

# 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.

**WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR  
1-866-487-9243  
[www.dol.gov/whd](http://www.dol.gov/whd)



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

# Avètisman

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

Lwa fédéral ça mandé patron, asociasion 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 amérícain.

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

- Pou yo résèvw a infomasyon éxacte sou travay yo pral fè ya.
- Cé pou infomasyon 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 résèvw a an détay prèv lajan ké yo fè pou chak fousa 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 pèmet 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 infomasyon pran kontak 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.

**DIVIZYON SALÈ AK LÈ**  
DEPATMAN TRAVAY AMERIKEN  
1-866-487-9243  
[www.dol.gov/whd](http://www.dol.gov/whd)



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