

# ARE YOU AT RISK OF WAGE THEFT CLAIMS?

## Protect Your Business Today!

By Elizabeth Ruiz

Did you know your employees are learning about wage theft – and they know what to look for? Wage theft is a serious issue, and if your business isn't up to date on labor laws, you could be at risk of facing claims that impact your reputation and finances. Common examples of wage theft include:

- Paying less than minimum wage
- Failing to compensate overtime
- Skipping required meal or rest breaks
- Delaying or missing final paychecks
- Late or missed payments
- Misclassifying employees as independent contractors

With employees more informed and vigilant than ever, understanding wage theft is critical for business owners and leaders. Wage theft is not just an oversight – it's a violation of labor laws, and failure to comply can lead to costly penalties and legal consequences.

### How Can We Help You?

The County of Santa Clara is committed to educating both employees and employers on wage and hour laws, wage theft prevention, discrimination, equal pay, and more. Enterprise Foundation, in partnership with the Office of Labor Standards Enforcement (OLSE), Working Partnerships USA, and other key organizations, offers a robust support system. Our team has helped over 500 businesses across Santa Clara County with essential knowledge and resources to operate legally and effectively.

Our free webinars and in-person sessions are designed to keep you informed and compliant, covering vital topics like:

- Wage and hour laws
- Discrimination and equal pay
- Sexual harassment prevention
- Labor law essentials

With sessions available in various languages, formats and locations, we're here to support you in creating a compliant, safe workplace for your employees. Our expert team offers confidential one-on-one consulting to help you understand and apply labor standards in a way that protects your business.

### Stay Protected

### Register for Our FREE Workshops Today!

Don't wait until you're facing a claim to understand wage laws. Our workshops give you the tools and knowledge to prevent wage theft and stay on the right side of the law. With increased enforcement and awareness among employees, the risk of non-compliance has never been higher. Ensure your business is protected – act now!

To learn more and secure your spot, visit our website or contact us at [samuel@enterprisefoundationsv.org](mailto:samuel@enterprisefoundationsv.org) or (408) 385-9800.

Don't let wage theft claims put your business at risk – get informed, stay compliant, and thrive.

### For free and confidential information about labor law compliance:

ADVICE LINE  
1-866-870-7725

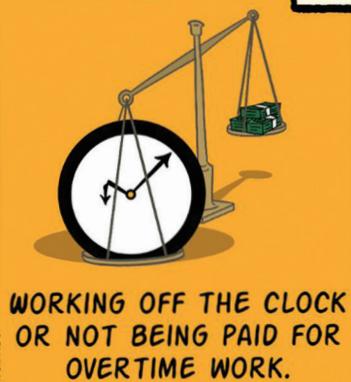
WEBSITE  
[www.sccfairworkplace.org](http://www.sccfairworkplace.org)

EMAIL  
[olse@ceo.sccgov.org](mailto:olse@ceo.sccgov.org)

# WAGE THEFT

CAN HAPPEN TO ANYONE

HAVE ANY OF THESE HAPPENED TO YOU?



THEN YOU MAY BE AFFECTED BY WAGE THEFT.

YOU ARE NOT ALONE. HERE ARE THE FACTS ABOUT WAGE THEFT:

7,000+ WAGE THEFT CLAIMS FILED LOCALLY IN 2020.<sup>1</sup>



NATIONALLY, MINIMUM WAGE WORKERS ARE NOT PAID FOR NEARLY A FULL DAY'S WORK EACH WEEK.<sup>2</sup>



WE'RE HERE FOR YOU.

TALK TO AN EXPERT FOR FREE AT:  
**1-866-870-7725**

THE ADVICE LINE ATTORNEYS ARE HERE TO HELP. YOU HAVE RIGHTS REGARDLESS OF YOUR IMMIGRATION STATUS.<sup>1</sup>



ENGLISH, ESPAÑOL, TIẾNG VIỆT,  
中文, TAGALOG

ILLUSTRATED BY: NOAH TRAN



**OLSE**

Office of Labor  
Standards Enforcement  
Division of Equity & Social Justice  
[sccfairworkplace.org](http://sccfairworkplace.org)

<sup>1</sup> JUDGMENT SEARCH. CALIFORNIA DEPARTMENT OF INDUSTRIAL RELATIONS. ACCESSED APRIL 5, 2022.

<sup>2</sup> COOPER, DAVID, AND TERESA KROEGER. REP. EMPLOYERS STEAL BILLIONS FROM WORKERS' PAYCHECKS EACH YEAR. ECONOMIC POLICY INSTITUTE, MAY 10, 2017.