¡Conozca sus derechos en el trabajo!

**Salario mínimo**
El salario mínimo en Arizona está subiendo!
- 2017: $10.00 por hora
- 2018: $10.50 por hora
- 2019: $11.00 por hora
- 2020: $12.00 por hora

* Propinas: A los empleados que ganan propinas, los empleadores pueden pagar $3 menos del mínimo, siempre y cuando las propinas con el sueldo por hora suman al salario mínimo por hora.
* Por pieza: Empleados pagados por el día, la sala, o el producto tienen que recibir el salario mínimo por hora.

**Horas extras**
La mayoría de empleados deben recibir 1.5 veces más de su sueldo por hora por cada hora trabajada después de 40.
- Ejemplo: Si el sueldo es $12/hora, el sueldo de horas extras es $18/hora.

**Acciones Colectivas**
Empleados tienen el derecho de juntarse con sus compañeros de trabajo para pedir mejores condiciones en el trabajo.

**Estatus Migratorio**
Las leyes del empleo protegen a TODOS, sin importar el estatus migratorio.

**Baja por enfermedad**
Todos los empleados en Arizona tienen derecho a días pagadas para:
- Cuidarse a uno mismo o a un familiar,
- Necesidades relacionadas con el abuso doméstico,
- Una emergencia de salud público en el trabajo.
- Negocios con 15 o más empleados: por lo menos 40 horas/año.
- Negocios con 15 o menos empleados: por lo menos 24 horas/año.

**Discriminación**
Es ilegal despedir o tratar de manera distinta a los empleados por las características siguientes:
- Raza
- Embarazo
- Religión
- Edad (mayor de 40 años)
- Sexo
- País de origen
- Discapacidad

**Acoso Sexual**
El acoso sexual es comportamiento sexual no deseado, incluyendo comentarios, bromas o contacto.
- Uno puede ser acosado por su empleador, supervisor, colega o cliente.
- Hombres o mujeres pueden ser acosadores o víctimas.

**¿Me pueden despedir?**
Es ilegal despedir a empleados si:
- Es una represalia contra el empleado por haber ejecutado sus derechos.
- Viola un contrato.
- Es discriminatorio.

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**¿Qué puede hacer usted?**
- Mantenga un registro con su sueldo, las fechas y las horas que trabaja.
- Revise los records que su empleador le da para asegurar que estén correctos.
- Apunte el nombre e información de contacto de su empleador.
- Tome acción rápidamente si un problema ocurre.
- Tome notas si hay incidentes de acoso sexual o discriminación.

Comuníquese con la clínica de derechos laborales:
520-621-7331
workersrights@email.arizona.edu

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¡Conozca sus derechos en el trabajo!
Know Your Rights at Work!

Minimum wage
Arizona’s minimum wage is going up!
- 2017: $10.00 per hour
- 2018: $10.50 per hour
- 2019: $11.00 per hour
- 2020: $12.00 per hour

* Tips: Tipped employees may receive $3 less than the minimum wage as long as their tips add up to the minimum wage.

* Piece Rate: Employees paid by the day, the room, or the product they make must receive the minimum hourly wage.

Overtime
Most employees should receive 1.5 times their hourly wage for every hour worked over 40 hours/week.
- Example: If the hourly wage is $12/hour, the overtime wage is $18/hour.

Collective Action
Employees have the right to join with co-workers to ask for better treatment at work.

Immigration Status
Employment laws protect EVERYONE, regardless of immigration status.

What you can do:
- Keep track of your wage and the dates and hours you work.
- Check your time records to make sure they are correct.
- Write down your employer’s name and contact information.
- Act quickly if a problem occurs.
- Take notes if discrimination or sexual harassment are happening.

Contact the Workers’ Rights Clinic for a free and confidential consult:

520-621-7331
workersrights@email.arizona.edu

Earned Paid Sick Time Leave
All employees have the right to earned paid sick leave for the following reasons:
- To care for themselves or a family member,
- For domestic violence-related needs,
- For a public health emergency at their workplace.
- Businesses with 15 or more employees must provide at least 40 hours/year.
- Businesses with less than 15 employees must provide at least 24 hours/year.

Discrimination
It is illegal to fire or treat employees differently because of the following characteristics:
- Race
- Sex
- Pregnancy
- Nationality
- Religion
- Age (if over 40 years old)
- Disability

Sexual Harassment
Sexual Harassment is any type of unwelcome sexual behavior, including sexual comments, jokes, or touching.
- Women and men can be victims and harassers,
- A person can be harassed by the boss, a co-worker, or a customer.

Can I be Fired?
It is against the law to fire someone if:
- It is in retaliation against an employee for exercising their rights.
- It violates a contract.
- It is discriminatory.

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