



We Can Help

U.S. Department of Labor, Wage and Hour Division

www.wagehour.dol.gov

1-866-487-9243

Mission

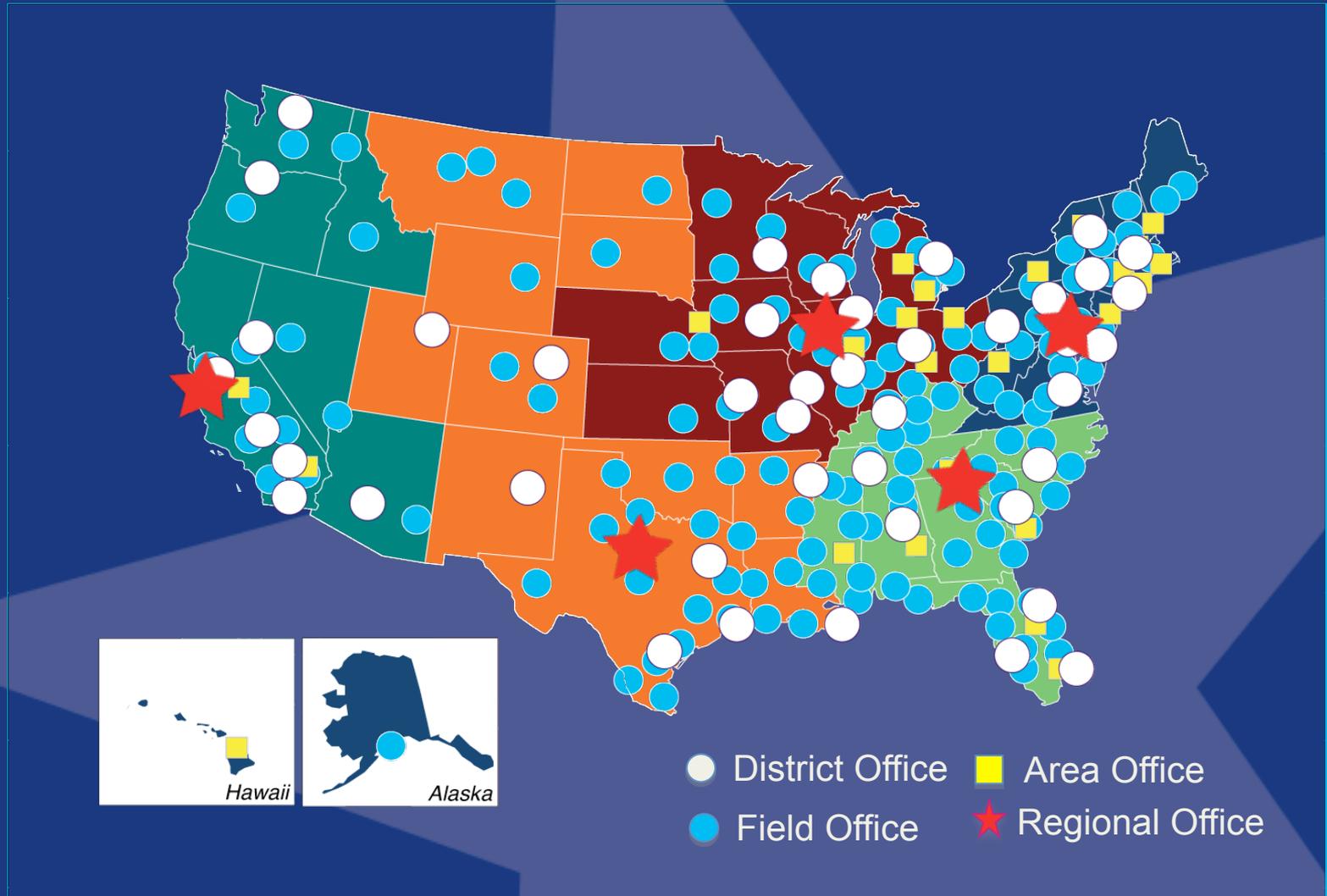
To Promote and Achieve Compliance with Labor Standards to Protect and Enhance the Welfare of the Nation's Workforce.



About WHD

- Laws administered by WHD cover 7.3 million businesses and 135 million workers
- Employees are entitled to the protections of laws enforced by WHD regardless of immigration status
- WHD has over 200 offices across the country
- More than half of all investigators are bilingual
 - Over 600 investigators speak another language other than English
 - 46 languages spoken
 - 461 investigators speak Spanish

WHD Offices



Laws Enforced by WHD

- Fair Labor Standards Act
- Family and Medical Leave Act
- Davis Bacon and Related Acts
- Service Contract Act
- Polygraph Protection Act
- Wage Garnishment
- Temporary Worker Programs



How Our Laws Help You

- Payment of minimum wages and overtime
- Standards for employing youth
- Job protections for time taken for the birth of a child or caring for sick family members
- Housing and transportation standards for farm workers
- Payment of prevailing wage rates for federally funded construction and service contract work
- Standards for hiring and paying workers temporarily in the U.S.

Achieving Compliance

- Enforcement –Directed and Complaint based investigations
- Outreach to Workers
- Education to Employers
- Partnerships
- Media

Enforcement Promotes Compliance Directed Program

WHD conducts national, regional, and local strategic enforcement initiatives focusing on industries that employ vulnerable workers.



What are Vulnerable Workers?

- Workers in at risk employment relationships (i.e. – independent contractors)
- Low-Wage Workers
- Work “Off The Clock”
- Workers with Increased Exposure to a Variety of Workplace and Social Risks

Industries with Vulnerable Workers

- Agriculture
- Home Health Care
- Construction
- Car Washes
- Day Laborers
- Guards
- Restaurants
- Construction
- Hotels & Motels
- Landscaping
- Janitorial Services



Where Complaints Come From

- Employees – Former and Present
- Parent/Guardian
- School Officials
- Other Employers
- Advocacy Groups
- Other Agencies



Complaint Intake

- Generally complaints are submitted in person or by phone
 - Complaint can come from third parties
- Complaints are confidential
- No fee to file a complaint

Complaint Intake *(continued)*

- Employees name
- Contact information
 - Address and phone number
- Employer
 - Point of contact
 - Address and phone number

Complaint Intake *(continued)*

- Employee's duties/work
- Circumstances or actions that caused potential violation of the law
- Copies of pay stubs or personal hours worked records if available

Investigation Process

- Initial Conference/Tour Establishment
- Fact Finding
 - Interviews
 - Records Review
- Determination of Compliance
- Final Conference

Enforcement Promotes Compliance - Possible Sanctions

- Civil Money Penalties
- Debarments
- Liquidated Damages
- Injunctions
- Civil/Criminal Litigation
- Certificate Revocation

Issues in Agriculture

- Wage violation rates are higher with hand harvested crops.
- We encounter multiple workers on tickets.
- In CA we have significant issues with transportation of workers.

Strategies for Improving Compliance in Agriculture

- Utilization of enforcement tools such as “hot goods”, enhanced consent judgments/findings.
- Use of time/pricing studies.
- Engaging employer/employee advocacy groups, industry associations and retailers.

Education and Outreach

- Outreach to Workers = Workers Understand and Can Exercise their Rights
- Education to Employers = Employers Voluntarily Comply



Partnerships Promote Compliance

Types of Partnerships

WHD is committed to working with stakeholders to ensure that all workers receive the rights they are entitled to under the law.

- Collaborations and Consultations
- Community-Based
- Business Associations
- Federal and State Agencies
- Worker Rights Organizations
- Foreign Consulates

Types of Education and Outreach

- Speeches, Seminars and Training
- Through the Internet:
 - Websites
 - ✓ www.dol.gov
 - ✓ www.dol.gov/wecanhelp
 - ✓ www.wagehour.dol.gov
 - ✓ www.youthrules.dol.gov
 - Publications and Fact Sheets



Effective Use of Media Promotes Compliance

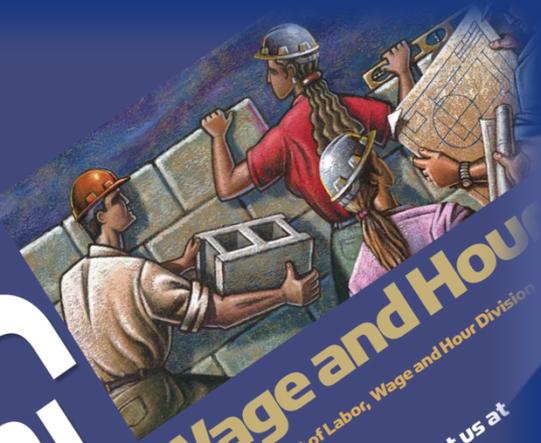
- Press releases to announce upcoming significant cases and initiative results
- PSAs on television and radio
- Questions and answers sessions for radio-call-in programs

We Can Help

Hour
Wage
Child Labor
Overtime
Recordkeeping
Davis-Bacon Act
Labor Law Enforcement
Hours Worked
Last Paycheck
Minimum Wage
Prevailing Wages
Construction
Service Contract Act
Family Leave
Service Workers
Volunteering
Government Contracts

Wage and Hour
U.S. Department of Labor, Wage and Hour Division

For assistance contact us at
1-866-4-**USWAGE**
(1-866-487-9243)
TTY: 1-877-889-5627
www.wagehour.dol.gov



Contact Us

- Visit the WHD homepage at: www.wagehour.dol.gov
- WHD's Worker Portal: www.dol.gov/wecanhelp
- Call the WHD toll-free information and helpline at 1-866-4US-WAGE (1-866-487-9243)
- Call or visit the nearest Wage and Hour Division Office