REGARDLESS OF IMMIGRATION STATUS,
you have the right to:

- Be paid for all hours worked, including training periods
- Be paid at least minimum wage, be paid overtime and be paid regularly (usually weekly or biweekly)
- Know your pay deductions, and never have pay deducted without prior written consent
- Work in a safe environment free of discrimination, sexual harassment and abuse
- Request help from the NYS Department of Labor without fear of retaliation

PROTECT YOURSELF!
Keep a record of:

- The days and hours you worked
- How much you were paid and when
- Dates and times of important events on the job (injuries, threats or conflicts), and to whom you reported them

P746.2 (1/19)

FORCED LABOR IS A CRIME!

It could be a criminal violation of your rights if you are:

- Told you must work to pay off a debt
- Told your employer will take away your passport or ID
- Promised a benefit that you do not receive, such as a Green Card or money
- Threatened that immigration or the police will be called if you do not work
- Threatened that you or your family will be harmed
- Actually harmed, or a family member is harmed

For more information about your rights and what help is available, call the National Human Trafficking 24-hour hotline at **888.373.7888** or the DIPA hotline at **877.466.9757**.

You can also email **trafficking@labor.ny.gov** or text **917.692.7215**.

NEW YORK STATE OF OPPORTUNITY.

Department of Labor
Division of Immigrant Policies & Affairs

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The New York State Department of Labor is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.