

### Wage and Hour Laws for Apparel Industry Workers

#### MINIMUM WAGE:

- You must be paid at least the federal minimum wage for all hours worked, whether you are paid hourly or at piece rate. Time spent in training and doing repair work should be paid.

#### OVERTIME:

- The law requires that you be paid 1-1/2 times your regular rate of pay for all hours worked over 40 in a workweek, whether you are paid hourly or at piece rate.

#### HOMEWORK:

- Working on garments at home is normally prohibited.

#### RECORDS:

- Records must be kept of all wages paid and all hours worked regardless of where the work is performed.

#### CHILD LABOR:

- The minimum age to work in garment production is 16.
- Some state laws provide greater employee protections; employers must comply with both.

#### PROTECTION FROM RETALIATION:

- It is illegal for you to be fired or retaliated against for contacting us or exercising your rights.



## **U.S. Department of Labor**

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### **Wage and Hour Division**

This card summarizes legal protections for all apparel industry workers in the U.S. Our services are free and confidential, and we enforce the law regardless of immigration status.

# **Apparel Industry**

For more information call toll-free  
**1-866-4US-WAGE** (1-866-487-9243)  
or visit [\*\*dol.gov/agencies/whd\*\*](http://dol.gov/agencies/whd)

**Legal Protections for Apparel Industry Workers**