

# 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

