

COMMON VIOLATIONS OF WORKERS' RIGHTS IN MARYLAND

MISCLASSIFICATION

Employer calls employee an "independent contractor" to avoid paying taxes, workers' comp, unemployment insurance, etc.

FAILURE TO PAY ALL HOURS

You worked more hours than your employer paid you for; known as "hour shaving"

FAILURE TO PAY OVERTIME

You worked more than 40 hours in a workweek but you're not paid "time and a half" for your overtime hours

AGREEMENTS NOT TO PAY ALL WAGES

If employer requires worker to sign a document giving up wage rights under the law (such "agreements" are void)

TIP VIOLATIONS

Employer pays only \$3.63/hour without giving required notice, or breaks another tip rule

FAILURE TO PAY TRAVEL TIME

If employer doesn't pay for time you spend traveling between work sites (commute time to/from home doesn't count)

**Questions? Call the PJC at 410-625-9409
or visit publicjustice.org/benefits**

PUBLIC JUSTICE CENTER



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