

# RESILIENCE FORCE



**DISASTER WORKERS,  
PROTECT YOURSELF!  
KNOW YOUR RIGHTS!**

# RESILIENCE FORCE

## DISASTERS ARE NOW A FACT OF LIFE IN AMERICA.

EVERY YEAR, THEY INCREASE IN FREQUENCY AND IMPACT. DISASTERS ARE CHANGING ALL OF OUR LIVES, AND NO ONE IS MORE IMPORTANT IN SHAPING HOW WE PLAN FOR THEM THAN THE PEOPLE WE DEPEND ON TO PREPARE, RESPOND AND RECOVER. IT'S THE WORK OF THE RESILIENCE WORKFORCE THAT ALLOWS US TO ADAPT AND THRIVE.

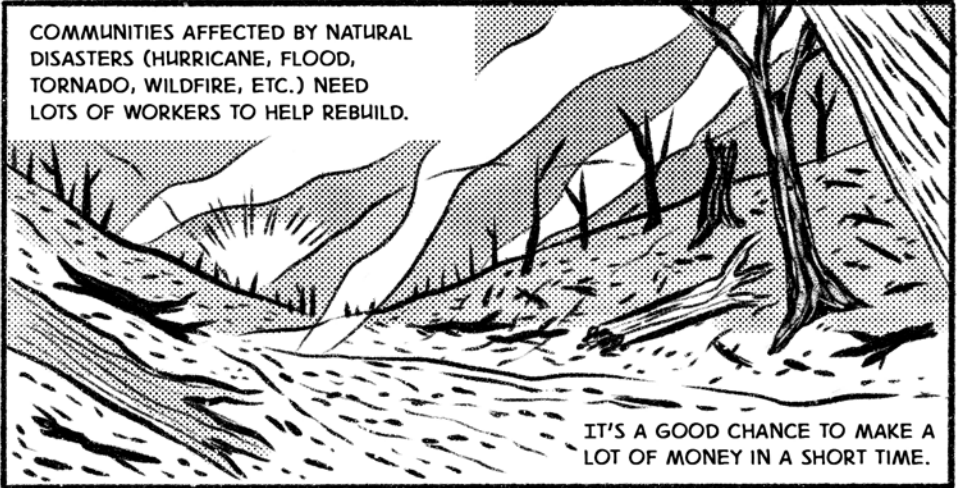
**RESILIENCE FORCE** IS A NATIONAL INITIATIVE TO TRANSFORM AMERICA'S RESPONSE TO DISASTERS BY STRENGTHENING AND SECURING AMERICA'S RESILIENCE WORKFORCE—THE MILLIONS OF PEOPLE WHOSE WORK, HEART AND EXPERTISE MAKE SUSTAINABLE RECOVERY FROM DISASTERS POSSIBLE.

RESILIENCE FORCE WORKS WITH COMMUNITY ADVOCATES AND FORWARD-THINKING LEADERS IN GOVERNMENT, LABOR, THE PRIVATE SECTOR AND PHILANTHROPY TO REWRITE THE RULES OF RECOVERY.

RESILIENCE FORCE WANTS TO HEAR FROM  
YOU. SHARE YOUR STORY WITH US.

CALL (321) 325-0849

COMMUNITIES AFFECTED BY NATURAL DISASTERS (HURRICANE, FLOOD, TORNADO, WILDFIRE, ETC.) NEED LOTS OF WORKERS TO HELP REBUILD.



IT'S A GOOD CHANCE TO MAKE A LOT OF MONEY IN A SHORT TIME.



BUT, WORKERS IN NATURAL DISASTERS IN THE PAST HAVE ALSO BEEN ABUSED WITH LOW WAGES OR NO WAGES,



EMPLOYERS PROMISING A LOT BUT PROVIDING LITTLE TO NOTHING, NOT BEING PAID OVERTIME FOR WORK OVER 40 HOURS A IN WEEK,



SUBSTANDARD HOUSING, UNSAFE WORKING CONDITIONS, OR BEING STRANDED OR ABANDONED FAR FROM HOME.



WORKERS FROM THESE PAST DISASTERS GOT TOGETHER AND HELPED TO WRITE THIS KNOW YOUR RIGHTS FACT SHEET.

# BEFORE

YOU GO TO A DISASTER AREA,  
ASK QUESTIONS ABOUT THE JOB:

WHERE WILL I BE WORKING?

IS THIS WORK SUBCONTRACTED?  
WHO IS THE CONTRACTOR?

WHAT KIND OF HOUSING WILL BE PROVIDED?  
HOW BIG IS THE HOUSING UNIT?

HOW MANY PEOPLE WILL BE ASSIGNED TO IT?  
IS THERE A WORKING BATHROOM?

IS THERE A FULL KITCHEN?  
WILL THERE BE ONE BED FOR EACH PERSON?

HOW WILL I GET TO THE DISASTER LOCATION?

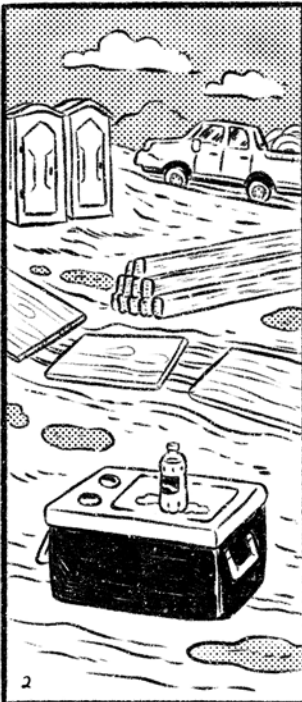
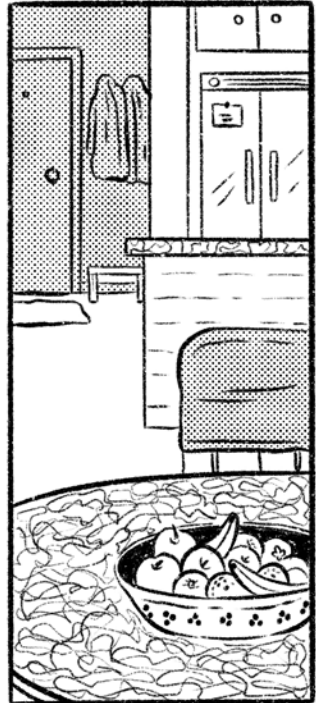
HOW WILL I GET BACK TO MY HOME?

HOW FAR IS IT FROM THE HOUSING TO THE WORKSITE?

HOW WILL I GET THERE?

WHAT IS THE HOURLY WAGE?

WILL WATER AND FOOD BE PROVIDED?  
WILL IT BE FREE AND IF NOT, HOW MUCH WILL I BE CHARGED FOR IT?



WILL THERE BE A WORKING BATHROOM AT THE WORKSITE?

WHAT SAFETY EQUIPMENT WILL BE NEEDED?  
WHO WILL PROVIDE THAT?

WHAT TYPE OF WORK WILL I BE DOING?

(SEE THE RESILIENCE FORCE FACT SHEET ON THE STAGES OF DISASTER FOR MORE INFORMATION ABOUT TYPICAL DISASTER WORK).

WHAT HAPPENS IF I GET HURT OR IN AN ACCIDENT?  
IS THERE INSURANCE COVERAGE FOR INJURIES?

HOW FREQUENTLY WILL I BE PAID (ONCE A WEEK OR AFTER TWO WEEKS?)  
WILL THE PAY BE IN CASH OR CHECK?

CAN YOU DO A DIRECT DEPOSIT TO MY BANK ACCOUNT OR PAY ME BY PAYPAL OR VENMO?

(NOTE THAT SOME KIND OF ELECTRONIC PAYMENT MAY BE BETTER FOR YOU AS IN DISASTER AREAS, OFTEN THE BANKS AND ATMS ARE OUT OF SERVICE. IF ELECTRONIC PAYMENT IS NOT POSSIBLE, IT MAY STILL BE BETTER FOR YOU TO HAVE YOUR CHECK SENT TO A FAMILY MEMBER OR FRIEND BACK HOME SO IT CAN BE DEPOSITED PROMPTLY).

ASK FOR WHAT YOU WANT AND NEED. DISASTER WORKERS ARE IN HIGH DEMAND SO DON'T BE AFRAID TO ASK FOR A HIGHER WAGE AND BETTER CONDITIONS.

TRY TO FIND OTHER WORKERS ALSO BEING RECRUITED AND ASK FOR BETTER TERMS TOGETHER.



GET THE TERMS OF THE EMPLOYMENT IN WRITING. MANY EMPLOYERS DON'T PROVIDE THIS BUT YOU CAN SEND AN EMAIL, TEXT OR WHATSAPP TO CONFIRMING YOUR AGREEMENT.

FOR EXAMPLE,

"I LOOK FORWARD TO WORKING WITH YOU! I'M JUST CONFIRMING WHAT WE TALKED ABOUT: YOU WILL PROVIDE TRANSPORTATION TO PANAMA CITY FL, AND HOUSING WITH ME AND TWO OTHER GUYS IN A 2 BEDROOM APARTMENT WITH A KITCHEN THAT IS A 15 MINUTE DRIVE FROM THE WORKSITE.

YOU'LL PROVIDE TRANSPORTATION EACH DAY TO AND FROM THE WORKSITE. LUNCH, DINNER AND WATER WILL BE PROVIDED. I WILL WORK ABOUT 60 HOURS A WEEK AND GET \$15/HOUR FOR THE FIRST 40 HOURS AND THEN \$22.50/HOUR AFTER THAT.

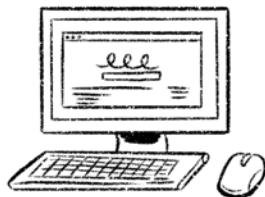
AND YOU WILL PROVIDE TRANSPORTATION BACK TO ATLANTA WHEN THE JOB IS DONE, IN 4-6 WEEKS. I'M GOING TO BE CLEANING UP DEBRIS FROM TWO HOTELS."



GET THE FULL NAME OF THE RECRUITER AND ANY OTHER PEOPLE WHO OFFER YOU WORK.



TAKE PICTURES OF LICENSE PLATES OF YOUR EMPLOYERS IF YOU ARE ABLE.



FIND OUT AS MUCH AS YOU CAN ABOUT THE PLACE YOU ARE GOING.

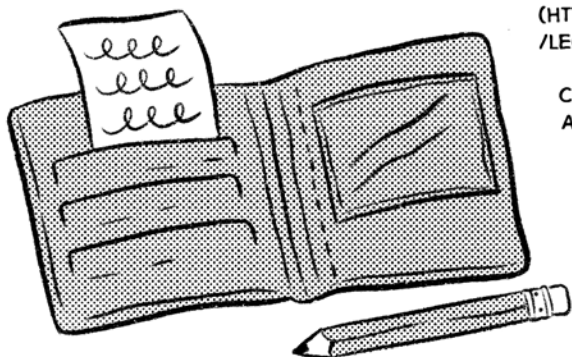


LOOK IT UP ON GOOGLE MAPS AND PROVIDE THE ADDRESS AND AS MUCH INFORMATION AS YOU CAN TO FRIENDS AND FAMILY IN YOUR HOME CITY.

LOOK UP THE NAMES AND NUMBERS OF SUPPORT SERVICES IN THE PLACE YOU WILL BE GOING: LEGAL AID AGENCIES (SEARCH "LEGAL AID [STATE, COUNTY OR CITY]"),

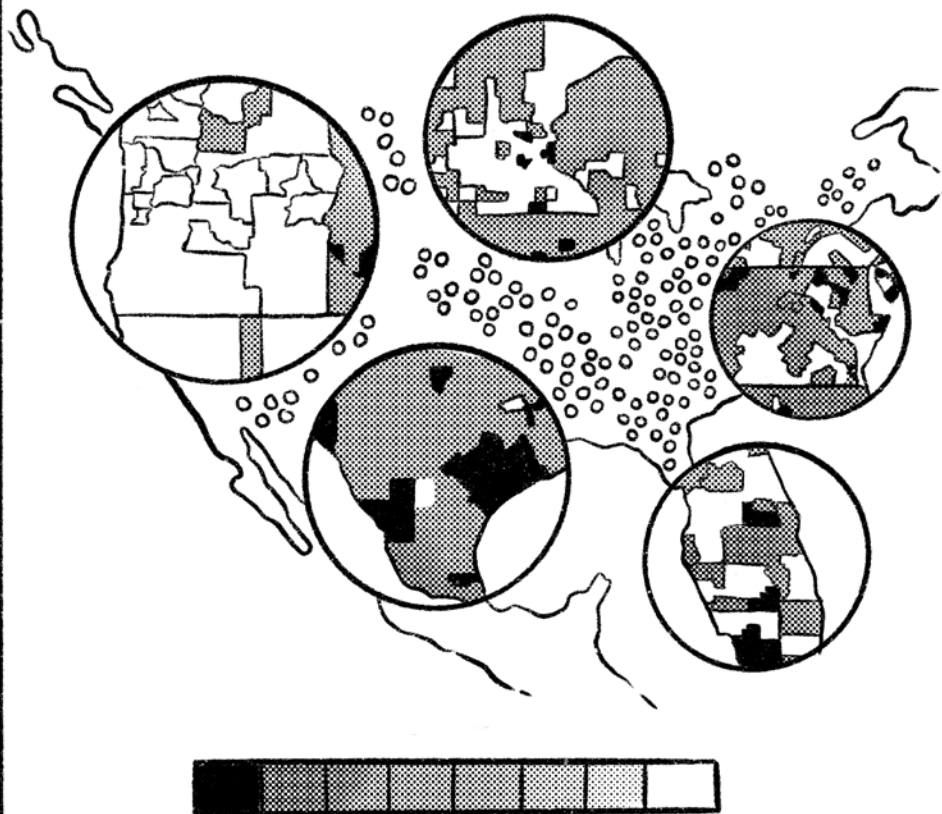


THE STATE DEPARTMENT OF LABOR ([HTTPS://EMPLOYMENT.FINDLAW.COM/LEGAL-HELP-AND-RESOURCES/STATE-LABOR-AGENCIES.HTML](https://employment.findlaw.com/legal-help-and-resources/state-labor-agencies.html)), CHURCHES, COMMUNITY GROUPS AND LOCAL LAW ENFORCEMENT.



WRITE THEM DOWN AND PUT THEM IN A SAFE PLACE.

LOOK AT THIS MAP  
[HTTPS://WWW.ILRC.ORG/LOCAL-ENFORCEMENT-MAP](https://www.ilrc.org/local-enforcement-map)  
TO SEE HOW MUCH THE LOCAL LAW ENFORCEMENT  
COOPERATES WITH IMMIGRATION.



IF YOU ENCOUNTER A PROBLEM, CONSIDER THIS INFORMATION  
IN DECIDING WHETHER TO CALL LOCAL LAW ENFORCEMENT.

NOTE THAT MOST LOCAL LAW ENFORCEMENT COOPERATION  
WITH ICE HAPPENS AFTER SOMEONE IS ARRESTED, NOT WHEN  
THEY CALL FOR HELP BECAUSE THEY ARE A VICTIM OF A CRIME.



DOWNLOAD A TIMEKEEPING APP OR NOTE TAKING APP. DOL-TIMESHEET. THIS IS AN APP BY THE U.S. DEPARTMENT OF LABOR THAT ALLOWS YOU TO RECORD START, BREAK AND STOP TIMES EACH DAY, AND EDIT THE ENTRIES.

YOU CAN EMAIL THE RECORD TO A FAMILY MEMBER OR YOURSELF. THE APP ALSO HAS INFORMATION ABOUT WAGE AND HOUR LAW AND YOU CAN CALL THE DEPARTMENT OF LABOR DIRECTLY FROM INSIDE THE APP.

ENGLISH SPANISH  
(IPHONE ONLY)  
FOR ANDROID, TRY  
THE TIMESHEET APP.



FOR NOTES, ONE APP ALLOWS YOU TO BACKS UP YOUR NOTES AND ACCESS YOUR NOTES FROM ANYWHERE ON THE INTERNET IS SIMPLENOTE.

IT IS AVAILABLE IN SPANISH. IPHONE ANDROID



DOWNLOAD THE OSHA HEAT SAFETY APP. THIS APP ALLOWS YOU TO CALCULATE THE HEAT LEVEL AND THE RISK LEVEL WHEN WORKING OUTDOORS.

[HTTPS://WWW.OSHA.GOV/SLTC/HEATILLNESS/HEAT\\_INDEX/HEAT\\_APP.HTML](https://www.osha.gov/sltc/heatillness/heat_index/heat_app.html)



DOWNLOAD GOOGLE MAPS AND TURN ON THE "TIMELINE" FEATURE. THIS WILL TRACK THE MOVEMENT OF YOUR SMART PHONE, AND RECORD THE DATE, TIME AND LOCATION.

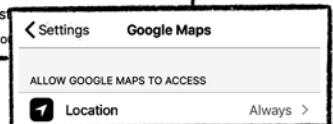
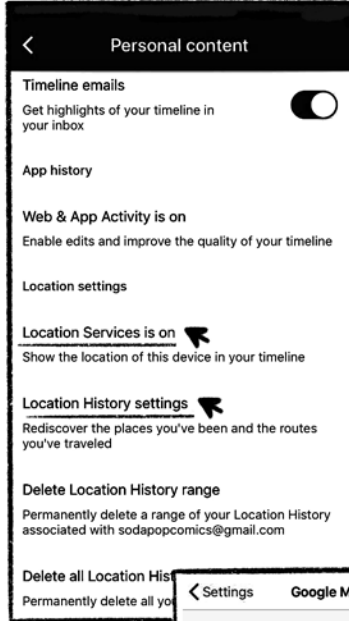
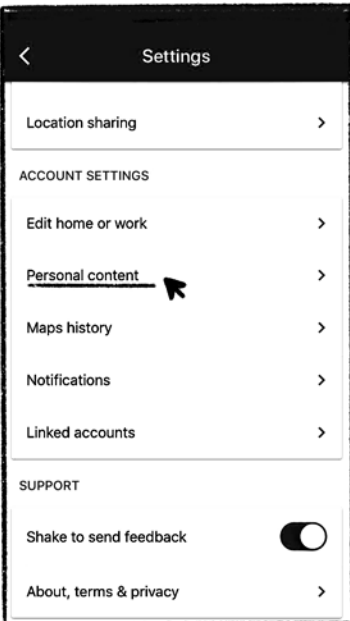
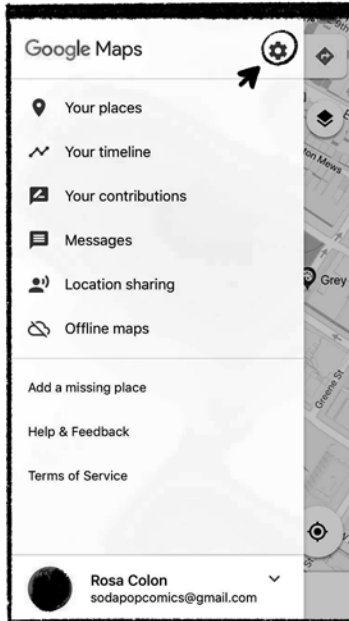
THIS CAN HELP YOU KEEP TRACK OF YOUR WORK HOURS AND, IF NEEDED, TO PROVE YOUR WORK HOURS.

INSTRUCTIONS ON THE NEXT PAGE.



IF YOU HAVE A BANK ACCOUNT, DOWNLOAD THE APP FOR YOUR BANK AND LEARN ABOUT HOW TO DO MOBILE CHECK DEPOSITS. ALSO LEARN WHAT IS THE MAXIMUM AMOUNT YOU CAN DEPOSIT IN THE MOBILE APP (IN SOME BIG BANKS, THE LIMIT IS \$1,000 PER CHECK AND \$5,000 PER DAY, BUT IN SOME IT IS HIGHER)





MAKE SURE YOUR PHONE BACKS UP "TO THE CLOUD" SO YOU WILL STILL HAVE YOUR EVIDENCE IF YOU LOSE YOUR PHONE OR IF THE BOSS TAKES YOUR PHONE.

# READ THESE FACT SHEETS ON STAYING SAFE WHEN WORKING IN DISASTER AREAS:

## OSHA FACT SHEETS ON DISASTER

### ➤ KEEPING WORKERS SAFE DURING DISASTER CLEANUP AND RECOVERY

[HTTPS://WWW.OSHA.GOV/PUBLICATIONS/OSHA3698.PDF](https://www.osha.gov/publications/osha3698.pdf)

SPANISH

[HTTPS://WWW.OSHA.GOV/PUBLICATIONS/OSHA3699.PDF](https://www.osha.gov/publications/osha3699.pdf)

### ➤ MOLD HAZARDS

[HTTPS://WWW.OSHA.GOV/PUBLICATIONS/OSHA3713.PDF](https://www.osha.gov/publications/osha3713.pdf)

SPANISH

[HTTPS://WWW.OSHA.GOV/PUBLICATIONS/OSHA3901.PDF](https://www.osha.gov/publications/osha3901.pdf)

### ➤ FLOOD CLEAN UP

[HTTPS://WWW.OSHA.GOV/OSHDOC/DATA\\_HURRICANE\\_](https://www.osha.gov/oshd/doc/data_hurricane_facts/floodcleanup.pdf)

[FACTS/FLOODCLEANUP.PDF](https://www.osha.gov/oshd/doc/data_hurricane_facts/floodcleanup.pdf)

SPANISH

[HTTPS://WWW.OSHA.GOV/OSHDOC/DATA\\_HURRICANE\\_](https://www.osha.gov/oshd/doc/data_hurricane_facts/floodcleanupfactsheet_sp.pdf)

[FACTS/FLOODCLEANUPFACTSHEET\\_SP.PDF](https://www.osha.gov/oshd/doc/data_hurricane_facts/floodcleanupfactsheet_sp.pdf)

### ➤ PERSONAL PROTECTIVE EQUIPMENT

[HTTPS://WWW.OSHA.GOV/PUBLICATIONS/OSHA3898.PDF](https://www.osha.gov/publications/osha3898.pdf)

SPANISH

[HTTPS://WWW.OSHA.GOV/PUBLICATIONS/OSHA3899.PDF](https://www.osha.gov/publications/osha3899.pdf)

## ENGLISH ONLY

### ➤ FUNGI HAZARDS AND FLOOD CLEAN UP FACT SHEET

[HTTPS://WWW.OSHA.GOV/OSHDOC/DATA\\_HURRICANE\\_FACTS/BULLETIN3.PDF](https://www.osha.gov/oshd/doc/data_hurricane_facts/bulletin3.pdf)

### ➤ DEMOLITION FACT SHEET

[HTTPS://WWW.OSHA.GOV/OSHDOC/DATA\\_HURRICANE\\_](https://www.osha.gov/oshd/doc/data_hurricane_facts/demolition_cleanup.pdf)

[FACTS/DEMOLITION\\_CLEANUP.PDF](https://www.osha.gov/oshd/doc/data_hurricane_facts/demolition_cleanup.pdf)

### ➤ EMERGENCY PREPAREDNESS FOR FARMWORKERS

[HTTPS://WWW.OSHA.GOV/PUBLICATIONS/OSHA3870.PDF](https://www.osha.gov/publications/osha3870.pdf)



# WHILE YOU ARE IN A DISASTER AREA:

## WRITE DOWN:

- THE DATE
- THE TIME YOU STARTED WORKING
- THE TIME YOU STOPPED WORKING
- ANY BREAKS LONGER THAN 20 MINUTES- (BREAKS LESS THAN 20 MINUTES YOU HAVE TO BE PAID FOR)
- THE TIME IT TAKES TO TRAVEL TO AND FROM THE WORKSITE.



- KEEP A WRITTEN RECORD OF THE DAYS, TIMES AND LOCATION OF YOUR WORK. KEEP A SMALL NOTEBOOK OR KEEP NOTES IN YOUR PHONE (MAKE SURE THAT THE NOTES APP BACKS UP SOMEWHERE IN CASE YOU LOSE YOUR PHONE).

- WRITE DOWN THE NAMES OF ALL THE SUPERVISORS AT THE WORKSITE; TRY TO GET FIRST AND LAST NAME AND WHAT COMPANY THEY WORK FOR. TRY TO GET A BUSINESS CARD IF YOU CAN.

- GET THE CONTACT INFORMATION FOR AS MANY PEOPLE AS POSSIBLE ON THE JOB - GET THEIR PHONE NUMBER AND EMAIL ADDRESSES. MAKE CONTACT WITH THEM ON WHATSAPP, TEXT OR PHONE SO YOU CAN CONTACT THEM IF YOU NEED TO.

- SOME NOTES ABOUT THE DAY: WHAT WORK WAS DONE, WERE YOU OR ANYONE ELSE INJURED, WHAT SAFETY EQUIPMENT WAS PROVIDED, WHAT REQUESTS DID YOU OR OTHERS MAKE.
- TAKE PICTURES AND VIDEOS OF THE HOUSING, THE CAR/TRUCK YOU TAKE TO THE WORKSITE, THE LICENSE PLATE OF THE CAR/TRUCK THAT TAKES YOU TO THE WORKSITE, THE WORKSITE, AND IF POSSIBLE, EMPLOYERS AT THE WORKSITE.

- TAKE A PICTURE OF ANY SIGNS THAT HAVE THE ADDRESS OR PHONE NUMBER OF THE GENERAL CONTRACTOR ON THEM.
- BACK UP YOUR PHONE TO THE CLOUD EACH NIGHT. IF YOU DON'T HAVE WIFI AT YOUR HOUSING, TRY TO VISIT A LIBRARY OR COFFEE SHOP WITH WIFI TO BACK EVERYTHING UP.

- IF ANYTHING IS NOT AS PROMISED, OR IF THERE ARE ANY UNSAFE CONDITIONS ON THE JOB, FIND AT LEAST ONE OTHER WORKER TO STAND WITH YOU TO COMPLAIN ABOUT IT.
- WHEN YOU ARE TWO OR MORE WORKERS STANDING TOGETHER, YOUR COMPLAINT IS MORE LIKELY TO BE LISTENED TO, AND YOU HAVE MORE LEGAL PROTECTION IF ANYTHING HAPPENS TO YOU.
- IF THE SUPERVISOR ON THE SITE DOESN'T DO ANYTHING, CONSIDER COMPLAINING TO THE AREA SUPERVISOR OR THE RECRUITER.

IF YOU ARE PAID BY CHECK, DEPOSIT YOUR CHECK RIGHT AWAY. YOU CAN TRY TO FIND A BRANCH OF YOUR BANK NEARBY OR GO TO THE BANK LISTED ON THE CHECK.



CONSIDER CALLING LOCAL LAW ENFORCEMENT BECAUSE WRITING A CHECK WITHOUT ADEQUATE FUNDS IS A CRIME IN MOST STATES.

IF THE CHECK BOUNCES, TAKE ACTION IMMEDIATELY. GET AS MANY WORKERS TOGETHER AS POSSIBLE AND TELL THE BOSS THAT IF YOU ARE NOT PAID IN CASH TODAY, YOU WILL NOT CONTINUE WORKING AND YOU WILL MAKE COMPLAINTS TO THE FEDERAL AND STATE AUTHORITIES.

IF YOU ARE NOT PAID IN CASH THAT DAY, CALL THE U.S. DEPARTMENT OF LABOR AT (THIS AGENCY SAYS IT DOES NOT COOPERATE WITH IMMIGRATION ENFORCEMENT) 1-866-487-9243 AND MAKE A COMPLAINT. CALL THE STATE DEPARTMENT OF LABOR.



## AFTER YOU GET BACK FROM THE DISASTER AREA



IF YOU HAVEN'T DONE THIS ALREADY, COUNT UP ALL YOUR HOURS AND MAKE SURE YOU WERE PAID THE RIGHT AMOUNT. IF YOU WERE NOT PAID THE RIGHT AMOUNT, YOU HAVE TWO YEARS UNDER FEDERAL LAW TO FILE A CLAIM AND YOU MAY HAVE MORE TIME UNDER THE LAW OF THE STATE WHERE YOU WERE WORKING.

VISIT YOUR DOCTOR OR HEALTH CLINIC TO GET A CHECK UP AND TELL THE DOCTOR THAT YOU WERE IN A DISASTER AREA AND YOU WOULD LIKE TO BE CHECKED FOR ANY PROBLEMS RELATED TO THE DISASTER AREA (E.G. MOLD, SMOKE, BACTERIA).

IF YOUR DOCTOR DISCOVERS ANY PROBLEMS, CALL A WORKERS' COMPENSATION ATTORNEY IN THE STATE WHERE YOU WORKED IMMEDIATELY.



# YOUR RIGHTS

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YOU HAVE A RIGHT TO BE PAID 1.5 TIMES THE PROMISED WAGE FOR ALL HOURS OVER 40 WORKED IN A WEEK (TIME AND A HALF OVERTIME).

EXAMPLE: IF YOUR PROMISED WAGE IS \$15/HOUR AND YOU WORK 60 HOURS, YOU SHOULD BE PAID \$15 X 40 HOURS (\$600) PLUS \$22.50 AN HOUR FOR HOURS MORE THAN 40 (\$15 X 1.5), OR 20 X \$22.50 (\$450), FOR A TOTAL OF \$1050.

YOU HAVE A RIGHT TO BE PAID THE U.S. MINIMUM WAGE OF \$7.25 AN HOUR, THE STATE MINIMUM WAGE IF IT IS HIGHER, OR THE RATE YOU WERE PROMISED, WHICHEVER IS HIGHER.

[HTTPS://WWW.DOL.GOV/WHD/MINWAGE/AMERICA.HTM](https://www.dol.gov/whd/minwage/america.htm)

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IF YOU ARE WORKING ON A PROJECT PAID FOR BY U.S. GOVERNMENT FUNDS, YOU MAY HAVE A RIGHT TO AN EVEN HIGHER WAGE.

LOOK FOR SIGNS THAT YOU ARE WORKING ON A FEDERAL BUILDING (IT WILL SAY "U.S. COURTHOUSE" OR "U.S. SOCIAL SECURITY ADMINISTRATION." CALL 1-866-487-9243 AND ASK ABOUT "DAVIS BACON" WAGES AND "SERVICE CONTRACT ACT" WAGES.

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DAVIS BACON INFORMATION IN SPANISH.

[HTTPS://WWW.DOL.GOV/WHD/REGS/COMPLIANCE/POSTERS/DAVISPAN.PDF](https://www.dol.gov/whd/regs/compliance/posters/davispan.pdf)

SERVICE CONTRACT ACT INFORMATION IN SPANISH

[HTTPS://WWW.DOL.GOV/WHD/REGS/COMPLIANCE/PDF/SCASPAN.PDF](https://www.dol.gov/whd/regs/compliance/pdf/scaspan.pdf)

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YOU HAVE A RIGHT TO A WORKPLACE THAT IS SAFE. YOUR EMPLOYER NEEDS TO PROVIDE PERSONAL PROTECTIVE EQUIPMENT LIKE GLOVES AND MASKS. SEE THE RESOURCES FROM OSHA BELOW.

YOU HAVE A RIGHT TO A WORKPLACE THAT IS FREE FROM SEXUAL HARASSMENT (SUCH AS SEXUAL FAVORS IN EXCHANGE FOR WORK) AND FROM DISCRIMINATION BECAUSE OF RACE, WHERE YOU ARE FROM, YOUR DISABILITY, RELIGION, GENDER EXPRESSION OR SEXUAL ORIENTATION.



IF YOU ARE INJURED ON THE JOB, YOU HAVE A RIGHT TO IMMEDIATE MEDICAL CARE, PAID BY THE EMPLOYER, AND PAYMENT OF PARTIAL WAGES FOR THE TIME YOU ARE UNABLE TO WORK. FIND THE WORKERS' COMPENSATION AGENCY IN THE STATE WHERE YOU ARE WORKING HERE:

[HTTPS://WWW.DOL.GOV/OWCP/DFEC/REGS/COMPLIANCE/WC.HTM](https://www.dol.gov/owcp/dfec/regs/compliance/wc.htm)

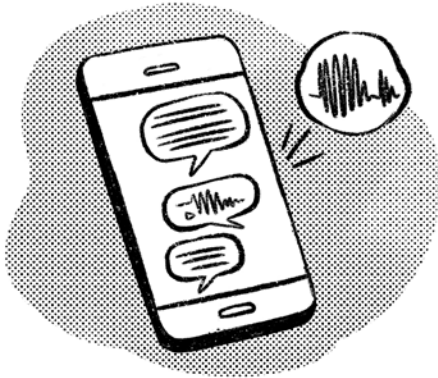
TRY TO GET A WORKERS' COMPENSATION ATTORNEY ALSO - SEARCH FOR "WORKERS COMPENSATION ATTORNEY" [CITY, COUNTY OR STATE]. NOTE: IF YOU ARE WORKING IN FLORIDA, CALL AN ATTORNEY BEFORE YOU MAKE A CLAIM BECAUSE THE FLORIDA WORKERS' COMPENSATION OFFICE HAS BEEN KNOWN TO PROSECUTE WORKERS FOR USING FALSE SOCIAL SECURITY NUMBERS.

# YOUR RIGHTS

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YOU HAVE A RIGHT TO ORGANIZE WITH YOUR CO-WORKERS TO ASK FOR BETTER WAGES, WORKING CONDITIONS OR TO COMPLAINT ABOUT A BOSS. YOU CAN TALK TO YOUR CO-WORKERS ABOUT WAGES AND WORKING CONDITIONS ON THE JOB AND OFF THE JOB WITHOUT INTERFERENCE OR PUNISHMENT.

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JUST BECAUSE YOUR EMPLOYER SAYS YOU ARE A CONTRACTOR AND NOT AN EMPLOYEE, DOES NOT MEAN THIS IS SO. EMPLOYEE STATUS IS DETERMINED BY WHETHER THE BOSS DIRECTS THE WORK AND PROVIDES THE EQUIPMENT, AND OTHER FACTORS. JUST BECAUSE THEY SAY YOU ARE A CONTRACTOR DOES NOT MAKE IT SO. SEE THIS PAGE FOR MORE.

[HTTPS://WWW.DOL.GOV/WHD/WORKERS/MISCLASSIFICATION/MISCLASSIFICATION-FACTS.PDF](https://www.dol.gov/whd/workers/misclassification/misclassification-facts.pdf)

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THE EMPLOYER CAN ONLY CHARGE YOU THE ACTUAL COST OF THE MEAL, AND NOT WHAT THEY WOULD CHARGE THE PUBLIC FOR IT. YOU DO NOT HAVE TO ACCEPT THE EMPLOYER'S HOUSING OR MEALS - YOU CAN FIND YOUR OWN HOUSING AND BRING YOUR OWN MEALS. YOU CANNOT BE CHARGED FOR FOOD IF IT BRINGS YOUR WAGE BELOW THE MINIMUM WAGE.

YOU HAVE A RIGHT TO ALL OF THIS, EVEN IF YOU ARE UNDOCUMENTED.

YOUR BOSS CANNOT RETALIATE AGAINST YOU (FIRE YOU, GIVE YOU FEWER HOURS, MOVE YOU TO A SITE THAT IS FARTHER AWAY) BECAUSE YOU MAKE A COMPLAINT ABOUT YOUR WAGES OR WORKING CONDITIONS. REMEMBER: IF YOU COMPLAIN WITH ONE OR MORE OTHER PEOPLE, YOU HAVE MORE PROTECTION.

YOUR BOSS CANNOT THREATEN TO OR CALL IMMIGRATION BECAUSE YOU HAVE MADE A COMPLAINT. MANY TIMES THE BOSSES JUST THREATEN TO CALL IMMIGRATION BUT THEY DON'T CALL BECAUSE CHANCES ARE, THEY ARE BREAKING IMMIGRATION LAW AND THEY CAN GET IN TROUBLE. ALSO, THE BOSS WANTS TO GET THE WORK DONE, AND IF IMMIGRATION COMES, THE WORK MIGHT NOT GET DONE.

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KEEP ALL THE EVIDENCE OF THESE THREATS (TAKE A SCREENSHOT OF A TEXT MESSAGE, MAKE A VOICE OR VIDEO RECORDING OF WHAT THE BOSS SAYS, TAKE PICTURES OF ANY EVIDENCE (BUT LOOK UP THIS CHART TO SEE IF IT'S LEGAL TO RECORD ANOTHER PERSON WITHOUT THEIR PERMISSION. IF THE STATE SAYS "ONE PARTY", THEN YOU CAN RECORD WITHOUT THEIR CONSENT. IF IT SAYS "ALL PARTIES", THEN ALL PEOPLE BEING RECORDED MUST AGREE TO BEING RECORDED.)

[HTTPS://WWW.MWL-LAW.COM/WP-CONTENT/UPLOADS/2013/03/LAWS-ON-RECORDING-CONVERSATIONS-CHART.PDF](https://www.mwl-law.com/wp-content/uploads/2013/03/laws-on-recording-conversations-chart.pdf)

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YOUR EMPLOYER CAN DEDUCT MONEY FOR HOUSING AND MEALS ONLY IF YOU AGREE TO IT. IF THE EMPLOYER WANTS TO DEDUCT MONEY FOR HOUSING, THE HOUSING MUST BE 100% LEGAL AND MEET ALL LOCAL HOUSING CODE STANDARDS. THE COSTS MUST BE REASONABLE.

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# IMPORTANT NUMBERS

U.S. DEPARTMENT OF LABOR WAGE AND HOUR DIVISION  
1-866-487-9243 (SPANISH SPEAKERS AVAILABLE)

U.S. DEPARTMENT OF LABOR OCCUPATIONAL SAFETY  
AND HEALTH ADMINISTRATION 1-800-321-6742  
(SPANISH SPEAKERS AVAILABLE)

RED CROSS  
1-800-733-2767 (SPANISH SPEAKERS AVAILABLE)

POLICE/EMERGENCY: 911 (WILL RING TO EMERGENCY  
LINE WHEREVER YOU ARE)



STATE DEPARTMENT  
OF LABOR:

LEGAL AID:

COMMUNITY GROUPS:

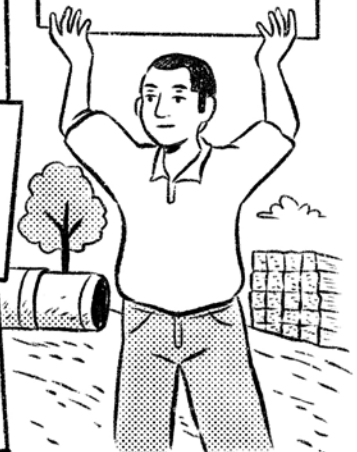
RECORD YOUR HOURS  
EVERY DAY, TAKE  
PICTURES AND VIDEOS  
OF THE WORKSITE.

YOU HAVE A RIGHT TO  
THE WAGE YOU WERE  
PROMISED PLUS 1.5 TIMES  
THAT WAGE FOR HOURS  
OVER 40 EACH WEEK.

IF YOUR CHECK  
BOUNCES, TAKE ACTION  
RIGHT AWAY.

GET TO KNOW YOUR  
CO-WORKERS AND IF  
YOU COMPLAIN,  
COMPLAIN TOGETHER.

BE SAFE ON THE JOB  
AND DON'T BE AFRAID  
TO ASK FOR PROTECTIVE  
EQUIPMENT.





**RESILIENCE  
FORCE**