

unpaid wages demand letter texas

unpaid wages demand letter texas is a critical tool for employees seeking to recover compensation owed by their employers under Texas labor laws. In situations where wages remain unpaid, a demand letter serves as a formal request that outlines the amount owed and urges the employer to fulfill their legal obligations. This article explores the importance of an unpaid wages demand letter in Texas, detailing the legal framework, essential components of the letter, and the appropriate steps to take when wages are withheld. Understanding how to properly draft and utilize this document can significantly improve the chances of timely payment and legal compliance. Additionally, this guide covers relevant state laws, potential employer responses, and options available if the demand letter does not result in payment. The following sections provide a comprehensive overview to assist employees and legal professionals navigating unpaid wages claims in Texas.

- Understanding Unpaid Wages in Texas
- Legal Framework for Unpaid Wages Demand Letters
- How to Write an Unpaid Wages Demand Letter in Texas
- What to Include in the Demand Letter
- Next Steps After Sending the Demand Letter
- Common Employer Responses and How to Handle Them

Understanding Unpaid Wages in Texas

Unpaid wages in Texas refer to any compensation that an employee has earned but has not received from their employer. This can include regular hourly pay, overtime, commissions, bonuses, or other forms of remuneration agreed upon in the employment contract. Texas labor laws mandate that employers pay employees promptly and in full for all work performed. Failure to do so can lead to legal claims for wage recovery.

Types of Wages Covered

Texas covers various wage types under its labor regulations. These include:

- Regular hourly wages
- Overtime pay as required by the Fair Labor Standards Act (FLSA)

- Commissions and bonuses earned
- Vacation pay if stipulated in the employment agreement
- Final paycheck upon termination or resignation

Understanding what constitutes unpaid wages is essential before drafting a demand letter to ensure that the claim is valid and enforceable.

Legal Framework for Unpaid Wages Demand Letters

In Texas, both state and federal laws regulate wage payments. The Texas Payday Law and the federal Fair Labor Standards Act (FLSA) provide protections for employees regarding timely and full payment. An unpaid wages demand letter is often the first formal step in asserting these rights.

Texas Payday Law

The Texas Payday Law establishes specific timelines for employers to pay wages after a pay period ends or employment terminates. It also outlines penalties for violations and provides a mechanism for employees to file complaints with the Texas Workforce Commission (TWC).

Fair Labor Standards Act (FLSA)

The FLSA governs minimum wage, overtime compensation, and recordkeeping. Employees who believe their rights under the FLSA have been violated can use a demand letter to seek resolution before pursuing legal action.

Importance of the Demand Letter

The unpaid wages demand letter serves as a formal notice to the employer, documenting the claim and attempting to resolve the matter amicably. It may also be required evidence if the case proceeds to litigation or administrative review.

How to Write an Unpaid Wages Demand Letter in Texas

Drafting an effective unpaid wages demand letter in Texas requires clarity, accuracy, and professionalism. The letter should clearly state the facts, legal basis for the claim, and the amount owed.

Formatting and Tone

The letter should be typed on plain paper or company letterhead if available, addressed to the employer or the relevant human resources contact. The tone must remain professional and non-confrontational, focusing on facts and legal rights.

Timing Considerations

It is advisable to send the demand letter promptly after wages become overdue, ideally within the timeframe allowed by the Texas Payday Law. This increases the likelihood of a timely response and payment.

What to Include in the Demand Letter

A comprehensive unpaid wages demand letter texas must contain specific elements to ensure its effectiveness and legal validity.

1. **Employee Information:** Full name, address, and contact details.
2. **Employer Information:** Company name, address, and contact information.
3. **Employment Details:** Job title, dates of employment, and pay rate.
4. **Statement of Unpaid Wages:** Detailed breakdown of the amount owed, including dates and hours worked.
5. **Legal Basis for the Claim:** Reference to Texas Payday Law and/or FLSA provisions.
6. **Request for Payment:** Clear demand for payment by a specific deadline.
7. **Consequences of Non-Payment:** Possible legal actions or filing complaints with the Texas Workforce Commission.
8. **Signature and Date:** Signed by the employee or their authorized representative.

Including these components helps establish a strong foundation for the claim and facilitates communication between the parties.

Next Steps After Sending the Demand Letter

Once the unpaid wages demand letter texas has been sent, certain actions may follow depending on the employer's response or lack thereof.

Waiting for Employer Response

The employer should respond within the timeframe specified in the letter. This response may include payment arrangements, dispute of the claim, or a request for additional information.

Filing a Complaint with the Texas Workforce Commission

If the employer fails to respond or refuses to pay, the employee can file a wage claim with the Texas Workforce Commission's Wage and Hour Division. The TWC investigates wage disputes and enforces compliance with state laws.

Pursuing Legal Action

In cases where administrative remedies are insufficient, filing a lawsuit in state or federal court may be necessary. The demand letter serves as evidence of a good faith attempt to resolve the dispute before litigation.

Common Employer Responses and How to Handle Them

Employers may respond to an unpaid wages demand letter in various ways, and understanding how to handle these responses is crucial for resolving the issue efficiently.

Payment of Wages

The ideal response is full payment of the owed wages within the demanded timeframe. Employees should confirm receipt and maintain documentation for their records.

Dispute or Denial of Claim

Employers might dispute the amount owed or deny the claim entirely. In such cases, employees should gather supporting documents such as pay stubs, timesheets, and employment contracts to substantiate their claim.

Request for Negotiation or Payment Plan

Some employers may propose a payment plan or partial payment. Employees should evaluate these offers carefully and consider negotiating terms that ensure full payment within a reasonable period.

No Response

If the employer ignores the demand letter, pursuing formal complaints or legal action becomes necessary. Documentation of all communication attempts bolsters the case during enforcement proceedings.

Frequently Asked Questions

What is an unpaid wages demand letter in Texas?

An unpaid wages demand letter in Texas is a formal written request sent by an employee to their employer demanding payment for wages that have not been paid. It outlines the amount owed, the work performed, and a deadline for payment before further legal action is taken.

When should I send an unpaid wages demand letter in Texas?

You should send an unpaid wages demand letter as soon as you realize your employer has not paid you for work performed, ideally after attempting to resolve the issue informally. This letter serves as a formal notice and can be useful before filing a wage claim or lawsuit.

What information should be included in an unpaid wages demand letter in Texas?

The letter should include your name and contact information, employer's details, a clear statement of the amount owed, dates and hours worked, a reference to Texas labor laws, a deadline for payment, and a statement of possible legal action if the demand is not met.

Is there a specific format required for an unpaid wages demand letter in Texas?

There is no legally required format for an unpaid wages demand letter in Texas, but it should be professional, clear, and concise. Including all relevant details and sending it via certified mail for proof of delivery is recommended.

Can sending an unpaid wages demand letter help me recover unpaid wages in Texas?

Yes, sending a demand letter can prompt your employer to pay the owed wages to avoid legal action. It also serves as evidence that you attempted to resolve the issue before pursuing a claim with the Texas Workforce Commission or filing a lawsuit.

What are my legal options if my employer ignores my unpaid wages demand letter in Texas?

If your employer ignores the demand letter, you can file a wage claim with the Texas Workforce Commission or file a lawsuit in small claims court or district court to recover your unpaid wages, along with possible damages and attorney's fees.

How long do I have to claim unpaid wages in Texas?

In Texas, you generally have up to two years to file a claim for unpaid wages under the Texas Payday Law, or up to three years if the claim involves a contract or minimum wage violations. It's best to act promptly to preserve your rights.

Can I include penalties or interest in my unpaid wages demand letter in Texas?

Yes, under Texas Payday Law, you may be entitled to recover additional penalties if the employer willfully withholds wages. Your demand letter can include a request for these penalties and interest, but it's advisable to consult an attorney to determine the appropriate amounts.

Should I consult a lawyer before sending an unpaid wages demand letter in Texas?

While it is not mandatory to consult a lawyer before sending a demand letter, consulting with a labor attorney can help ensure your letter is properly drafted, includes all necessary legal references, and maximizes your chances of recovering unpaid wages efficiently.

Additional Resources

1. Unpaid Wages in Texas: A Legal Guide for Workers

This book provides a comprehensive overview of wage laws in Texas, focusing on workers' rights to receive timely and full payment. It explains how to identify wage violations and the proper steps to take when demanding unpaid wages. Readers will learn about the legal framework governing wage disputes and practical advice on drafting demand letters.

2. Writing Effective Demand Letters for Unpaid Wages in Texas

This guide is designed to help employees craft clear and persuasive demand letters to recover unpaid wages in Texas. It includes sample letters, key legal phrases, and tips on how to present your case professionally. The book also covers follow-up actions if initial demands are ignored.

3. Texas Wage Claim Handbook: Navigating the Legal Process

This handbook details the procedures for filing wage claims in Texas, including how to prepare and submit demand letters. It covers the role of the Texas Workforce Commission and other relevant agencies. The book is a step-by-step resource for workers seeking justice for unpaid wages.

4. The Employee's Rights to Unpaid Wages in Texas

Focusing on employee protections, this book explains the rights that Texas workers have regarding wage payments and what to do when those rights are violated. It discusses the legal remedies available and how demand letters fit into the overall strategy for wage recovery. Real-life case studies illustrate common scenarios.

5. Demand Letters and Wage Theft: A Texas Perspective

This title explores the issue of wage theft in Texas and how demand letters can be an effective tool in combating it. It provides insights into employer obligations and how workers can assert their rights without immediate litigation. The book also discusses the psychological and financial impact of unpaid wages.

6. How to Recover Unpaid Wages in Texas: A Practical Approach

Offering a hands-on guide, this book walks readers through the process of recovering unpaid wages, starting with drafting a demand letter. It provides legal context, negotiation tips, and options if the employer refuses to pay. The book aims to empower employees with knowledge and confidence.

7. Texas Labor Law and Unpaid Wages: What Every Worker Should Know

This resource explains Texas labor laws related to wage payments and outlines the steps workers can take when wages go unpaid. It includes explanations of relevant statutes, potential penalties for employers, and how to use demand letters effectively. The book is valuable for both employees and advocates.

8. Drafting Demand Letters for Wage Disputes in Texas

Specializing in the art of letter writing, this book focuses on how to create compelling demand letters that prompt action from employers. It covers tone, structure, and legal content necessary to make a strong case for unpaid wages. Templates and examples are provided to assist readers.

9. Resolving Unpaid Wage Issues in Texas: Legal Strategies and Tools

This book offers a broad look at strategies for resolving unpaid wage disputes, including negotiation, demand letters, and legal action. It highlights the importance of documentation and understanding Texas labor laws. The book serves as a strategic guide for workers facing wage payment challenges.

Unpaid Wages Demand Letter Texas

Unpaid Wages Demand Letter Texas

Author: Legal Eagle Publications

Outline:

Introduction: Understanding Texas Wage Laws and the Importance of a Demand Letter

Chapter 1: Identifying Unpaid Wages in Texas: Defining what constitutes unpaid wages under Texas law (overtime, minimum wage, bonuses, commissions, etc.) and common scenarios of wage theft.

Chapter 2: Calculating Your Unpaid Wages: Methods for accurately calculating the total amount owed, including overtime pay calculations and supporting documentation.

Chapter 3: Drafting a Powerful Demand Letter: Step-by-step guide to writing a legally sound and persuasive demand letter, including essential elements and sample letter templates.

Chapter 4: Sending and Following Up on Your Demand Letter: Best practices for delivery, tracking, and managing expectations after sending the letter.

Chapter 5: Next Steps After Sending the Demand Letter: Exploring options if the employer fails to respond or refuses to pay, including filing a wage claim with the Texas Workforce Commission (TWC) and pursuing legal action.

Chapter 6: Understanding Your Rights and Limitations: Overview of relevant Texas statutes and legal protections for employees regarding unpaid wages.

Chapter 7: Common Mistakes to Avoid: Pitfalls to avoid when dealing with unpaid wages, including common errors in demand letters and legal procedures.

Conclusion: Recap of key takeaways and emphasizing the importance of proactive action.

Unpaid Wages Demand Letter Texas: A Comprehensive Guide

Introduction: Understanding Texas Wage Laws and the Importance of a Demand Letter

Texas, like all states, has laws designed to protect workers from wage theft. These laws outline minimum wage requirements, overtime pay regulations, and the permissible deductions from an employee's paycheck. When an employer fails to comply with these laws, resulting in unpaid wages, employees have legal recourse. A well-crafted demand letter is the crucial first step in recovering those owed wages. This letter serves as formal notification to the employer of the unpaid wages and the employee's intent to pursue legal action if necessary. It provides a clear, concise summary of the unpaid wages claim, outlining the amounts owed and the legal basis for the claim. A strong demand letter can often resolve the issue without the need for costly and time-consuming litigation.

Chapter 1: Identifying Unpaid Wages in Texas

Texas's Labor Code defines "wages" broadly. This includes not only hourly wages but also:

Overtime Pay: Employees who work over 40 hours in a workweek are generally entitled to overtime pay at a rate of one and one-half times their regular hourly rate. Exceptions exist for certain types of employees and industries, which are outlined in the Texas Labor Code. Misclassifying employees as exempt from overtime is a common form of wage theft.

Minimum Wage: Texas has a minimum wage, and any wages paid below this are unlawful. The federal minimum wage applies if it's higher than the state minimum.

Bonuses and Commissions: If an employment contract or company policy promises bonuses or commissions, failing to pay these amounts constitutes unpaid wages.

Vacation and Sick Pay: Accrued but unpaid vacation or sick time may be considered unpaid wages depending on the specific employment agreement.

Final Paychecks: Texas law requires employers to pay final wages within a specific timeframe after employment ends. Failure to do so is a violation.

Chapter 2: Calculating Your Unpaid Wages

Accurate calculation is vital. Keep meticulous records, including:

Pay stubs: Compare your pay stubs to your hours worked and ensure accurate payment of wages and overtime.

Time sheets: Maintain detailed time sheets documenting all hours worked, including overtime.

Employment contracts: Review your contract for promises of bonuses, commissions, or other compensation.

Company policies: Familiarize yourself with company policies related to wages and payment schedules.

Use a spreadsheet or calculator to total all unpaid wages, breaking down each component (regular wages, overtime, bonuses, etc.) for clarity. Include specific dates, amounts, and supporting documentation for each calculation.

Chapter 3: Drafting a Powerful Demand Letter

Your demand letter must be clear, concise, and professional. Include:

Your contact information: Full name, address, phone number, and email address.

Employer's contact information: Name, address, and the appropriate contact person.

Date of the letter:

Clear statement of the claim: Specify the unpaid wages, providing a detailed calculation.

Legal basis for the claim: Cite relevant Texas statutes or contractual agreements.

Demand for payment: State the exact amount owed and the deadline for payment.

Notice of intent to take legal action: Clearly state your intention to pursue legal remedies if payment isn't received by the deadline.

Your signature:

Certified mail return receipt requested: This provides proof of delivery.

Chapter 4: Sending and Following Up on Your Demand Letter

Send the letter via certified mail with return receipt requested to ensure proof of delivery. Keep a

copy for your records. After sending, wait a reasonable time (usually 1-2 weeks) for a response. If no response or a unsatisfactory response is received, document this.

Chapter 5: Next Steps After Sending the Demand Letter

If the employer refuses to pay, you can:

File a wage claim with the Texas Workforce Commission (TWC): The TWC can investigate your claim and potentially recover your unpaid wages.

Consult with an attorney: An attorney specializing in employment law can advise you on your legal options and represent you in court if necessary.

Chapter 6: Understanding Your Rights and Limitations

Understand your rights under the Texas Labor Code, including statutes of limitations on wage claims and potential penalties for employers who violate wage laws. Research specific limitations and timelines for filing claims.

Chapter 7: Common Mistakes to Avoid

Unclear calculations: Ambiguous calculations weaken your claim.

Lack of documentation: Insufficient evidence makes it difficult to prove your case.

Unprofessional tone: A hostile or aggressive tone can damage your credibility.

Failure to follow proper procedure: Ignoring legal procedures can hinder your recovery efforts.

Delaying action: Act promptly to preserve your evidence and strengthen your case.

Conclusion:

Taking proactive steps to recover unpaid wages is crucial. A well-written demand letter is the first step in this process. By understanding Texas wage laws, calculating your owed wages accurately, and following the correct procedures, you can significantly increase your chances of successfully recovering the wages you've rightfully earned. Don't hesitate to seek legal counsel if you face difficulties.

FAQs:

1. What is the statute of limitations for unpaid wages in Texas? The statute of limitations varies depending on the specific claim but is generally within a limited timeframe. Consult an attorney for specifics.
2. Can I sue my employer for unpaid wages in Texas? Yes, you can sue your employer, but it is recommended to first attempt to resolve the issue through a demand letter and/or the TWC.
3. What if my employer retaliates against me for pursuing unpaid wages? Retaliation is illegal in Texas. Document any retaliatory actions and seek legal counsel.

4. Do I need an attorney to recover unpaid wages? While not always required, an attorney can significantly increase your chances of success.
5. What kind of evidence should I include in my demand letter? Include pay stubs, time sheets, contracts, emails, or any other documentation that supports your claim.
6. What is the role of the Texas Workforce Commission (TWC)? The TWC investigates wage claims and can help recover unpaid wages.
7. How much can I recover in penalties beyond my unpaid wages? Texas law allows for penalties and attorney fees under certain circumstances.
8. Can I recover unpaid wages if I was an independent contractor? The classification of your employment status is crucial, and misclassification as an independent contractor is a common form of wage theft.
9. What if my employer declares bankruptcy? Bankruptcy proceedings can affect your ability to recover unpaid wages, and you should consult with an attorney immediately.

Related Articles:

1. Texas Overtime Laws: A detailed explanation of Texas overtime laws and how they apply to different employment situations.
2. Texas Minimum Wage: A comprehensive guide to Texas minimum wage requirements and exceptions.
3. Wage Theft in Texas: An overview of common types of wage theft and how to identify them.
4. How to Calculate Overtime Pay in Texas: A step-by-step guide to calculating overtime pay accurately.
5. Filing a Wage Claim with the Texas Workforce Commission: A practical guide to filing a wage claim with the TWC.
6. Texas Employment Contracts: A discussion of the importance of understanding employment contracts and their implications for wage disputes.
7. Negotiating Wage Increases in Texas: Tips for negotiating fair wages and compensation.
8. Employer Responsibilities Regarding Employee Wages in Texas: A detailed explanation of employers' legal obligations concerning employee wages.
9. Legal Recourse for Unpaid Wages in Texas: A comprehensive guide to the legal options available to employees who have been denied their wages.

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unpaid wages demand letter texas: Ask a Manager Alison Green, 2018-05-01 From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk

someone in an email then hit “reply all” • you’re being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate’s loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager “A must-read for anyone who works . . . [Alison Green’s] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work.”—Booklist (starred review) “The author’s friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers’ lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience.”—Library Journal (starred review) “I am a huge fan of Alison Green’s Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of The No Asshole Rule and The Asshole Survival Guide “Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of Broke Millennial: Stop Scraping By and Get Your Financial Life Together

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its complex legal applications in today's workplace. A team of eminent specialists from the ABA Section of Labor & Employment Law's Federal Labor Standards Legislation Committee gives you insights & tactics including: . history & coverage of the FLSA . what constitutes a violation of the Act . exemptions to the law--including white-collar jobs & other statutory exemptions . how to determine compensable hours, minimum wage, & overtime compensation . special issues for federal & state workers . proper recordkeeping procedures . consequences for retaliation by employers . enforcement of the law--and remedies for violations . emerging & volatile topics including child labor, homework, hot goods violations, & much more . plus specific litigation strategies to meet nearly any challenge you may face in handling cases affected by the FLSA.

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unpaid wages demand letter texas: *Strengthening Forensic Science in the United States* National Research Council, Division on Engineering and Physical Sciences, Committee on Applied and Theoretical Statistics, Policy and Global Affairs, Committee on Science, Technology, and Law, Committee on Identifying the Needs of the Forensic Sciences Community, 2009-07-29 Scores of talented and dedicated people serve the forensic science community, performing vitally important work. However, they are often constrained by lack of adequate resources, sound policies, and national support. It is clear that change and advancements, both systematic and scientific, are needed in a number of forensic science disciplines to ensure the reliability of work, establish enforceable standards, and promote best practices with consistent application. *Strengthening Forensic Science in the United States: A Path Forward* provides a detailed plan for addressing these needs and suggests the creation of a new government entity, the National Institute of Forensic Science, to establish and enforce standards within the forensic science community. The benefits of improving and regulating the forensic science disciplines are clear: assisting law enforcement officials, enhancing homeland security, and reducing the risk of wrongful conviction and exoneration. *Strengthening Forensic Science in the United States* gives a full account of what is needed to advance the forensic science disciplines, including upgrading of systems and organizational structures, better training, widespread adoption of uniform and enforceable best practices, and mandatory certification and accreditation programs. While this book provides an essential call-to-action for congress and policy makers, it also serves as a vital tool for law enforcement agencies, criminal prosecutors and attorneys, and forensic science educators.

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unpaid wages demand letter texas: *Pain Management and the Opioid Epidemic* National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Health Sciences Policy, Committee on Pain Management and Regulatory Strategies to Address Prescription Opioid Abuse, 2017-09-28 Drug overdose, driven largely by overdose related to the use of opioids, is now the leading cause of unintentional injury death in the United States. The ongoing opioid crisis lies at the intersection of two public health challenges: reducing the burden of suffering from pain and containing the rising toll of the harms that can arise from the use of opioid medications. Chronic pain and opioid use disorder both represent complex human conditions affecting millions of Americans and causing untold disability and loss of function. In the context of the growing opioid problem, the U.S. Food and Drug Administration (FDA) launched an Opioids Action Plan in early 2016. As part of this plan, the FDA asked the National Academies of Sciences, Engineering, and Medicine to convene a committee to update the state of the science on pain research, care, and education and to identify actions the FDA and others can take to respond to the opioid epidemic, with a particular focus on informing FDA's development of a formal method for incorporating individual and societal considerations into its risk-benefit framework for opioid approval and monitoring.

unpaid wages demand letter texas: *Slavery by Another Name* Douglas A. Blackmon, 2012-10-04 A Pulitzer Prize-winning history of the mistreatment of black Americans. In this 'precise and eloquent work' - as described in its Pulitzer Prize citation - Douglas A. Blackmon brings to light one of the most shameful chapters in American history - an 'Age of Neoslavery' that thrived in the aftermath of the Civil War through the dawn of World War II. Using a vast record of original documents and personal narratives, Blackmon unearths the lost stories of slaves and their descendants who journeyed into freedom after the Emancipation Proclamation and then back into the shadow of involuntary servitude thereafter. By turns moving, sobering and shocking, this unprecedented account reveals these stories, the companies that profited the most from neoslavery, and the insidious legacy of racism that reverberates today.

unpaid wages demand letter texas: *United States Code* United States, 2013 The United States Code is the official codification of the general and permanent laws of the United States of America. The Code was first published in 1926, and a new edition of the code has been published every six years since 1934. The 2012 edition of the Code incorporates laws enacted through the One Hundred Twelfth Congress, Second Session, the last of which was signed by the President on January 15, 2013. It does not include laws of the One Hundred Thirteenth Congress, First Session, enacted between January 2, 2013, the date it convened, and January 15, 2013. By statutory authority this edition may be cited U.S.C. 2012 ed. As adopted in 1926, the Code established prima facie the general and permanent laws of the United States. The underlying statutes reprinted in the Code remained in effect and controlled over the Code in case of any discrepancy. In 1947, Congress began enacting individual titles of the Code into positive law. When a title is enacted into positive law, the underlying statutes are repealed and the title then becomes legal evidence of the law. Currently, 26 of the 51 titles in the Code have been so enacted. These are identified in the table of titles near the beginning of each volume. The Law Revision Counsel of the House of Representatives continues to prepare legislation pursuant to 2 U.S.C. 285b to enact the remainder of the Code, on a title-by-title basis, into positive law. The 2012 edition of the Code was prepared and published under the supervision of Ralph V. Seep, Law Revision Counsel. Grateful acknowledgment is made of the contributions by all who helped in this work, particularly the staffs of the Office of the Law Revision Counsel and the Government Printing Office--Preface.

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report were implemented after Congress passed an act in 2009 to review and prevent fraudulent activity. The report details, among other things, the periods before, during, and after the crisis, what led up to it, and analyses of subprime mortgage lending, credit expansion and banking policies, the collapse of companies like Fannie Mae and Freddie Mac, and the federal bailouts of Lehman and AIG. It also discusses the aftermath of the fallout and our current state. This report should be of interest to anyone concerned about the financial situation in the U.S. and around the world. THE FINANCIAL CRISIS INQUIRY COMMISSION is an independent, bi-partisan, government-appointed panel of 10 people that was created to examine the causes, domestic and global, of the current financial and economic crisis in the United States. It was established as part of the Fraud Enforcement and Recovery Act of 2009. The commission consisted of private citizens with expertise in economics and finance, banking, housing, market regulation, and consumer protection. They examined and reported on the collapse of major financial institutions that failed or would have failed if not for exceptional assistance from the government. News Dissector DANNY SCHECHTER is a journalist, blogger and filmmaker. He has been reporting on economic crises since the 1980's when he was with ABC News. His film *In Debt We Trust* warned of the economic meltdown in 2006. He has since written three books on the subject including *Plunder: Investigating Our Economic Calamity* (Cosimo Books, 2008), and *The Crime Of Our Time: Why Wall Street Is Not Too Big to Jail* (Disinfo Books, 2011), a companion to his latest film *Plunder The Crime Of Our Time*. He can be reached online at www.newsdissector.com.

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safety standards to the right to organize. This gloves-off economy, no longer confined to a marginal set of sweatshops and fly-by-night small businesses, is sending shock waves into every corner of the low-wage labor market. In the process, employers who play by the rules are under growing pressure to follow suit, intensifying the search for low-cost business strategies across a wide range of industries and ratcheting up into ever higher reaches of the labor market. Although other books have touched on pieces of this problem, *The Gloves-off Economy* is the first to provide a comprehensive, integrated analysis--and quite a disturbing one. This book examines a range of gloves-off practices, the workers who are affected by them, and strategies for enforcing workplace standards. The editors, four respected labor scholars, have brought together economists, sociologists, labor attorneys, union strategists, and other experts to offer varying perspectives on both the problem and the creative solutions currently being explored in a wide range of communities and industries. Annette Bernhardt, Heather Boushey, Laura Dresser, and Chris Tilly and the volume's other authors combine rigorous analysis with a stirring call to renew worker protections in the twenty-first century.

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