



**WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR



**Mission:** To promote and achieve compliance with labor standards to protect and enhance the welfare of the nation's workforce.

## Who We Are

The U.S. Department of Labor's Wage and Hour Division enforces laws that establish minimum standards for wages and working conditions in the U.S. regardless of immigration status, including minimum wage, overtime pay, recordkeeping, child labor and special employment, family and medical leave, lie detector tests, worker protections for migrant workers and certain temporary worker programs, and the prevailing wages for government service and construction contracts.

## We Serve

**Workers** – WHD focuses on workers in sectors where data and evidence show us violations are high, but wages and complaints are low.

**Employers** – WHD enforcement levels the playing field for employers who play by the rules.

## What We Do

**Outreach and Education** – We provide workers and employers information to ensure that workers know their rights, and employers understand their responsibilities.

**Enforcement** – Investigators gather data on wages, hours, and other employment conditions to determine compliance with the law. Where we find violations, we secure agreements to comply, and collect back wages owed. WHD may also assess liquidated damages for workers, and civil money penalties if violations are repeat or willful.

## How Can We Help You?

**Workers:** If you have questions, or if an employer has violated your workplace rights, call us about:

- Minimum wage, overtime and child labor protections
- Family and medical leave
- Break time for nursing mothers
- Wage and safety protections for agricultural workers
- Wage garnishment protections
- Labor requirements for guest worker visa programs
- Prevailing wage rates on federal construction or service contracts

**Employers:** Call us confidentially for information about your legal responsibilities – we help ensure you are operating in compliance with the law.

Workers and employers can contact WHD anonymously with questions. WHD responds to worker complaints and conducts agency-initiated investigations.

## Fast Facts:

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- **148 million** – Number of workers protected by WHD’s laws.
- **10 million** – Number of establishments covered by WHD’s laws.
- **\$1.4 billion**: Back wages recovered for workers by WHD in the last five years.
- **\$1,120** – Average amount for workers due back wages in WHD investigations last year. That’s enough to buy 6+ weeks of food, 1 month’s rent, or 7+ weeks of childcare for the average U.S. household.
- **4,600** – Number of educational outreach events WHD conducted last year.
- **50%** – Percentage of WHD’s investigators that are bilingual, with more than 46 languages spoken.
- **200** – Number of languages offered with WHD’s interpretation services to allow real-time communication with the widest range of workers.
- **\$1.3 million**: Number of workers helped by WHD in the past 5 years – more than the entire populations of Las Vegas, Orlando and Cincinnati combined.



**Contact Us:** 866-4US-WAGE • [dol.gov/agencies/whd](https://dol.gov/agencies/whd) • [@WHDDOL](https://twitter.com/WHDDOL)