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

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.

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

Call the Mayor’s Action Center
727.893.7111
to see how you may qualify for the St. Petersburg Wage Theft Prevention Program

st.petersburg
www.stpete.org