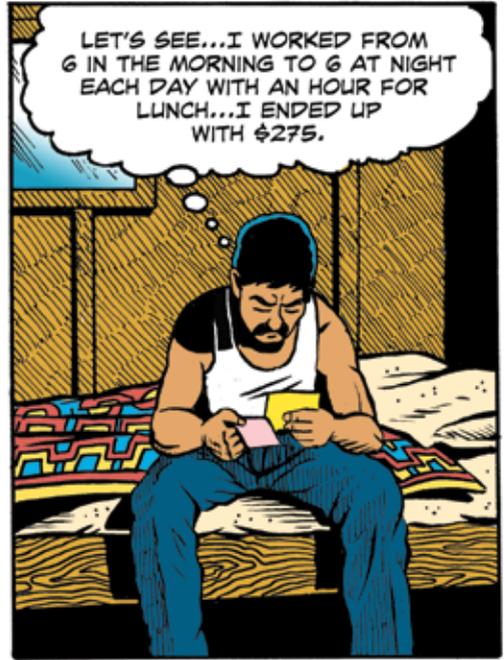
THE IMMIGRANT JUSTICE PROJECT, a project of the Southern Poverty Law Center (SPLC), is a legal initiative that defends labor rights and civil rights in the Southeastern United States. It has extensive experience in this field, and has ample resources to use in confronting injustice.

We are here to support you. Our services are completely free. Call us with questions about your rights as a worker or if you are mistreated by the police or any other government official or agency.

*If you have questions about your rights,  
please call us free at*

**1-800-591-3656**

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- ➔ All workers have the right to receive, at a minimum, an average of \$7.25 for every hour worked in a week, even if you are working piece-rate.
- ➔ Write down your hours to know that you are receiving enough pay.
- ➔ The workday normally begins when you arrive at your first worksite.
- ➔ Your employer can't discount time spent waiting in which you don't have the option to return home (for example if it rains or you can't keep working until equipment arrives).
- ➔ Your employer can't discount time spent moving from one workplace to another during the workday.
- ➔ If you work in agriculture, you should receive a check stub each week detailing the hours that you worked even if you are working piece-rate.
- ➔ Some workers have the right to overtime pay. This means that your employer has to pay you time and a half for each hour worked over 40 hours in a week.
- ➔ Your employer cannot retaliate against you for standing up for your rights or for complaining about the minimum wage, discrimination, or other violations of your rights.

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**SPLC**



**Southern Poverty Law Center**

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