

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

Wage and Hour Division

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

Ntawv Qhia

Txoj Cai Tiv Thaiv Cov Neeg Ua Zog Tu Thiab Sau Qoob Loo Uas Nyob Deb Thiab Nyob Ze Tuaj

Tsab cai nom tswv qib siab no khoo cov tswv cuab lag luam ua teb, koom haum ua teb, cov lag luam nrhiav lossis ntiav thiab txais neeg ua zog ua teb thiab cov tub txib saib cov neeg ua zog kom los mus coj thiab ua raws kev cai ua zog thaum lub sij hawm lawv ntiav cov neeg ua zog nyob deb thiab ze tuaj. Tsuas yog cov lag luam uas tsab cai no tsis raug thiaj li tsis tau los suaj ntsuam txog txoj cai. Ntxiv mus, cov lag luam nrhiav lossis ntiav thiab txais neeg ua zog yuav tsum tau mus muab ntaub ntawv ua lag luam ntawm U.S. Department of Labor.

Txoj Kev Muaj Cai Ntawm Cov Neeg Ua Zog Nyob Deb thiab Ze Tuaj

- Txais kev qhia txog yuav tau nqi ntiav zog li cas thiab yuav ua dabtsi rau lub caij ntiav ua zog
- Txais kev qhia txog ua zog uas sau rau ib daim ntawv ua lus Askiv, lus Mev lossis lwm yam lus uas tau taub zoo
- Ua raws li kev cog lus yuav ua zog li cas
- Muaj cai los saib cov ntaub ntawv tso cai ua lag luam ntawm cov tswv cuab lag luam nrhiav lossis ntiav thiab txais neeg ua zog ua teb thaum lub sij hawm lawv tuaj nrhiav neeg ua zog ua teb
- Tau txais nqi zog thaum txog lub caij them
- Tau txais ntaub ntawv qhia txog cov se rho tawm thiab nqi zog npaum li cas rau txhua txhua lub caij them nqi zog
- Muaj cai yuav su thiab khoom noj raws kev ywj siab uas tsis raug khoo los ntawm cov neeg ntiav ua zog
- Caij cov tsheb thauj neeg mus ua zog ua teb kom muaj pab kas phais, tus tsav tsheb muaj ntaub ntawv tsav tsheb raws li kev cai, thiab lub tsheb los ruaj khov kho raws li kev cai nom tswv qib siab thiab hauv lub xeev
- Vaj tse rau cov neeg ua zog ua teb tuaj kev deb tuaj nyob
 - * Nyob tej vaj tsev huv si tsis puas raws li kev cai nom tswv qib siab thiab hauv lub xeev
 - * Tau txais ib daim ntawv qhia txog lub tsev thiab tej nqi thaum lub sij hawm cov tub lag luam tuaj nrhiav thiab txais cov neeg ua zog
 - * Yuav tsum tau lo daim ntawv hais txog txhua yam kev nyob hauv lub tsev lossis muab rau cov neeg ua zog ua teb tuaj nyob.

Cov neeg ua zog uas ntseeg tau tias tsis muaj kev ncaj ncees rau lawv lawm, lawv muaj cai tuaj mus ua ntaub ntawv tawm suab lossis foob rau ntawm Wage and Hour Division lossis muaj cai mus foob nyob rau hauv chaw tu plaub ntug nom tswv qib siab. Txoj cai tiv thaiv thiab txwv tsis pub cov lag luam ua zog ua teb ntxub saib tsis taus lossis tsim kev kub ntxhov rau cov neeg ua zog ua teb uas tau tawm suab foob, ua pov thawj lossis siv lawv txoj kev muaj cai rau lawv tus kheej lossis rau lwm tus neeg ua zog. Kev foob hais txog kev ntxub saib tsis tau los ntawm cov lag luam ua zog ua teb yuav tsum tau mus foob tsis pub dhau 180 hnuv tom qab uas muaj tshwm sim.

Yog xav paub ntxiv, mus cuag Wage and Hour Division nyob ze koj, uas muaj nyob hauv phau ntawv xov tooj ntawm nom tswv qib siab, Department of Labor.

U.S. Department of Labor

Wage and Hour Division

Cov lag luam txais neeg ua zog ua teb yuav tsum tau lo daim ntawv no rau tej qho chaw kom cov neeg ua zog pom thiab nyeem.