

Notice Agricultural Employees

Your Rights Under the Fair Labor Standards Act

Minimum Wage

————— \$5.15/hour as of 9/1/97 —————

Minimum Wage

The Act Requires

Minimum Wage* of at least \$5.15 an hour if you perform covered work for an employer who used more than 500 man-days** of farm labor in any calendar quarter of the preceding year.

Note: Under specific exemptions in the law, employers do not have to pay the minimum wage to the following:

- Members of the employer's immediate family;
 - Local hand-harvest workers who are paid on a piece-rate basis and who worked fewer than 13 weeks in agriculture during the preceding calendar year;
 - Migrant hand-harvest workers 16 and younger who are employed on the same farm as their parents and who receive the same piece rates as employees older than 16 working on the same farm;
 - Workers mainly engaged in the range production of livestock.
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Child Labor

At age 16, you may work at any time in any farm job, including those declared hazardous by the Secretary of Labor. At 14, you may work in nonhazardous farm jobs outside school hours. Minors 12 and 13 years old may work outside school hours with written parental consent or on farms where parents are employed, and those under 12 may work with written parental consent outside school hours on farms not subject to the minimum wage. Local minors 10 and 11 years old may work outside school hours under prescribed conditions to hand harvest crops with short harvesting season for not more than 8 weeks between June 1 and October 15, upon approval by the Secretary of Labor of an employer's application for a waiver from the child labor provisions for employment of such children.

Enforcement

The U.S. Government may bring civil or criminal action against employers who violate the act. In certain actions, courts may order payment of back wages. Employers may be fined up to \$1,000 for each violation of the child labor provisions. The Act prohibits an employer from discriminating against or discharging you if you file a complaint or participate in a proceeding under it.

State Laws

When a state law differs with the Fair Labor Standards Act, the law providing more protection or setting the higher standard applies.

Information

Consult your telephone directory under U.S. Government, Department of Labor.

or write:

U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division
200 Constitution Avenue, N.W.
Washington, D.C. 20210.

* Certain full-time students, student learners, apprentices, and handicapped workers may be paid less than the applicable minimum wage, but only under special Department-issued certificates.

** "Man-day" means any day when an employee (except for a member of the employer's immediate family) does agricultural work for at least one hour.

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.

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* U.S. GPO: 2002-487-832/59435

