that is returned for insufficient funds, you have a right to receive penalties.

Penalties for Bounced Checks:

If your employer writes you a check, you have a right to receive penalties. These penalties may include late fees, interest charges, and other fees.

Pay Stub or Wage Statement:

You must receive an uninterrupted 30-minute break for every 4 hours worked. You may be entitled to a paid 10-minute break for every 5 hours worked.

Meal or Rest Breaks:

You must receive an uninterrupted 30-minute meal break for every 5 hours worked and a paid 10-minute break for every 4 hours worked. You may be entitled to a rest period for every 4 hours worked.

Pay Stubs or Wage Statements:

Your employer must provide you with a pay stub or wage statement that includes your rate of pay, total wages earned, all deductions, and your social security number. Your employer must post a notice at your workplace stating which day you must receive your final paycheck.

If your employer fails to pay you at least twice a month, you may receive an unpaid wage claim. If your employer fails to provide a wage statement, you may file a claim for unpaid wages.

You must receive overtime pay of 1.5 times your regular rate of pay for all hours worked over 8 hours on the 7th day. You may also be entitled to double your regular rate of pay for all hours worked over 8 hours on the 7th day.

If your employer fails to pay you for all hours worked, you may file a claim for unpaid wages. If your employer fails to pay you the wages promised, you may file a claim for unpaid wages.

The Labor Commissioner's Office can assist you with calculating your unpaid wages, including overtime. You are entitled to overtime pay if your employer promises to pay you at least twice a month, and your employer must post a notice at your workplace stating which day you must receive your final paycheck.

You must receive payment of a day's wages for each day that your employer withholds your final paycheck. If you are not paid your final paycheck on your last day, you have a right to receive penalties.

You must receive no less than the state minimum wage, whether you are paid by piece rate, by the hour, or by salary. You must receive no less than the state minimum wage, whether you are paid by piece rate, by the hour, or by salary.

If your employer only paid you cash without providing a wage statement, you may file a claim for unpaid wages. You may also file a claim for unpaid wages if your employer failed to provide you with an itemized wage statement.

If your case does not settle, the hearing, decision, and settlement either when you sign the settlement agreement or based on the agreed date of payment. It depends. Many claims settle and you receive your wages, but you may also file a claim against the new "successor" company name. This means that if a contractor shuts down without paying you wages and re-opens under a new name, you may file a claim against the new company.

Yes. You can file a claim against the new "successor" company name. This means that if a contractor shuts down without paying you wages and re-opens under a new company name, you may file a claim against the new "successor" company name.

If you have questions about your labor rights, you can file a "Report of Labor Law Violation" with the Labor Commissioner's Bureau of Field Enforcement. Your employer is not permitted to report or threaten to report you to the Labor Commissioner's Office for filing a wage claim.

The Labor Commissioner's Bureau of Field Enforcement enforces labor standards to ensure employees are not required to work under substandard, unlawful conditions. The Labor Commissioner's Bureau of Field Enforcement investigates complaints of retaliation. Retaliation occurs when an employer retaliates against you for exercising your labor rights. If your case does not settle, the hearing, decision, and settlement either when you sign the settlement agreement or based on the agreed date of payment.
The Labor Commissioner’s Office,
also called the Division of Labor Standards Enforcement (DLSE), is a part of the California Department of Industrial Relations. The Labor Commissioner’s Office is the state agency that oversees your rights under labor law. To enforce labor standards for certain employees, we may need to issue an order for a business to pay wages. If a business does not pay wages, we may take action against the business if it violates labor laws.

Penalties for Bounced Checks:
You have the right to receive penalties for bounced checks. If you are paid in a check that bounces, you may be entitled to penalties. You can receive penalties of up to 30 days' wages for each day that your employer withholds your final paycheck. If your employer fails to pay you the wages you are owed, you may file a wage claim for the wages you are owed.

Tools, Supplies, and Workplace Standards:
Any tools and supplies that you need to perform your job, such as needles, scissors, and workplace of the regular paydays and the time and place of payment.

Pay Stub or Wage Statement:
You must receive an uninterrupted 30-minute rest period for every 4 hours worked. You may be entitled to a rest period for every 4 hours worked. If your employer fires you, you may file a “Report of Labor Law Violation” with the California Labor Commissioner.

Tools, Supplies, and Workplace Standards:
Any tools and supplies that you need to perform your job, such as needles, scissors, and workplace supplies. You have the right to receive your final paycheck on your last day. If you are not paid your final paycheck, you may file a wage claim for the wages you are owed.

Suppliers that you need to perform your job such as needles, scissors, and workplace supplies. You have the right to receive your final paycheck on your last day. If you are not paid your final paycheck, you may file a wage claim for the wages you are owed.

Gamewon workers who are not paid for their work may file a wage claim against the contractor who hired them, as well as the manufacturer whose garments they produced. In some cases, retailers may also be responsible for garment workers’ unpaid wages. Under California law, these manufacturers and retailers are called “guarantors” and must guarantee that garment workers receive their wages.
**HOW TO RECOVER YOUR UNPAID WAGES**

**PREPARE TO FILE**

1. **CHECK THE DEADLINE**
   - You must file claims for violations for unpaid minimum wage, overtime, illegal deductions from pay, or unpaid reimbursements within **three years**.
   - You must file claims based on an oral promise to pay more than minimum wage within **two years**.
   - You must file claims based on a written contract within **four years**.

2. **RESEARCH**
   - Gather as much of the following as you can to support your claim:
     - Name, address, and phone number of your employer
     - Copies of paycheck stubs
     - Garment tags, labels, and RN numbers
     - Any design specifications
     - Records or your best recollection of the days and hours you worked;
     - Production or shipment order information
     - Car license plate number of your employer
     - Records or your best recollection of the days and hours you worked;
     - Copy of paycheck stubs
     - Garment tags, labels, and RN numbers
     - Records or your best recollection of the days and hours you worked;
     - Any design specifications

CALIFORNIA LABOR LAWS PROTECT ALL WORKERS, REGARDLESS OF IMMIGRATION STATUS. THE LABOR COMMISSIONER’S OFFICE WILL NOT ASK ABOUT YOUR IMMIGRATION STATUS OR REPORT YOUR IMMIGRATION STATUS TO OTHER GOVERNMENT AGENCIES.
THE DEADLINE
CHECK
HOW TO recover your unpaid wages

You must file claims based on a written contract within four years.

You must file claims based on an oral promise to pay more than minimum wage within three years.

You must file claims for violations of unpaid minimum wage, overtime, illegal deductions from pay, or other Government Agencies.

TO FILE
Prepare
Research

Any design specifications

Production or shipment order information

Garment tags, labels, and RN numbers

Copies of paycheck stubs

Records or your best recollection of the days and hours you worked;

Car license plate number of your employer

Name, address, and phone number of your employer

You can use any of your personal notes or calendars to help you fill out and mail in the claim form, an interview will be scheduled with a Deputy in the Los Angeles office to help you fill out the claim form. If an advocate from an organization helps you fill out and mail in the claim form, an interview will be scheduled with a Deputy.

Once you file a claim, the Deputy assigned to your claim will identify any additional defendants, including manufacturers and retailers whose garments you sewed. The Deputy will notify all of the defendants of your claim and requires your contractor to submit all documents related to your claim. You may request any other documents by contacting your Deputy. You may also request that the Labor Commissioner require documents from other defendants. Update your Deputy about any change in your address or phone number in writing. You must attend the settlement conference and hearing, or your claim may be dismissed.

A CLAIM

Complete the “Garment Initial Claim” form available at any of the Labor Commissioner’s offices and at the agency’s website (www.dir.ca.gov/dlse). The Los Angeles office of the Labor Commissioner accepts walk-in claims, garment worker claims. For help, call the office at (213) 620-6330 or go to 320 W. 4th Street, Suite 450, Los Angeles, California 90013.

If you go to the Los Angeles office, a Deputy Labor Commissioner (Deputy) will interview you immediately and help you fill out the claim form. If you go to another Labor Commissioner office location, a phone interview will be scheduled with a Deputy in the Los Angeles office to help you fill out the claim form. An advocate from an organization helps you fill out and mail in the claim form; an interview will be scheduled with a Deputy.

Once you file a claim, the Deputy assigned to your claim will identify any additional defendants, including manufacturers and retailers whose garments you sewed. The Deputy will notify all of the defendants of your claim and requires your contractor to submit all documents related to your claim. You may request any other documents by contacting your Deputy. You may also request that the Labor Commissioner require documents from other defendants. Update your Deputy about any change in your address or phone number in writing. You must attend the settlement conference and hearing, or your claim may be dismissed.

At the Hearing
Prove Your Claim

For the hearing:

- Review your claim information, such as the hours that you worked and how much you were paid, and any other information you can use to prove your claim.
- Prepare a list of possible witnesses who can support your claim.
- Ask witnesses who can support your claim to attend the hearing.
- Bring multiple sets of copies of any documents that support your claim for you, the Hearing Officer, and any witnesses.
- If you have an attorney, they can prepare notes and a timeline of events that you can review during the hearing.
- If you are unable to collect the full amount of your award from the defendants, you may apply to receive reimbursement from the Labor Commissioner. If you appeal the decision, you can represent yourself or hire an attorney.
- If your employer appeals, the Superior Court will hear the case without reviewing the decision of the Labor Commissioner. If you win your claim, the defendant(s) must pay your attorney’s fees. If you lose, you may not recover your attorney’s fees.
- If you lose your claim, the Hearing Officer’s decision is final and enforceable as a court judgment. If neither side requests that the decision be changed by filing an appeal within 15 days, the ODA will become final and enforceable as a court judgment.

After the hearing, you will receive a decision called the “Order, Decision or Award” (ODA). The ODA will provide you with all the information you need to understand why you won or lost your case. You will also receive a statement of the amount that the employer(s) must pay you, if any.

If the Hearing Officer decides that you are entitled to receive wages, the employer(s) will pay you. If your employer appeals, the Superior Court will hear the case without reviewing the decision of the Labor Commissioner. If you lose your claim, the Hearing Officer’s decision is final and enforceable as a court judgment. If you win your claim, the defendant(s) must pay your attorney’s fees. If you lose, you may not recover your attorney’s fees.

If your employer appeals, the Superior Court will hear the case without reviewing the decision of the Labor Commissioner. If you win your claim, the defendant(s) must pay your attorney’s fees. If you lose, you may not recover your attorney’s fees.

If your employer appeals, the Superior Court will hear the case without reviewing the decision of the Labor Commissioner. If you win your claim, the defendant(s) must pay your attorney’s fees. If you lose, you may not recover your attorney’s fees.
Most claims will go to a settlement conference where a Deputy will help you and your employer discuss the possibility of entering into a settlement agreement. During the conference, you may ask to speak with the Deputy in private. If you do not reach a settlement, your claim will be scheduled for a hearing.

**SETTLEMENT**

When you enter into a *settlement agreement*, you agree to resolve your claim by accepting a defendant's offer to pay you an amount that may be less than the full value of your claim. If there are multiple defendants in your claim, then you may accept a settlement with one or more defendants but still continue your claim against the defendants who were not part of the settlement agreement.

Accepting or rejecting a settlement offer is an important decision. Consider the following points before you make your decision.

- **WHY ACCEPT A SETTLEMENT OFFER?** Your claim resolves promptly, and you may receive payment of your wages sooner. You eliminate the risk of losing at the hearing. If you do not settle and proceed with your claim, there is a possibility that your employer will file for bankruptcy or close before you receive any wages.

- **WHY REJECT A SETTLEMENT OFFER?** You may get far less than the wages and penalties to which you are entitled according to the law. If you receive a settlement offer that is too low, you can demand more and try to negotiate for an acceptable settlement amount.
**CHECK RECOVER YOUR UNPAID WAGES**

- You must file claims based on an oral promise to pay more than minimum wage within two years.
- You must file claims for violations for unpaid minimum wage, overtime, illegal deductions from pay, or...

**CALIFORNIA LABOR LAWS PROTECT ALL WORKERS, REGARDLESS OF**

- immigration status or report your immigration status to other government agencies.

**If your claim does not settle at the conference, you will receive a “Notice of Hearing” with the date and time.**

During the hearing, you and the defendants will testify under oath and submit evidence about the claim. You are responsible for proving that your employer owes you wages. The Hearing Officer will not have documentation that you previously provided to the Labor Commissioner, so you must submit all of your evidence at the hearing.

**TO PREPARE FOR THE HEARING:**

- Review your claim information, such as the hours that you worked and how much you were paid, and prepare notes and a timeline of events that you can review during the hearing.
- Bring multiple sets of copies of any documents that support your claim for you, the Hearing Officer, and the defendant(s).
- Ask witnesses who can support your claim to attend the hearing.
- You have the right to question the defendant(s) and any of their witnesses. Prepare a list of possible questions in advance.
- You may have an attorney represent you at the hearing. If you win your claim, the defendant(s) must pay your attorney’s fees.
CHECK THE DEADLINE

TO RECOVER YOUR UNPAID WAGES

You must file claims based on an oral promise to pay more than minimum wage within:

- Four years
- Two years

You must file claims for violations for unpaid minimum wage, overtime, illegal deductions from pay, or:

- Three years

TO OTHER GOVERNMENT AGENCIES.

ABOUT YOUR IMMIGRATION STATUS OR REPORT YOUR IMMIGRATION STATUS. THE LABOR COMMISSIONER'S OFFICE WILL NOT ASK CALIFORNIA LABOR LAWS PROTECT ALL WORKERS, REGARDLESS OF IMMIGRATION STATUS.

PREPARE TO FILE

Gather as much of the following as you can to support your claim:

- Records or your best recollection of the days and hours you worked;
- Car license plate number of your employer;
- Name, address, and phone number of your employer;
- Any design specifications;
- Production or shipment order information;

you can use any of your personal notes or calendars you have documentation that you previously provided to the Labor Commissioner, so you must submit all of your evidence at the hearing.

TO PREPARE FOR THE HEARING:

- Review your claim information, such as the hours that you worked and how much you were paid, and
- Ask witnesses who can support your claim to attend the hearing.
- Bring multiple sets of copies of any documents that support your claim for you, the Hearing Officer, and the defendant(s).
- You may have an attorney represent you at the hearing. If you win your claim, the defendant(s) must pay your attorney's fees.

PROVE YOUR CLAIM

You are responsible for proving that your employer owes you wages. The Hearing Officer will not

you win your claim, the defendant(s) must pay your attorney's fees.

YOU WIN YOUR CLAIM

AFTER THE HEARING, YOU WILL RECEIVE A DECISION CALLED THE "ORDER, DECISION OR AWARD" (ODA). THE ODA WILL EXPLAIN THE LABOR COMMISSIONER'S DECISION AND THE AMOUNT THAT THE EMPLOYER MUST PAY YOU. IF YOUR EMPLOYER APPEALS, THE SUPERIOR COURT WILL HEAR THE CASE WITHOUT REVIEWING THE DECISION OF THE LABOR COMMISSIONER. YOU AND YOUR EMPLOYER WILL HAVE TO PRESENT YOUR EVIDENCE AND TESTIMONY AGAIN. LOW-INCOME WORKERS MAY REQUEST AN ATTORNEY TO REPRESENT THEM FOR FREE BY COMPLETING FORMS PROVIDED BY THE LABOR COMMISSIONER. IF YOU APPEAL THE DECISION, YOU CAN REPRESENT YOURSELF OR HIRE AN ATTORNEY.

WORKED AT A GARMENT FACTORY FOR A CONTRACTOR WHO DID NOT PAY ME FOR ONE WEEK OF WORK. DURING THIS TIME, I PRODUCED DRESSES WITH TWO DIFFERENT LABELS THAT WERE THEN SOLD AT A DEPARTMENT STORE. WHEN I FILED A WAGE CLAIM WITH THE LABOR COMMISSIONER, THE DEPUTY TOLD ME THAT THE TWO LABELS (MANUFACTURER) AND POSSIBLY THE DEPARTMENT STORE WERE THE GUARANTORS OF MY CLAIM. THIS MEANT THAT THE CONTRACTOR, MANUFACTURERS, AND POTENTIALLY THE DEPARTMENT STORE WERE ALL DEFENDANTS IN MY CLAIM AND RESPONSIBLE FOR PAYING ME MY WAGES.

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Final Paychecks at Termination:

Your employer must pay you your wages on your last paid regular payday. If your job ends, you may be entitled to receive an additional amount of wages. Your employer must give you a written statement that tells you how much you are owed. The statement must tell you how much your regular wages are, how much overtime you earned, how much you are owed in other forms of compensation, and where you can get more information about your wages. The statement must also be given to you in a language you understand, and your employer must keep a copy of the statement in your personnel records for at least 3 years.

Pay Stub or Wage Statement:

You must receive a pay stub or a wage statement that includes:

- Your earnings for the pay period (total wages earned);
- All deductions from your wages;
- The number of pieces you were paid for;
- The number of hours you worked;
- The state and federal minimum wages for the work you performed;
- The hourly rate you were paid;
- The number of hours worked at the overtime rate;
- Your social security number; and
- Your name and employee ID number or the last 4 digits of your social security number.

You also have the right to see your records for a pay period if you ask to see them. You must ask within 30 days after the payday. Your employer must give you the records within 30 days of your request.

Tools, Supplies, and Workplace Standards:

Your workplace must be safe and healthy. Your employer must provide and maintain tools, supplies, and equipment that are necessary to perform your job. You must receive an uninterrupted 30-minute meal break for every 5 hours worked. If you work less than 4 hours, you must be paid for the full 30-minute break. You also have the right to a regularly scheduled payday, at least every 2 weeks. The pay period must be equal to the regular paydays and the time and place of payment.

Wage Theft:

If your employer fails to pay you your wages, you can file a wage claim with the Labor Commissioner. If you work 7 days in a workweek, you must be paid:

- $8.75 plus 1.5 times the regular rate of pay for the first 8 hours on the day you work overtime;
- $11.63 plus 2 times the regular rate of pay for all hours worked over 8 on the day you work overtime.

If your employer never paid you wages, you can file a lawsuit in small claims court or in superior court. To learn more, visit the Frequently Asked Questions page at the DLSE website: http://www.dir.ca.gov/dlse/dlse-faqs.htm

FAQs

1. If my employer owes me money, who do I give it to? If my employer owes me money, I should give it to the person or entity that paid the wages. In some cases, I may be paid by my employer or by the business that paid the employer. If my employer owes me money, I should give it to the person or entity that paid the wages. In some cases, I may be paid by my employer or by the business that paid the employer.

2. If my employer owes me money, do I have to file a claim? If my employer owes me money, I should file a claim with the Labor Commissioner. The Labor Commissioner’s Office can assist you with calculating your wages, answering your questions, and providing you with additional resources.

3. If my employer owes me money, how long do I have to file a claim? If my employer owes me money, you must file a claim within 1 year of the date you were supposed to be paid your wages. If you are owed wages for more than 1 year, you can file a claim within 3 years of the date you were supposed to be paid your wages.

4. If my employer owes me money, can I file a claim against the business that paid the wages? If my employer owes me money, I can file a claim against the business that paid the wages. If my employer owes me money, I can file a claim against the business that paid the wages. If my employer owes me money, I can file a claim against the business that paid the wages.

5. How does my claim affect other people? If my employer owes me money, my claim does not affect other people. If my employer owes me money, my claim does not affect other people. If my employer owes me money, my claim does not affect other people.
If your employer writes you a check and does not cash it, or if your employer does not pay your wages within the required time, you may file a “Report of Labor Law Violation” with the Labor Commissioner. If your case does not settle, the hearing, decision, and order will be sent to you.

FAQs

1. If my employer moves or changes the business name, can I name the new business in my claim?

Yes, your claim affects all the workers in your situation, not just you. If your employer moves or changes its business name, your claim affects all the workers in your situation, not just you. If your employer moves or changes the business name, your claim affects all the workers in your situation, not just you. If your employer moves or changes its business name, your claim affects all the workers in your situation, not just you.

2. If my employer moved or changed the business name, do I need to name the new business in my claim?

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3. When will I receive my unpaid wages?

You must receive your pay stub or wage statement with your employer's name, address, and telephone number at least twice a month. If you do not have documents to support your claim, you can provide your best estimate. If you work 7 days in a workweek, you must be paid a day's wages for each day that your employer withholds your wages for the purposes of OSHA inspection. If your employer fires you, you are entitled to a final paycheck at no cost to you. If you work 7 days in a workweek, you must be paid a day's wages for each day that your employer withholds your wages for the purposes of OSHA inspection. If your employer fires you, you are entitled to a final paycheck at no cost to you. If you work 7 days in a workweek, you must be paid a day's wages for each day that your employer withholds your wages for the purposes of OSHA inspection. If your employer fires you, you are entitled to a final paycheck at no cost to you.

4. How can I file a claim for unpaid wages?

You can file a claim for unpaid wages through the Labor Commissioner's Bureau of Field Enforcement. You can file a claim for unpaid wages through the Labor Commissioner's Bureau of Field Enforcement. You can file a claim for unpaid wages through the Labor Commissioner's Bureau of Field Enforcement. You can file a claim for unpaid wages through the Labor Commissioner's Bureau of Field Enforcement.

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If you file a claim for unpaid wages, you can provide your best estimate. If you work 7 days in a workweek, you must be paid a day's wages for each day that your employer withholds your wages for the purposes of OSHA inspection. If your employer fires you, you are entitled to a final paycheck at no cost to you. If you work 7 days in a workweek, you must be paid a day's wages for each day that your employer withholds your wages for the purposes of OSHA inspection. If your employer fires you, you are entitled to a final paycheck at no cost to you. If you work 7 days in a workweek, you must be paid a day's wages for each day that your employer withholds your wages for the purposes of OSHA inspection. If your employer fires you, you are entitled to a final paycheck at no cost to you.