

Rights of Immigrant Workers

Immigrant Workers Have Rights at Work

If you're an immigrant working in the U.S., you still have legal rights. The law protects you from being treated unfairly, even if you don't have legal immigration status.

You Must Be Paid Fairly

- Your boss must pay you for all the hours you work.
- You must earn at least \$7.25 per hour, or more if your boss promised a higher rate.
- If you work more than 40 hours in a week, you should get extra pay (called overtime). This is usually 1.5 times your regular pay.
- You have the right to work with others to ask for better pay or working conditions. You can also join a union.

You Have the Right to Be Treated Fairly

- You cannot be treated unfairly because of your race, skin color, where you're from, religion, gender, age, disability, or sexual orientation.
- Your boss cannot treat you badly because of your accent or because they think you're from a certain country.
- Your boss usually can't make you speak only English at work unless it's needed for safety or to talk to customers.
- Sexual harassment is illegal. If someone is bothering you in a sexual way at work, you can:
 - Tell them to stop (if you feel safe).
 - Talk to a trusted manager or supervisor.
 - Get legal help.

You Have the Right to a Safe Workplace

- Your job must be safe and not put you in danger.
- Your boss must follow safety rules for your type of work.
- You have the right to get training and information about safety in a language you understand.

You Are Protected from Retaliation

- Your boss can't punish you for standing up for your rights.
- If you report a problem or ask for fair treatment, your boss can't fire you, cut your hours, or treat you badly because of it.

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