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.

Aviso

Ley de Protección de Trabajadores Migrantes y Temporales en la Agricultura

Esta ley federal exige que los patrones agrícolas, las asociaciones agrícolas, los contratistas de mano de obra agrícola (o troqueros), y sus empleados cumplan con ciertas normas laborales cuando ocupan a los trabajadores migrantes y temporales en la agricultura, a menos que se apliquen excepciones específicas. Los contratistas, o troqueros, tienen además la obligación de registrarse con el Departamento del Trabajo.

Los Trabajadores Migrantes y Temporales en la Agricultura Tienen los Derechos Siguientes

- Recibir detalles exactos sobre el salario y las condiciones de trabajo del empleo futuro
- Recibir estos datos por escrito en inglés, en español, o en otro idioma que sea apropiado
- Cumplimiento de todas las condiciones de trabajo como fueron presentadas cuando se les hizo la oferta de trabajo
- Al ser reclutados para un trabajo, ver una prueba de que el contratista se haya registrado con el Departamento del Trabajo
- Cobrar el salario en la fecha fijada
- Recibir cada día de pago un recibo indicando el salario y la razón de cualquier deducción
- Comprar mercancías al comerciante que ellos escojan
- Ser transportados en vehículos que tengan seguros adecuados y que hayan pasado las inspecciones federales y estatales de seguridad, y conducidos por choferes que tengan permisos de manejar
- Las garantías para los trabajadores migrantes a quienes se les proporcionen viviendas o alojamiento
  - * Viviendas que satisfazcan los requisitos federales y estatales de seguridad y de sanidad
  - * Al ser reclutados, recibir por escrito informes sobre las viviendas y su costo
  - * Recibir de su patron un aviso escrito explicando las condiciones de ocupación de la vivienda, o que tal aviso esté colocado en un lugar visible de la vivienda

Los trabajadores que crean haber sufrido una violación de sus derechos pueden presentar sus quejas a la División de Salarios y Horas o pueden presentar una demanda directamente a los tribunales federales. La ley prohibe cualquier discriminación o sanción hacia los trabajadores que presenten tales quejas, que hagan declaraciones, o que reclamen de cualquier manera sus derechos, sea a beneficio de sí mismos o a beneficio de otros. Hay que presentar las quejas de discriminación o de sanción a la división dentro de 180 días del suceso.

En caso de que necesite más información, comuníquense con la oficina de la División de Salarios y Horas más cercana, que aparece en la mayoría de los directorios telefónicos bajo el título U.S. Government, Department of Labor.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-9243
www.dol.gov/whd

WHD

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

DIVISIÓN DE HORAS Y SALARIOS
DEPARTAMENTO DE TRABAJO DE LOS EE.UU.
1-866-487-9243
www.dol.gov/whd

WHD

La ley exige que los patrones fijen este aviso en un lugar donde puedan verlo fácilmente los trabajadores.

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Avètissman

Ak ki Proteje Ciltivate cap fe va e vien e cultivate cap travay pa saison (MSPA)

Lwa fédéral ça mandé patron, associasion agricultè contractè agricilti é ouvrié yo pou yo obsèvé ou séri de règ, lè yap employé ciltivatè cap fè va, é vien ou bien ciltivatè ki travay pa récolte. Cé pou yo obsèvé lwa ça yo a moins ké sé ou koté la lwa fè éxcéption. Lè fini, yo mandé contracté agricilti pou yal enrejistré yo nan depatman di travay américain.

MIN DWA CILTIVATE CAP FE VA E VIEN OU BIEN CAP TRAVAY PA RECOLTE GIN YIN

- Pou yo résèvwa infomasion éxacte sou travay yo pral fè ya.
- Cé pou infomasion ça ékri nan you lang ké yo palé é conpran bien, swa anglé ou bien panyol ou bien you lot lang.
- Pou yo ba yo condision travay la é pou yo akonpli sa yo promèt o
- Pou contractè ya montré yo prèv ké li enrejistré nan dépatman di travay, lè lap pran yo pou travay la.
- Pou péyé yo lè yo dwé yo.
- Pou yo résévwa an détay prèv lajan ké yo fè pou chak foua ké yo touchéé puo yo bay yo rézon si contractè pran nan lajan a.
- Pou yo acheté koté ki fè yo plési.
- Pou yo monté machin ki gin bon assirans, ké chofè ki gin licens condi, é machin ça yo dwé an rüg avèk sékirité fédéral é sékirité nan coté ké yap viv la.
- Pou ciltivatè cap fè va é vien ké yo ba yo cay
  - * Cé pou yo rété nan you cay ki gin sékirité ak ijiène.
  - * Pou yo ba yo sou papié tout condision lojeman an lè yap pran yo pou travay la.
  - * Tout condision ki ginyin koté yo pral rété a fèt pou kolé you koté ké tout mounn ka ouè yo ou bien ékri sou papié.

Ouvrié ki kouè ké patron yo violé lwa ça kapab poté plint nan dépatman di travay, nan séksion Wage & Hour ou bien yo ka fè patron yo procè dirèktéman nan tribinal fédéral. La lwa pa pèmét patron baye ouvrié au kin traca ni punitiion lè li poté plint, sèvi témouin, ou bien réclamé dwa li nan tribinal pou li mim ou pou lot. Si patron nou révoké nou pou ça, nou gin 180 jou pou nou poté plint nan dépatman di travay.

Si nou bézouin gin plis informasion pran contak avèk biro di ravay ki pi pré nou. Nap join adrès é téléfon yo nan liv téléfon nan, koté ki maké: U.S. Government Department of Labor.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-9243
www.dol.gov/whd

DIVIZYON SALÈ AK LÈ
DEPATMAN TRAVAY AMERIKEN
1-866-487-9243
www.dol.gov/whd

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

La lwa di ké tout patron obligé posté papier-saa koté pou tout travayè kab ouè li bien.

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