



**THE LABOR LAW POSTER SERVICE**  
5859 W. SAGINAW HWY. #343  
LANSING, MI 48917-2460

**For compliance assistance  
you may call us at: 1-877-321-4144**

**FAX: 1-888-442-4144**

## Dear Employer:

Agricultural employers, agricultural associations, farm labor contractors and their employees are subject to certain regulations and posting requirements that must be posted in places of employment. It is the obligation of the employer to make these postings available to their employees. Employers found to be in violation of the law by failing to make their rights readily available, may be subject to fines or other sanctions.

**PLEASE RESPOND TODAY TO THE ENCLOSED.**

# AGRICULTURAL POSTING REQUIREMENTS

## MIGRANT AND SEASONAL AGRICULTURAL WORKER PROTECTION ACT

This federal law requires agricultural employers, agricultural associations, farm labor contractors and their employees to observe certain labor standards when employing migrant and seasonal farmworkers unless specific exemptions apply. Further, farm labor contractors are required to register with the U.S. Department of Labor.

## EMPLOYEE RIGHTS UNDER THE H-2A PROGRAM

The Immigration and Nationality Act (INA) allows for the employment of temporary non-immigrant workers in agriculture (H-2A WORKERS) only if the employment of U.S. workers would not be adversely impacted. To ensure that U.S. workers are not adversely impacted, H-2A WORKERS and OTHER WORKERS employed on an H-2A work contract or by an H-2A employer in the same agricultural work as the H-2A workers have specific rights:

### AGRICULTURAL POSTING REQUIREMENTS

#### EMPLOYEE RIGHTS UNDER THE H-2A PROGRAM

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#### Aviso

#### Ley de Protección Trabajadores Temporales

Esta ley federal exige que los patrones agrícolas (o troqueros), y sus empleados cumplan con ciertos estándares de trabajo cuando emplean a trabajadores migrantes y estacionales en la agricultura, a menos que se apliquen las exenciones de la ley. Los patrones agrícolas están obligados de registrar con el Departamento de Trabajo de los Estados Unidos.

**Los Trabajadores Migrantes y Temporales tienen los siguientes derechos:**

- Recibir detalles exactos sobre el salario y las condiciones de trabajo.
- Recibir estos datos por escrito en inglés, en español o en su idioma nativo.
- Cumplimiento de todas las condiciones de trabajo.
- Al ser reclutados para un trabajo, ver una copia de la oferta de trabajo.
- Cobrar el salario en la fecha fijada.
- Recibir cada día de pago un recibo indicando el monto del pago.
- Comprar mercancías al comercio que ellos deseen.
- Ser transportados en vehículos que tengan estándares de seguridad, y conducidos por choferes con licencia.
- Las garantías para los trabajadores migrantes:
  - \* Viviendas que satisficieran los requisitos.
  - \* Al ser reclutados, recibir por escrito información sobre las condiciones de vivienda.
  - \* Recibir de su patron un aviso escrito que indique el lugar donde se les alojará.

Los trabajadores que crean haber sufrido una violación de la ley EE.UU. sobre Salarios y Horas o pueden presentar una demanda de discriminación o de sanción a la división dentro de los 180 días de haber ocurrido el incidente, deben contactar a la División de Salarios y Horas más cercana, que se encuentra en la lista de direcciones telefónicas bajo el título U.S. Department of Labor.

La ley exige que los patrones fijen este aviso en un lugar visible de los trabajadores.

### AGRICULTURAL POSTING REQUIREMENTS

#### Notice

#### Migrant and Seasonal Agricultural Worker Protection Act

This federal law requires agricultural employers, agricultural associations, farm labor contractors and their employees to observe certain labor standards when employing migrant and seasonal farmworkers unless specific exemptions apply. Further, farm labor contractors are required to register with the U.S. Department of Labor.

**Migrant and Seasonal Farmworkers Have These Rights:**

- To receive accurate information about wages and working conditions for the prospective employment.
- To receive this information in writing and in English, Spanish or other languages, as appropriate.
- To have the terms of the working arrangement upheld.
- To have farm labor contractors show proof of registration at the time of recruitment.
- To be paid wages when due.
- To receive itemized, written statements of earnings for each pay period.
- To purchase goods from the source of their choice.
- To be transported in vehicles which are properly insured and operated by licensed drivers, and which meet federal and state safety standards.
- For migrant farmworkers who are provided housing:
  - \* To be housed in property which meets federal and state safety and health standards.
  - \* To have the housing information presented to them in writing at the time of recruitment.
  - \* To have posted in a conspicuous place at the housing site or presented to them a statement of the terms and conditions of occupancy, if any.

Workers who believe their rights under the act have been violated may file complaints with the department's Wage and Hour Division or may file suit directly in federal district court. The law prohibits employers from discriminating against workers who file complaints, testify or in any way exercise their rights on their own behalf or on behalf of others. Complaints of such discrimination must be filed with the division within 180 days of the alleged event.

For further information, get in touch with the nearest office of the Wage and Hour Division, listed in most telephone directories under the U.S. Government, Department of Labor.

U.S. Department of Labor  
Employment Standards Administration  
Wage and Hour Division

The law requires employers to display this poster where employees can readily see it.

Please mail this form with your check, payable to:

**THE LABOR LAW POSTER SERVICE**  
(Corporate Headquarters)  
5859 W. SAGINAW HWY. #343  
LANSING, MI 48917-2460  
1-877-321-4144 (phone orders)

Please send the following posters:

### Complete Set(s) of AGRICULTURAL POSTINGS

\_\_\_ 1st set..... **\$59.50** \$ \_\_\_\_\_  
\_\_\_ Add'l. set(s)..... **\$52.50** \$ \_\_\_\_\_

### Complete Set(s) in Spanish

\_\_\_ 1st set..... **\$59.50** \$ \_\_\_\_\_  
\_\_\_ Add'l. set(s) ..... **\$52.50** \$ \_\_\_\_\_

(1st set \$7.75; .....Shipping \$ \_\_\_\_\_  
add'l sets \$5.75 each)

TOTAL \$ \_\_\_\_\_

Please Call for Large Order Discounts.

## Agricultural Postings Order Form

A complete set is made up of three posters  
in full color and laminated in plastic.

**PLEASE FAX CREDIT CARDS ORDERS TO: 1-888-442-4144 – FAX**

Enclosed: ☐ Check      Credit Card: ☐ VISA   ☐ MC   ☐ AmEx   ☐ Discover

Credit Card #: \_\_\_\_\_ Exp. \_\_\_\_/\_\_\_\_

Signature \_\_\_\_\_

Ship to: (please print clearly)      Attention: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone: (\_\_\_\_\_) \_\_\_\_\_