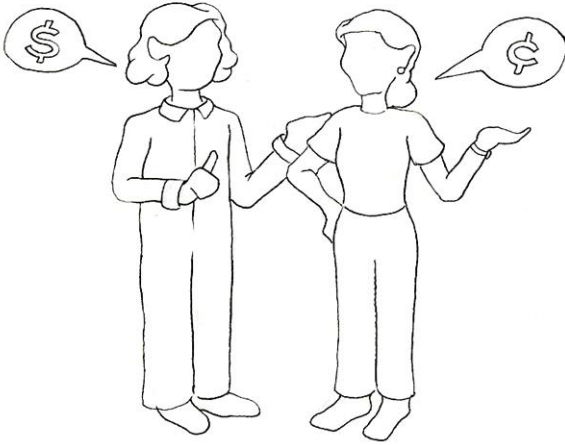


The Minimum Wage

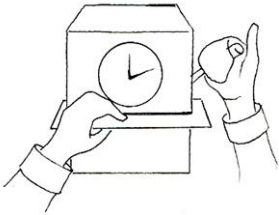


***In AZ, the minimum wage is
\$10.50/hr.***

**Almost all workers in Arizona have the
right to receive the
minimum wage.**

**Your immigration status doesn't matter
at all.**

When should you receive more than the minimum wage?



For most workers:

You should earn overtime at one and a half times your hourly wage for every hour worked after 40 hours of work in a week (7 days).

A very limited number of workers do not have to receive the minimum wage or overtime:

- ***Employees who work for their parent or sibling***
- ***Government employees (but another minimum wage may apply)***
- ***People who work as very casual, occasional "babysitters"***
- ***Independent contractors***
- ***Employees who work for some types of very small businesses***
- ***Employees who are agricultural workers (but some agricultural workers have a right to a higher minimum wage)***

Sexual Harassment

What is sexual harassment?

Unwelcome sexual statements, jokes, requests for sexual favors, and other verbal or physical behavior that interferes with your work duties or creates a hostile or offensive workplace environment.

Sexual harassment can occur in a variety of circumstances, which include but are not limited to the following:

- The harasser can be the victim's supervisor, a supervisor in another area, a colleague, a customer, or a client.
- Both the victim and the harasser can be a man or a woman. The victim does not have to be of the opposite sex.
- The victim does not have to be personally harassed but can be anyone who is affected by the offensive conduct.

Sexual harassment is against federal, state, and local law.



What should I do if I am a victim of sexual harassment?

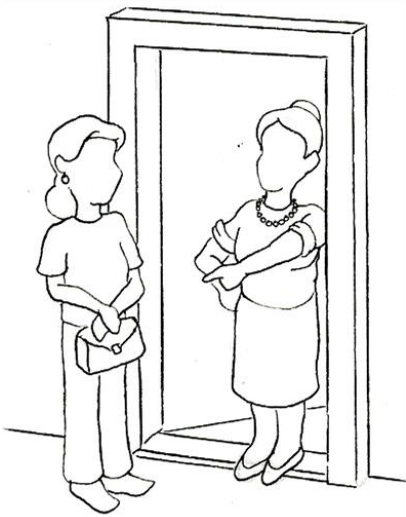
→ **Say "no" clearly:** If the victim consents to the inappropriate conduct, it is no longer considered sexual harassment. Because of this, communication is very important. The victim should directly inform the harasser that his/her conduct was unwanted.

→ **Report the harassment:** If possible, reports should be made in writing and/or in front of a trustworthy witness.

→ **Talk with a lawyer, your union, a community organization, or someone you trust:** They can help you understand your options. You do not have to be alone with this problem.

→ **If you want to file a complaint in court,** you will first need to present a formal discrimination complaint to the Equal Employment Opportunity Commission (EEOC) or Arizona Civil Rights Division within **180 days** of the date of the act of harassment in order to protect your legal rights.

Employment at Will



In Arizona, there is a law called “Employment at Will.” This law says that an employer can discharge or fire workers at any time for any reason. At the same time, the employee can quit the job at any time for any reason.

However, it is against the law for an employer to fire, or refuse to promote, or treat a worker differently for any of the following reasons:

- Discrimination
 - An employer cannot fire a worker because of his/her race, nationality, sex, religion, age, or physical disability.
- Retaliation
 - An employer cannot fire a worker in retaliation because the worker exercised his or her rights in the workplace (filed a wage claim, complained about discrimination charge, participated in a union, etc.).
- Violation of Written Contract
 - An employer cannot fire a worker if it violates a written contract.

Discrimination

It is illegal for a worker to be treated differently based on certain characteristics. This treatment can include lower wages, being fired or terminated from a job, having different opportunities for a promotion, or being given a worse schedule.

Characteristics Protected by Anti-Discrimination Laws

Federal Government & Arizona:	Tucson adds:
<ul style="list-style-type: none">• Race• Sex• Pregnancy• Nationality• Religion• Age (if over 40 years old)• Physical Disability	<ul style="list-style-type: none">• Marriage status• Family status• Gender identity• Sexual orientation

What should you do if you think you have experienced discrimination?

- Write down what happened: it is important to have a record of the facts, places, hours, and names of possible witnesses to what happened. It is a good idea to keep this in your house or other safe place outside your work.
- Report the discrimination to your employer, and, if possible, do so in writing and/or in the presence of a witness.
- Talk to a lawyer or community organization to explore your options.

You can bring a legal claim against your employer, but first you have to present a formal discrimination charge to the Equal Employment Opportunity Commission (EEOC) or the AZ Civil Rights Division **within 180 days** of the discriminatory act.

~ WORKERS' RIGHTS CLINIC ~

Wage Documentation

Name: _____

Company:
Address of company or employer:
Name of supervisor or employer:
Telephone number of employer:
Address where you work:

Date	Start time	End time	Pay per hour	Pay received	Tips