

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 is for the recruitment of temporary non-immigrant workers to agriculture. It is for employers only. It is the responsibility of U.S. workers and not the employer's responsibility. To ensure that U.S. workers are not unfairly treated, all H-2A employers and H-2A workers must understand the H-2A work contract and the H-2A employee's rights. The H-2A employee has the following rights:

- WORKING CONDITIONS**
 - To receive accurate information about the wages, hours, working conditions, and benefits of the employment being offered.
 - To receive the information prior to getting a visa and no later than 30 days before the day of work.
 - To receive this information in a language understood by the worker.
- HOUSING**
 - To be paid or paid back and receipt of the cost paid for the work contract.
 - To be informed in writing of all HOUSING and other conditions required by law that will be made from the employer's position.
 - To receive an itemized written STATEMENT OF CHARGES for each year worked.
 - To be guaranteed employment for at least THREE MONTHS (75%) of the total hours provided in the work contract.
- TRANSPORTATION**
 - To be provided to spend a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence (including reasonable travel expenses) and meals.
 - To be provided to spend a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence.
 - To be provided to spend a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence.
 - To be provided to spend a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence.
- PROTECTION**
 - To be paid a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence.
 - To be provided to spend a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence.
 - To be provided to spend a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence.
 - To be provided to spend a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence.
- EMPLOYMENT CONTRACT**
 - To be provided to spend a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence.
 - To be provided to spend a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence.
 - To be provided to spend a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence.
 - To be provided to spend a minimum of 100 percent of the work contract period, including the reasonable costs incurred in the course of employment and transportation and subsistence.

Workers who believe their rights under the program have been violated may file a complaint with the Wage and Hour Division.

For additional information:

1-866-4-USWAGE

(1-866-487-6246) TTY: 1-877-488-6027

WWW.DOL.GOV/WHD

U.S. Department of Labor | Wage and Hour Division

U.S. Department of Labor

