

CALIFORNIA MINIMUM WAGE

| Employer Size | 2021 Minimum Wage | 2022 Minimum Wage |
|------------------------|-------------------|-------------------|
| More than 25 Employees | \$14/hour | \$15/hour |
| 25 Employees or Less | \$13/hour | \$14/hour |

Note that some cities and counties have higher minimum wages than the state! To find out yours, visit: laborcenter.berkeley.edu/inventory-of-us-city-and-county-minimum-wage-ordinances/.

OVERTIME PAY AND DOUBLE PAY

- If you work **more than 8 hours in a day** OR **more than 40 hours in a week**, for those additional hours you are entitled to "overtime pay," which is 1.5x your hourly pay.
- If you work **more than 12 hours in a day**, for those additional hours you are entitled to "double pay," which is twice your hourly pay.
- If you work **7 days in a workweek**, you must get overtime pay (1.5x your hourly pay) for the first 8 hours on the seventh day, then double pay for all hours more than 8.
- Example: If you work 13 hours on Monday, but work less than 40 hours that week because you took off Friday, you are still entitled to 4 hours of overtime (1.5x your hourly pay), and 1 hour of double time (2x your hourly pay) for your extra hours on Monday.

About Us

OUR MISSION

Founded in 1969, Centro Legal de la Raza is a legal services agency protecting and advancing the rights of low-income, immigrant, Black, and Latinx communities through bilingual legal representation, education, and advocacy. By combining quality legal services with know-your-rights education and youth development, Centro Legal de la Raza ensures access to justice for thousands of individuals throughout Northern and Central California.

CONTACT

Phone: (510) 437-1554

Leave a message and staff will return your call.

Website: www.centrolegal.org

Please note that information in this brochure is educational only, it is not legal advice.

Created with support from the Labor and Employment Law Section of the California Lawyers Association.

Know Your Rights:
Workers' Rights



REST BREAKS AND LUNCH BREAKS

- You must receive a 30-minute lunch break for each 5 hours worked.
- You must receive one 10-minute rest break if you work at least 3.5 hours in a day, two 10-minute rest breaks if you work at least 6 hours in a day, and one additional 10-minute rest break for every four additional hours you work that day.

PAID SICK TIME

- You must receive at least **3 paid sick days** per year. Some cities and counties require employers to provide additional sick days.
- Your available sick leave should be listed on each pay stub.

IF YOUR EMPLOYER IS NOT PAYING YOU CORRECTLY OR GIVING YOU BREAKS YOU CAN:

- File a wage claim with the Labor Commission. To file a claim, visit <https://www.dir.ca.gov/dlse/policies.htm> or contact Centro Legal for assistance.
- You also have the right to ask your employers for copies of timecards, payroll and personnel records.

THESE LAWS APPLY REGARDLESS OF IMMIGRATION STATUS.

It is illegal for your employer to threaten to call immigration if you tell them your rights.

DISCRIMINATION AND RETALIATION

- An employer cannot discriminate against you on the basis of race, ethnicity, national origin, religion, age (if you are over 40 years old), disability, sex (including pregnancy status), sexual orientation, gender identity, any illness, your marital status or military status.
- To file a complaint based on discrimination visit dfeh.ca.gov/ or contact Centro Legal.
- An employer cannot take negative actions against you (such as threatening to call immigration, reducing your work hours, or firing you) for asking for your legal rights (such as your right to overtime pay, sick leave, meal and rest breaks, employment records, and more). This is called retaliation. To file a complaint for retaliation, visit dir.ca.gov/dlse/dlseRetaliation.html or contact Centro Legal.

OTHER IMPORTANT INFORMATION

Final Pay:

- If you are fired, your employer must pay the entire amount owed to you on your last day of work.
- If you quit your job without telling your employer in advance, your employer has 72 hours after your last day of work to pay you all amount owed.

Unpaid Business Expenses:

- Your employer must reimburse you for all work-related expenses such as required work materials. This may include work uniforms, painting supplies, construction equipment, gas when traveling between work sites, and more depending on the nature of your work.

For more information contact Centro Legal de la Raza at: (510) 437-1554.

