

Is your boss stealing from you?

You have a right to every dollar you earn — but some bosses try to cheat. It's called **wage theft**, and it's a crime. If you know what to look for, you can call them out, **so you get your money and they don't get away with it.**

What to watch out for:

-  **Paying less than minimum wage**
In Ohio, that's \$9.30/hr, or \$4.65 for tipped workers.
-  **Stealing your tips**
Tips are yours. Bosses don't get to take any part of them.
-  **Not making up the difference when tips aren't enough**
If your salary + tips = less than \$9.30/hr, the boss has to pay the difference.
-  **Paying less than time-&-a-half for OT**
If you're paid by the hour, the boss has to pay 1.5x your regular rate for anything more than 40 hours a week.
-  **Requiring you to work when you're off the clock**
When you're working, they're paying. Every minute, every hour.
-  **Cheating or denying break time**
If you're not getting paid for break time, you have the right to completely stop working. Breaks are required for minors: 30 minutes every 5 hours.
-  **Paying with gift cards, etc.**
It's your pay; you have to be able to spend it where you want.
-  **Misclassification**
Bosses might try to say you're an "independent contractor," so they don't have to offer benefits, and they can stick **you** with **their** tax bill. They might try to say you're on salary (not hourly) so they don't have to pay OT.
-  **Illegal deductions from your paycheck**
Some deductions are required by law. But read the fine print: Bosses might try to deduct "fees" that go right back into their own pockets.

What to do if your boss is stealing from you

If you are a union member talk to your steward.

Unions are working people's best tool for standing up to bosses.

If you are not a union member contact a Worker Center:

Northeast Ohio Worker Center

neoworkercenter.org

workercenterneo@gmail.com

Central Ohio Worker Center

centralohioworkercenter.org

centralohioworkercenter@gmail.com

Cincinnati Interfaith Workers Center

cworkers.org

info@cworkers.org

513-621-5991

Learn more about wage theft at
policymattersohio.org/wagetheft

