wage theft in South Florida
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.

Source: H.R.4763 - Wage Theft Prevention and Wage Recovery Act
Read more: Jorge M. Pérez Metropolitan Center (Status of Women in Miami-Dade County, 2020)
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)

Source: Research Institute on Social & Economic Policy (The Current State of Wage Theft in Miami-Dade County, 2012)
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.

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)
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 Affadavit

2. The County opens a complaint file and assigns an investigator

3. Dispute with your employer is resolved via conciliation or an administrative hearing

Source: Miami-Dade County Regulatory and Economic Resources Department
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

Source: Broward County Office of Intergovernmental Affairs and Professional Standards
Read more: https://www.broward.org/ProfessionalStandards/pages/wagerecovery.Aspx
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

Source: Miami-Dade County Regulatory and Economic Resources Department
Read more: Jorge M. Pérez Metropolitan Center (Status of Women in Miami-Dade County, 2020)
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.