

## **Wage Theft Scenarios/Examples**

### **Being Paid Less Than Minimum Wage**

- Lavonte works at a Los Angeles construction company. His employer has been paying him \$15.00 an hour. The hourly rate of pay in the city of Los Angeles is \$16.04 an hour. Lavonte spoke to his supervisor and was told they cant afford to pay

### **Being Denied a Meal Break**

- Imani is a nurse at a hospital. She has a stressful and demanding schedule with her patients. Imani works 12 hour shifts and by law is allowed to take a break and a lunch. When the time comes to take lunch her shift manager will assign her a new task to do. Imani finds it virtually impossible to take a break or lunch. She is feeling tired and exhausted from all the work she is performing.

### **Not Receiving Final Paycheck**

- Shameeka submitted her 2 weeks notice at her place of employment. When her last day of work came she didn't receive her final paycheck. It has been over a month and she has yet to receive her final pay. She has emailed and called Human resources and they have not responded.

## **Overtime Pay**

- Daryl worked over 45 hours at his job last week but his employer only paid him for 40 hours. Daryl went to his boss and stated he was missing his overtime pay on his check. The boss said that he would rectify the situation. The following week Daryl worked 48 hours. The same problem occurred. Daryl went to his boss again and he was informed the company does not pay their employees overtime.

## **Off the Clock Work**

- Anthony is employed at a clothing store. He works 8 hours a day but is occasionally asked to clock out and continue working after his shift is over. He is also asked to sweep the floor during his lunch break as well.

## **Tip Stealing**

- Ebony is a barista at a local coffee house. The position is hourly plus tips. The coffee shop is busy and the customers pay tips to the workers at the cash register. Her manager is supposed to add her tips to her weekly check. When Ebony received her pay at the end of the week her tips were not included. She has informed her manager her tips were not added to her paycheck. Her manager

stated that she didn't earn any tips for the week. Ebony is confused because she knows for a fact that customers paid tips for the week she worked.

### **Unauthorized Deductions**

- Marquisha is an administrative assistant at a record company. She recently noticed her employer has begun deducting her use of office supplies from her check. Marquisha spoke to her employer concerning the deductions and the employer stated that her use of company office supplies and coffee from the breakroom will now be taken out of her check. Marquisha was never informed of these new deductions and did not agree to docking these items from her check.

### **Not Receiving Pay**

- Lena works for a construction company. Her pay comes in the form of a paycheck every 2 weeks. This week on payday she took her check to the bank and the check was not honored. Her bank told her the check was no good. She communicated the issue to HR and they told her they would rectify the situation in the following pay period. The next pay period the same thing happened again.

### **Workers Compensation**

- Latasha broke her finger lifting a heavy box in the warehouse at work. When she went to the doctor, the doctor put her on medical leave. She called her employer worried about pay and they told her there was nothing they could do. She is entitled to workers compensation but her employer didn't make her aware of her right to the benefits. As a result, Latasha has not been able to pay her rent or her bills.

### **Employer Retaliation**

- Derek has been pressing his employer about his check not including overtime. Derek started asking his fellow employees if they are receiving overtime too. He has been compiling documentation and is considering filing a claim with the Labor Commission. Derek was fired after his bosses learned of his actions.