

A photograph of a protest. In the foreground, a person holds a large white sign with a thick pink border. The sign has the words "STOP WAGE THEFT" written in large, bold, black letters. In the background, other protesters are visible, some holding smaller signs. One sign to the left says "STOP WAGE THEFT NOW". The scene is outdoors, with a building in the background.

wage theft in South Florida



**FIU**

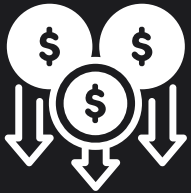
Jorge M. Pérez  
Metropolitan Center

Wage theft occurs when an employer does not pay an employee for work that the employee has performed, depriving the worker of wages and earnings to which the worker is legally entitled.

# What does wage theft look like?



Nonpayment (like forcing you to clock out and keep working or delaying your paycheck)



Underpayment (paying you less than your salary or withholding overtime)



Tipped job violations (like taking your tips from you)



Deduction violations  
(unauthorized deductions)

**55.1%** of wage theft victims in the United States are women, **18%** are foreign born, and **52.9%** are Black, Hispanic or another non-White group.

**FLORIDA  
WORKERS  
LOSE \$1.1  
BILLION  
ANNUALLY  
DUE TO WAGE  
THEFT.**

Source: Economic Policy Institute (Employers Steal Billions from Workers' Paychecks Each Year, 2017)

Read more: Jorge M. Pérez Metropolitan Center (Status of Women in Miami-Dade County, 2020)

# How can workers advocate for themselves?

## In Miami-Dade County:

- 1 Submit a Wage Theft Complaint Affidavit
- 2 The County opens a complaint file and assigns an investigator
- 3 Dispute with your employer is resolved via conciliation or an administrative hearing

# How can workers advocate for themselves?

## In Broward County:

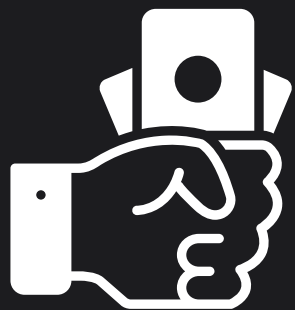
- 1 Notify the employer in writing within 60 days after wages were due to be paid
- 2 File a complaint with the County 15 days later
- 3 Dispute with your employer is resolved via conciliation or an administrative hearing

# How successful have workers been at recouping stolen wages?

In Miami-Dade County:



Workers gained \$2.3 million between 2013 and 2018

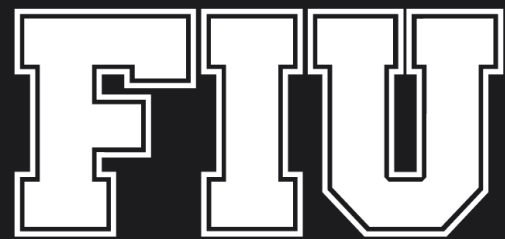


Employers were fined \$1.4 million between 2013 and 2019



3,261 total cases have been filed since 2013





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The Florida International University Jorge M. Pérez Metropolitan Center is an applied research and training institute that provides policy solutions to public, private and non-profit organizations in South Florida.

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