Fair Labor in Bloomington

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Fair Labor in the USA

★ FLSA Minimum Wage: $7.25 per hour
★ FLSA Overtime: Time and a half, anything over 40 hrs a week
★ Child Labor: Designed to protect minors & prohibit them to work in jobs detrimental to health & well-being
★ Hours: Includes all time an employee is on duty at work place
★ Recordkeeping: Employees must display official poster & Employer must keep record of employee time and pay records
Connection between Human Trafficking & Labor Exploitation

- Reason people are exploited:
  - Large labor force - easier to bring people for a cheaper cost
  - Some people accept the situation because the need of a job, whereas some are forced to work (Snakeheads)
  - Workers are made to believe that they have no other choice
  - Workers are unaware of the fair treatment they are to receive
- Usually human trafficking is focused on “sex-trafficking” when attention is also needed in different domains.
**Conditions of exploitation**

- **Force**: Restriction on when worker can leave, physical or sexual abuse, lack of medical treatment for injured workers
- **Fraud**: Misrepresentation of the work, wages, benefits of the job; altered contracts, underpayment/no payment, visa fraud
- **Coercion**: Debt manipulation, threats of harm to the victim, threats of deportation
NYTimes: Despite the establishment of Fair Labor Standards Act, the Equal Pay Act and efforts, a growing number of employers classify their employees as “exempt” from the law by shifting their jobs. Such allows employers to ignore overtime and minimum wages.

2015: “State level this year, bills ... introduced in Maryland and Massachusetts and ... introduced in Minnesota ... each of them calling on employers to give workers at least 11 hours between shifts and three weeks’ advance notice for schedules. Those proposals ... require businesses to pay some time and a half whenever employees are called in before 11 hours have passed between shifts.”
How we conducted research

We decided to interview and film various interviewees who have worked in restaurants located in Bloomington, and ask them specific questions related to fair labor and labor practices.
Questions we asked

1. What does fair labor mean to you?
2. Are you being paid minimum wage?
3. Were you ever treated unfairly compared to other employees? (by customers/employee/employer)
4. Are you paid for overtime?
5. Are there consequences for days you are sick?
6. Do you get paid on time?
7. How many hours do you work in one day?
8. Do you think your boss is open to implementing Fair Labor practices?
9. How frequently do you receive raises?
*The Interview*
Works Cited

- http://www.dol.gov/whd/flsa/
- http://www.traffickingresourcecenter.org/labor-trafficking-venuesindustries/restaurantsfood-service