

Want to work?

You have rights!

Labor laws are rules that protect everyone who works in the United States, including undocumented workers, children, and teens. These laws give people worker's rights.

No matter how old you are, if you work in the United States, you have these rights.

Employers must follow laws based on your age. If you are under 18, you cannot work in a job that is dangerous.

If you are 14 or 15, you can only work outside of school hours. In most cases, you may not work more than:

- ▶ **3 hours** on any school day
- ▶ **8 hours** when school is not in session
- ▶ **18 hours** during a school week or
- ▶ **40 hours** in one non-school week.

You also cannot work before 7:00 a.m. or after 7:00 p.m. on any day, except from June 1 through Labor Day, you may work until 9:00 p.m.

Rules are different for agricultural jobs.

Some cities and states have different worker protections.

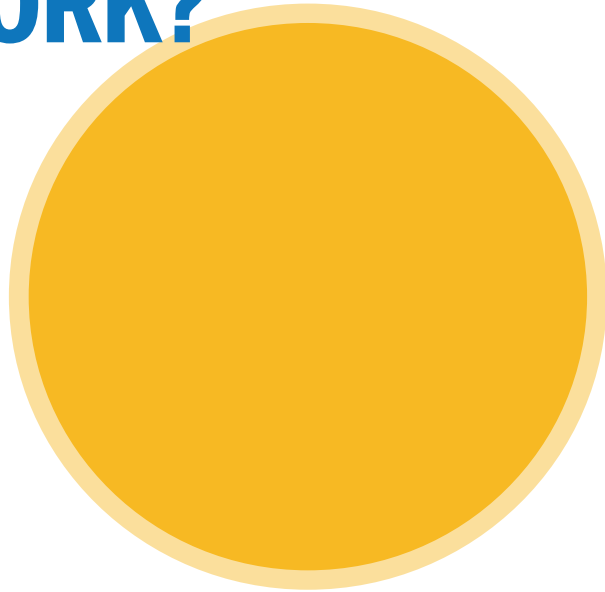
EMPLOYERS CANNOT

- ▶ **Refuse to pay you for working**
- ▶ **Make you miss school**
- ▶ **Use violence**
- ▶ **Threaten to hurt you or your family**
- ▶ **Threaten to call immigration or the police**
- ▶ **Tell you to lie about your age**
- ▶ **Take your ID, phone, or other belongings**
- ▶ **Ask you to do anything sexual**
- ▶ **Force, trick, or coerce you into working**
- ▶ **Refuse to give you breaks or days off**
- ▶ **Require children to do dangerous work (if they're under 18 years old)**

EMPLOYERS MUST

- ▶ **Pay you for all the hours you work**
- ▶ **Pay you the minimum wage (at least)**
- ▶ **Pay you overtime if you work more than 40 hours in a week**
- ▶ **Provide you with training on health and safety at work in a language you understand**
- ▶ **Give you protective equipment (like gloves or masks) if you need it**
- ▶ **Give you breaks to eat and use the bathroom**
- ▶ **Follow the rules about how many hours you are allowed to work based on your age**

HOW CAN YOU PROTECT YOUR RIGHTS AT WORK?



EMPOWER

Learn your rights in the workplace.

You have the right to work safely, get paid on time, and to work hours allowed by law.

RECORD

Keep track.

- ▶ How many hours you work and the date
- ▶ How much you are paid
- ▶ When you are paid
- ▶ The full name and address of your employer, your boss, and the address where you work.

You can use the free app **DOL-Timesheet** or a notebook to keep track of this information.

SPEAK UP

Speak with a trusted adult such as a parent, guardian, lawyer, or teacher.

If you are harmed, treated unfairly, feel unsafe at work, or if someone you work for has violated your rights, you should write down or record what happened to you and the date that it happened. If you are injured, get medical attention, take pictures of your injuries, and keep any medical records.

MORE INFORMATION ABOUT YOUR RIGHTS

If someone you work for in the United States does not follow the law, or someone is forcing you to work at a job that is not following the law, you may be eligible for certain legal benefits and support.

It is important that you talk to an attorney. If you have an immigration attorney, or an attorney through KIND, they may be able to help you find a worker's rights attorney who can assist you. You can also report the violations directly to government agencies that enforce labor laws.

- ▶ For more information about your federal rights as a young worker: www.dol.gov/agencies/whd/youthrules/young-workers
- ▶ Not being paid or working too many hours? Contact the Wage and Hour Division of the Department of Labor at 1-866-487-9243 or www.dol.gov/agencies/whd/contact/complaints
- ▶ Unsafe at Work? Contact the Occupational Safety and Health Administration (OSHA) at 1-800-321-6742 or www.osha.gov/workers/file-complaint
- ▶ Hurt on the job? Get medical assistance and request a Workers Compensation form from your employer. You can get compensation even if you are under 18 or undocumented. You can receive benefits no matter who was at fault. Rules vary by state, but you can learn more at www.dol.gov/general/topic/workcomp

What documents do I need to work?

For people who are not U.S. citizens, you need either a valid work permit or permanent residence card (also known as a “green card”) from the Department of Homeland Security, as well as your own Social Security number.

Having a Social Security number does not always mean that you can work legally. If you want to learn more about how to work lawfully in the United States, you should speak with an immigration lawyer.

Some local governments require “working papers” for all children and teens who work. You can ask about this at your school.

Even if you do not have these papers, employers or bosses must follow labor laws.

- ▶ **You can also contact your state’s local Department of Labor** by finding the state you live in on this list: www.dol.gov/agencies/whd/state/contacts
- ▶ **Forced to Work?** You can call the National Human Trafficking Hotline at 1-888-373-7888 or text INFO to 233733 or www.dhs.gov/blue-campaign
- ▶ **Track your hours** with a free timesheet app www.dol.gov/agencies/whd/timesheet-app

What jobs are dangerous?

Here are some examples of dangerous work:

Driving

Baking

Mining

Roofing

Demolition

Using a ladder or scaffolding

Operating power-driven machines like saws, mixers, or compactors

Selling things on the street, in public places, or door-to-door

Manufacturing bricks, tiles, and similar materials

Operating meat or poultry processing machines or working in meat freezers or coolers

You have rights!

Even if you work in a dangerous job or without authorization.



KNOW YOUR RIGHTS!
RECORD VIOLATIONS!
SPEAK UP!



To learn more about your rights and to find resources to seek help visit:
supportkind.org/preventing-child-labor-exploitation

The information provided is educational and does not constitute legal advice.

