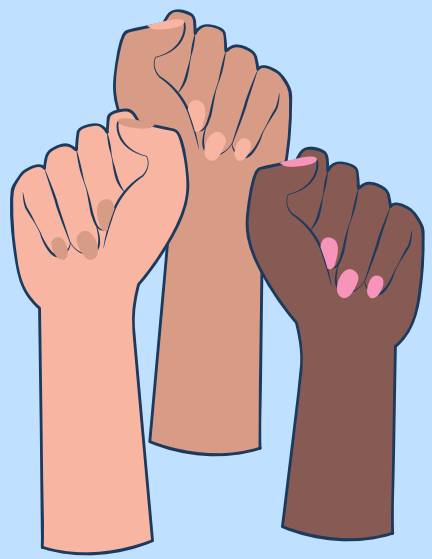


YOUNG WORKERS: KNOW YOUR RIGHTS!



1 These rights **apply to everyone**, no matter your age or immigration status!

2 You have a right to be paid at least **minimum wage** (\$16/hour in LA)

3 You have a right to be paid **overtime** and **double-time** in most jobs.

4 You have a right to **rest breaks** and **meal breaks**.

5 You have a right to **paid sick leave**.

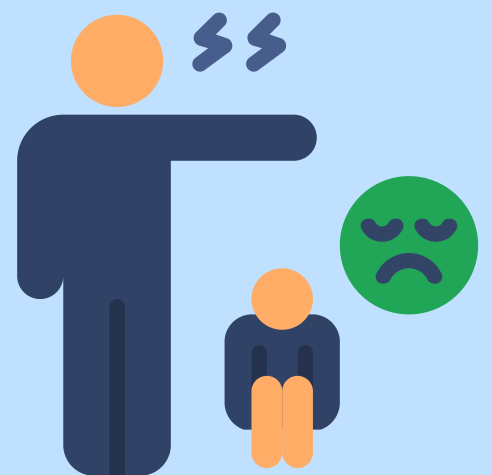
6 You are **protected from illegal discrimination**

7 You are **protected from sexual harassment**

8 Your boss is required to take steps to keep you **safe at work**

9 You have some rights if you are injured at work and may be **eligible for workers' compensation**

10 Your employer **cannot mistreat or punish you for speaking up for your rights**

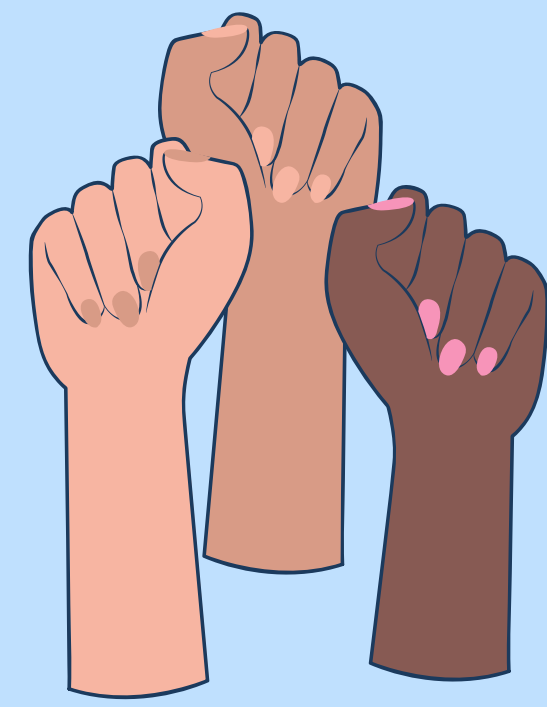


Come talk to us if you have questions about your (or your family's) rights at work!

You can drop by our office located across from the Welcome Center.
You can also e-mail iflc@law.ucla.edu or leave a voicemail at (310) 794-6871, and we will be in touch as soon as possible.



WORKERS RIGHTS OVERVIEW



- 1 These rights **apply to everyone**, no matter your age or immigration status!
 - As a student, you have the same rights as any other worker
- 2 You have a **right to be paid at least minimum wage**
 - The minimum wage is \$16/hour in Los Angeles and \$14-15/hour in California
 - You have a right to be paid at least twice a month on regular paydays
 - Even if you receive tips, you have a right to be paid the minimum wage.
- 3 You have a right to be paid **overtime** and **double-time** in most jobs.
 - You may be owed a bigger paycheck if you **work over 8 hours in one day** or **over 40 hours in one week**.
 - All workers can **keep their own records** of hours worked. This way, if you are eligible for overtime, you can show how much additional money you are owed.
- 4 You have a right to **rest breaks and meal breaks**.
 - You have the right to **one unpaid 30-minute meal break** for every 5 hours of work.
 - You have the right to **one paid 10-minute rest break** for every 4 hours of work.
- 5 You have a right to **paid sick leave**.
 - Under state and local law, **Los Angeles employers must provide workers with paid time off** for medical, mental health, and domestic violence reasons.
 - Your reasons to use paid sick leave may be personal or related to family and/or who you live with.
- 6 You are **protected from illegal discrimination**
 - Your employer and your co-workers **cannot treat you differently** based on where you were born, your race, gender, sexual orientation, disability, religion, military or veteran status, medical condition, marital status, genetic information, and ancestry.
 - Examples of ways employers illegally discriminate: failing to hire, declining to train, ending employment, failing to promote, cutting work hours, or cutting pay.
- 7 You are **protected from sexual harassment**
 - Illegal workplace sexual harassment can include unwelcome touching or patting, staring or leering, suggestive comments about someone's body, and creating an offensive work environment.
- 8 Your boss is required to take steps to keep you **safe at work**
 - You have a **right to complain about health and safety hazards** on the job. Your boss cannot retaliate against you for doing so.
- 9 You have rights if you are injured at work and may be **eligible for workers' compensation**
 - This means your employer must pay for your medical care and continue to pay you if you are unable to return to work due to the injury.
- 10 Your employer **cannot mistreat or punish you for speaking up for your rights**
 - You can file a wage claim, a health/safety complaint, or a discrimination complaint, and your boss is **not allowed to fire you or retaliate against you**
 - You also have the right to **organize a union** at your place of work to advocate for your rights collectively