

## **IMMIGRANT WORKERS' RIGHTS**

### **Facts for Documented and Undocumented Workers**

### **Helping to Clean-up and Rebuild the Gulf Coast Region**

All workers, including documented and undocumented immigrant workers, are protected by many U.S. employment and labor laws. Rights that may apply to workers depending upon the circumstances include:

**Right to be paid.** In most instances, workers have the right to be paid minimum wage (\$5.15 an hour) and to receive overtime pay for work over 40 hours a week. If workers do not receive all of the wages for the time they actually worked, they can take action to recover those wages.

**Right to be free of discrimination.** It is illegal for an employer to discriminate against or harass workers based on race, color, religion, age, disability, national origin or sex.

**Right to organize.** In most workplaces, it is illegal for an employer to punish or threaten workers for organizing with others to improve their working conditions.

**Right to be safe on the job.** Workers are protected by workplace health and safety laws at their worksites.

**Right to benefits if injured on the job.** In most states, workers who are injured on the job are entitled to the protections of state workers' compensation laws.

**Right to unemployment payments.** In most states workers who are fully or partially unemployed, looking for work, and have valid work documentation are eligible for unemployment insurance benefits.