



KNOW YOUR RIGHTS IN THE WORKPLACE

ST. PETERSBURG, FLORIDA

PRINTABLE LABOR LAWS

St. Petersburg Wage Theft Prevention

Your Rights and Protections

wage theft can
happen to anyone.
we can help.

- Bounced Checks
- Loss of Overtime
- Unpaid Wages
- Illegal Tip Practices

QUALIFY

- Work must have been performed in the City of St.Petersburg or for a St.Petersburg employer
- Amount owed must be at least \$60
- Must be or have been an employee of the business
- Work must have been performed within the previous 12 months

PROTECTIONS

- Your promised wage rate
- Receive pay notice upon hiring
- Protection against retaliation

COMPLAINT PROCESS

- The employee must file a written, signed complaint with the City Clerk.
- A Wage Theft Coordinator will only process the complaint if minimum qualifications are met.
- Each employer shall file an answer to the complaint not later than 21 days after service of the complaint and notice from the City (one 30-day extension may be granted).
- After the complaint is filed, the Wage Theft Coordinator will coordinate a conciliation process to attempt to resolve the complaint by agreement of both parties.
- If conciliation is refused or parties do not reach an agreement, a wage theft hearing can be scheduled within 15 days, upon request.
- At the conclusion of a hearing and upon a finding of a wage theft violation, the hearing officer shall issue a written order that orders the employer within 45 days of the date of the order:
 - To provide payment of back wages in addition to liquidated damages (twice the amount of the back wages owed);
 - To pay reasonable attorneys' fees, if applicable; and
 - To pay the City the administrative costs of processing the claim and all the costs of the hearing.

Call the Mayor's Action Center
727.893.7111

to see how you may
qualify for the
St. Petersburg Wage Theft
Prevention Program

