

# Wage Theft

Chapter 9-4300  
Effective July 1 2016

## Provides Protection Against Wage Theft

### Examples of Wage Theft include:

- Failure to pay overtime
- Failure to pay minimum wage
- Failure to pay all hours worked
- Failure to pay benefits
- Failure to pay amount promised
- Work off the clock
- Wrongful tip deductions
- Wrongful pay deduction

### File a complaint with our office if:

The complaint is filed within 3 years of when wage theft occurred

The Wage Theft occurred within city limits.

The amount of stolen wages is more than \$100 and less than \$10,000

Or file a lawsuit in court.

### Employer requirements:

The employer must pay all compensation to all employees.

The employer will inform each employee of their rights under this law.

The employer will include this information in any employee handbook.

The employer will keep records of hours worked and/or records of compensation provided to all employees.

## Retaliation is prohibited under this law.



**The Office of Benefits and  
Wage Compliance**  
**215.686.0802**  
**wagetheft@phila.gov**

**Employers**  
Request compliance  
assistance by contacting the  
Office of Benefits and Wage  
Compliance

**Employees**  
File a complaint  
by contacting the Office of  
Benefits and Wage  
Compliance