



## Wage theft

### What is wage theft?

Wage theft is a violation of federal, state and Philadelphia law. It is the illegal practice of not paying workers for all their work. This includes violating minimum wage laws, not paying overtime, forcing workers to work off the clock, taking any part of workers' tips, and more. Regardless of citizenship or immigration status, wage theft is prohibited by law.

### What is the minimum wage in Philadelphia?

Philadelphia's minimum wage is \$7.25, which is the federal minimum wage.

### What is overtime?

If you work more than 40 hours in a week, your employer must pay at least 1.5 times your regular rate of pay for hours worked over 40 hours.

### What do I do if I believe I am a victim of wage theft?

You, an authorized agency, or your labor union may file a complaint on your behalf. You can get your complaint form by emailing the Office of Benefits and Wage Compliance at [wagetheft@phila.gov](mailto:wagetheft@phila.gov) or going to <https://www.phila.gov/documents/wage-theft-complaint>. You then must submit it via mail or email. Please ask staff how to access free language services offered by the City of Philadelphia or call the Office of Benefits and Wage Compliance at 215-686-0802.

### How do I know if I qualify to file a complaint in Philadelphia?

1. Your employer is located within the City of Philadelphia.
2. You believe your wages have been stolen within the last 3 years.
3. The amount you believe was stolen falls between \$100 and \$10,000, total.

### What happens after I file?

There is an investigation of each complaint filed. Someone from the Compliance Office will contact you within 15 business days to guide you through the process and request any additional information that may help your complaint. The Compliance Office will handle all interactions with your employer. You may be asked to provide copies of schedules, handwritten notes, paystubs, and any supporting information. Please have these forms ready and submit them with your complaint form. If you do not have these forms or are unsure, submit your complaint and the Compliance Office will follow up.

### Can I be fired?

The law prohibits any form of retaliation against an employee who in good faith alleges wage theft. If you believe that you are retaliated against, you should contact our office at [wagetheft@phila.gov](mailto:wagetheft@phila.gov).

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