Wage and hour laws cover topics such as minimum wage, overtime, breaks, leave and severance pay. Your Employee Handbook will also include your company's specific policies on pay, leave, and other rights. If you disagree with your employer about the hours you are paid for or the amount you are being paid, it is helpful to understand the law.

Employment Law

Minimum Wage:

In Florida, all employers must pay the state minimum wage, which is higher than the federal minimum wage.

Overtime:

The Fair Labor Standards Act (FLSA) requires employers to pay at least 1.5 times the employees' regular hourly rate for hours worked over 40 in a workweek. There are some employees that are not covered by this requirement, as explained in the FLSA Reference Guide.

Time Off:

It is common for employers to offer paid time off (PTO) to their employees, but Florida and federal law do not require employers to offer paid leave.

Take Action

File a Complaint with your Employer:

If you believe your employer is violating state or federal wage laws, you can make a formal complaint within your company. Review your employee handbook for the steps to file a complaint. Keep a copy of your complaint for your records.

File a Complaint with the U.S. Department of Labor:

If your issue not resolved by your employer, you can file a complaint with the Wage and Hour Division of the U.S. Department of Labor. They can investigate your employer and decide if they did not follow the law.

Talk to a Lawyer:

You may also be able to file a lawsuit to recover wages and damages, plus attorney fees and court costs. The laws related to wages are complicated and there are time limitations for filing a wage claim. If you believe that your rights are being violated, you should talk to a lawyer.

Additional Resources

- Florida Minimum Wage
- File a Complaint with the U.S. Department of Labor
- Find & Claim Your Unpaid Wages