

# Employee Rights Under the H-2a Program Poster



The United States department of labor wage and hour division

## EMPLOYEE RIGHTS UNDER THE H-2A PROGRAM

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

This Information and Education for H-2A poster for the recruitment of temporary, non-immigrant workers to agriculture (Agriculture) and the recruitment of U.S. workers without any other workers. To ensure that U.S. workers are not unfairly treated, the U.S. Department of Labor Wage and Hour Division (WHD) has developed this poster to inform H-2A workers of their rights and the responsibilities of employers under the H-2A program.

**WORKING CONDITIONS**

- To receive accurate, written information about the wages, hours, working conditions, and benefits of the employment being offered.
- To receive this information prior to getting a visa and no later than 30 days before the start of work.
- To receive this information in a language understood by the worker.

**WAGES**

- To be paid at least once per month at the rate stated in the work contract.
- To be informed in writing of all deductions and amounts required by any law that will be made from the worker's pay.
- To receive an itemized, written **STATEMENT OF EARNINGS** for each pay period.
- To be guaranteed employment for at least **THREE MONTHS** (75% of the total hours provided in the work contract).

**TRANSPORTATION**

- To be provided to each worker at the start of the work contract period, including any reasonable costs incurred by the worker in transportation and subsistence (including reasonable food and lodging) from the worker's home to the work site.
- To be provided to each worker at the end of the work contract period, including any reasonable costs incurred by the worker in transportation and subsistence from the work site to the worker's home.
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**HOUSING**

- To be provided with housing that is safe, clean, and suitable for the worker's needs.
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**EMPLOYMENT**

- To be provided with **REASONABLE COMPENSATION** for work or its equivalent.
- To be provided with work, at **REASONABLE** hours, and **EQUIPMENT** required to perform the work.
- To be provided with **REASONABLE** compensation for the work.
- To be provided with **REASONABLE** compensation for the work.

Workers who follow their rights under the program have been identified by the following companies:

For additional information:

**1-866-4-USWAGE**  
(1-866-487-6245) TTY: 1-877-ARD-6627  
**WWW.DOL.GOV/WHD**

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