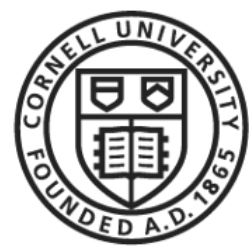


HIGHROAD FELLOWSHIP REPORTS

WAGE THEFT INFOGRAPHIC

July 2015

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2015 High Road Fellow
With the WNY Council on
Occupational Safety and Health



ILR Buffalo Co-Lab

The ILR Buffalo Co-Lab advances an equitable economy and democratic community, collaboratively integrating scholarly and practical understanding to strengthen civic action.

Since 1946, Cornell ILR has played a vital role in Western New York, working in partnership with businesses, unions, government, education and community organizations to build an economy that works for all.

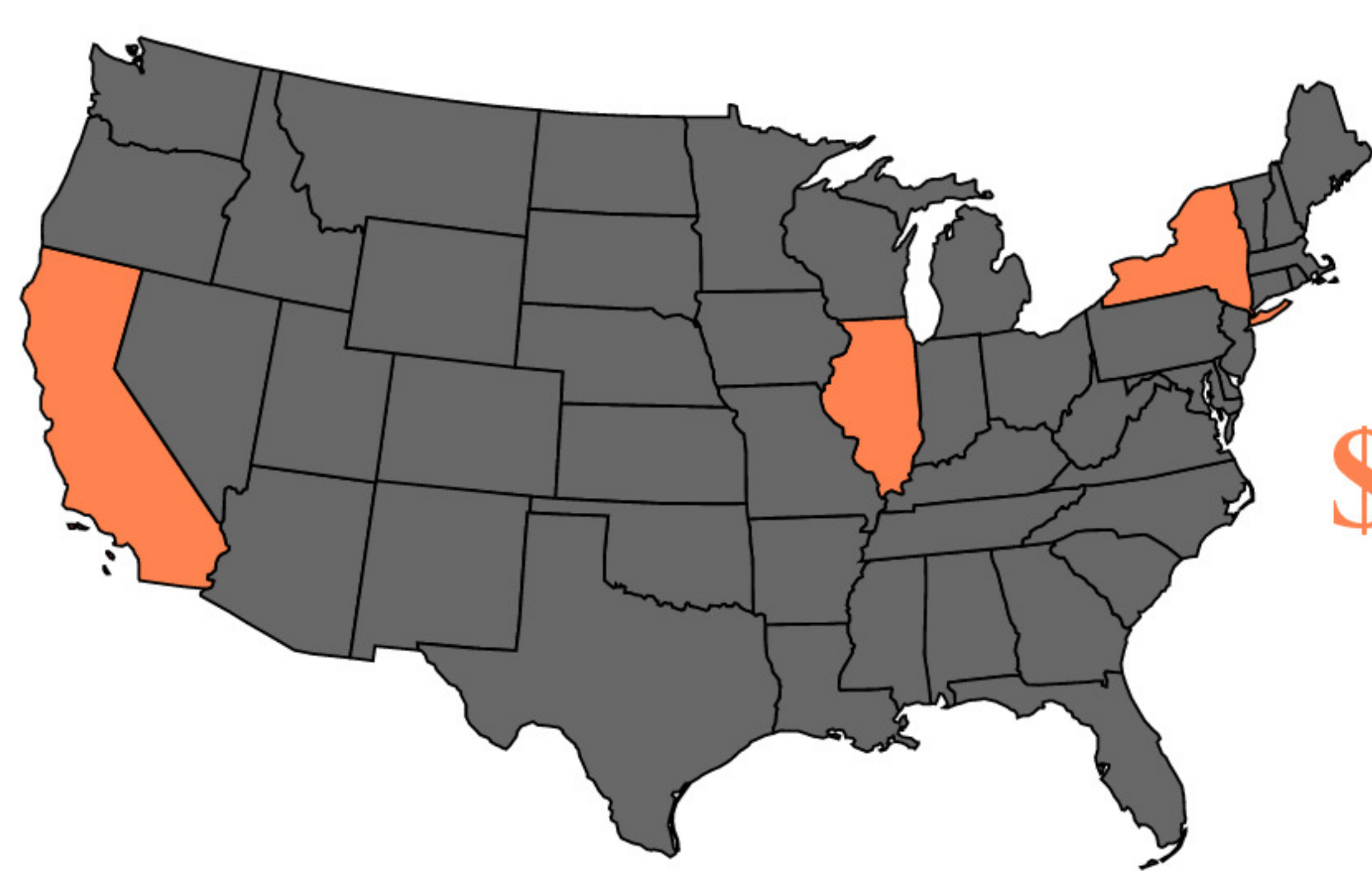
High Road Fellowships were launched in 2009, in collaboration with community-based think-tank Partnership for the Public Good. They connect Cornell undergraduates with practitioners and creative community leaders who are driving change in the local economy.

Fellows are in Buffalo, NY for eight weeks in the summer, working on projects through their host organization.



WAGE THEFT

wage theft- the illegal withholding of wages or the denial of benefits that are rightfully owed to an employee...



It is estimated that low wage workers in New York, Chicago, and Los Angeles alone lose

\$56.4 million per week

due to wage and hour violations.

According to the Department of Labor, employees must be paid for ALL hours worked, and must receive time-and-a-half pay for hours worked over 40 hours per week.



This includes hours not scheduled, such as:



Finishing an assigned task



Taking care of a patient in an emergency



Finishing waiting on a customer

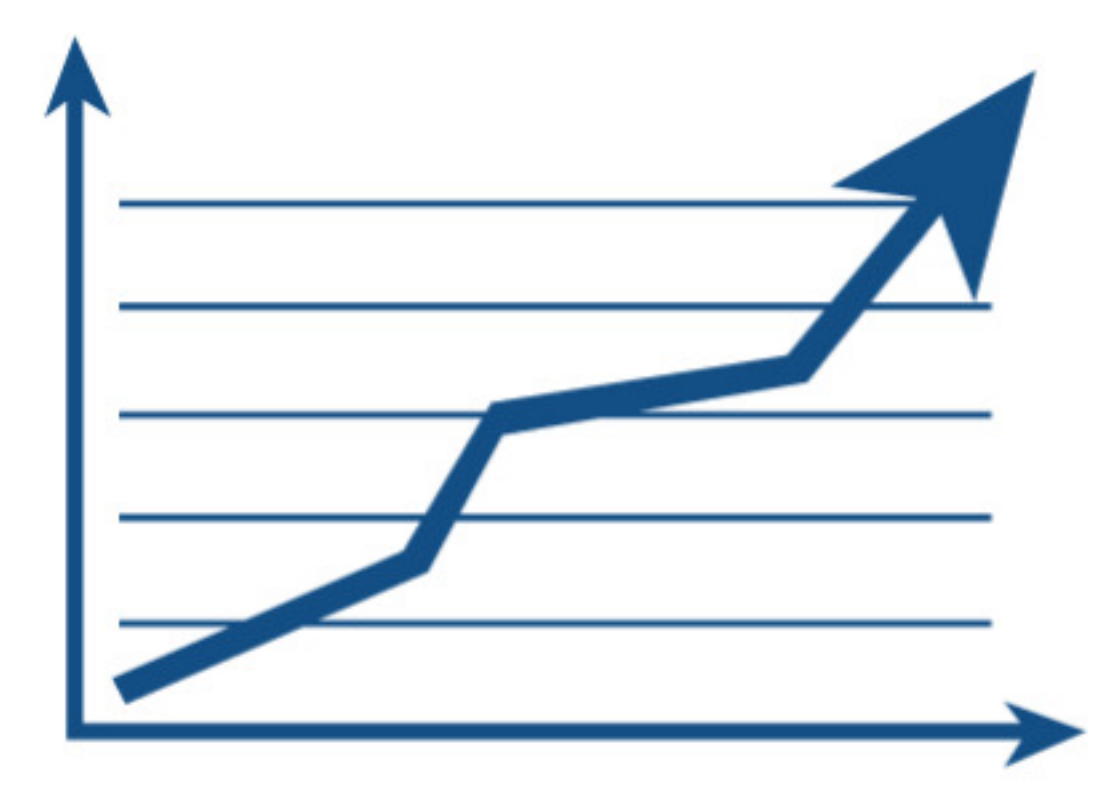


Taking work home to meet a deadline

WAGE THEFT PREVENTION ACT



This New York State act increased protection for whistle-blowers and required employers to give workers a pay stub with every paycheck. Each paycheck should clearly state their pay rate and hours worked. It came into effect in 2011.



New York State Minimum Wage:
 \$8.00 on 12/31/13
 \$8.75 on 12/31/14
 \$9.00 on 12/31/15



70% of surveyed hourly workers did not get paid for work done outside of regular shifts.



of workers in the leisure & hospitality industry, which includes food service workers, make below the legal minimum wage.

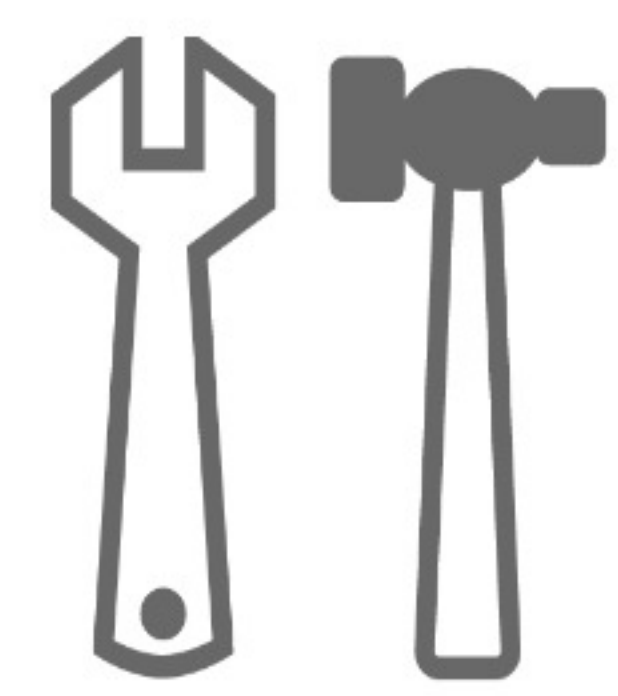
It is illegal for an employer to take money out of an employee's paycheck to cover personal protective equipment, such as a



Hard-Hat

or a

Respirator



What can I do if my wages are being stolen?



Talk to co-workers to see if they are experiencing the same problems



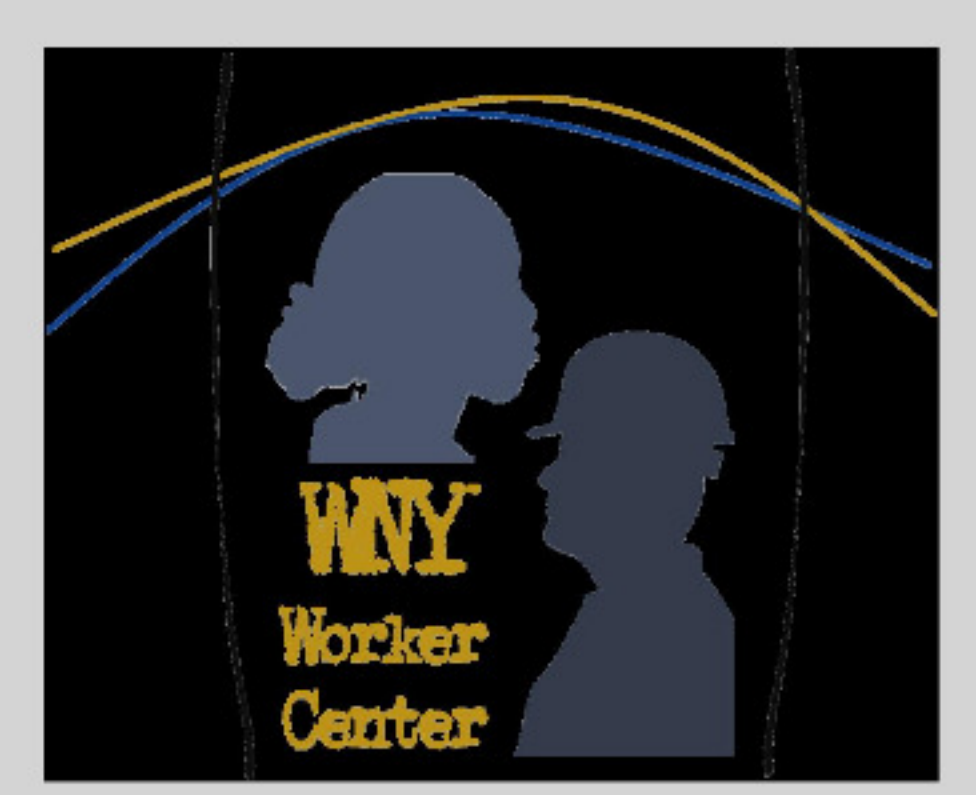
Find out more on <http://www.labor.ny.gov/>



Keep a journal of all incidents and violations



Text WORKER to 877877 to report a workplace complaint or get info



Contact us at <http://www.wnycosh.org/> /wny-worker-center/