

## ■ FARM LABOR CONTRACTOR LAW

### TERMS:

**Contractor Licensing** — In general, it is illegal for a person to charge a fee to recruit, supply or hire workers to perform agricultural services for a farm operator, unless the person is licensed as a farm labor contractor by the state. Labor contractors must carry their license with them at all times and must show the license to each individual with whom they deal as a contractor.

**Contractor Responsibilities** — Among other legal responsibilities imposed on them by this law, farm labor contractors are required to comply with all contracts and agreements entered into in connection with their contracting activity, allow workers and growers to inspect a written statement showing the amount of compensation being received from each grower and the corresponding amount being paid to the workers, and post a notice at the worksite and on all vehicles used to transport workers showing the workers' pay rate.

**Prohibited Acts** — Labor contractors are prohibited from making any false or misleading statement, or issuing any false or misleading information, concerning the availability of employment or the terms and conditions of the job. Contractors are forbidden from sending or transporting any worker to any place where they know a strike or similar labor dispute exists, without notifying the worker first.

**Transportation** — Farm labor contractors and their employees who operate a bus or truck for the transportation of workers must be licensed in accordance with state laws governing farm labor vehicles (*see entries, California — Transportation — Farmworker Transportation Safety*) and must obtain liability insurance covering any damages resulting from the vehicle's use. At the entrance to all vehicles used by a contractor to transport workers, there must be a sign or notice showing the contractor's name and contractor license number.

**Wage Statements** — At the time of each payment of wages (which must be not less often than once a week), a farm labor contractor must provide each worker with an itemized written statement showing each and every deduction made from the worker's earnings.

**ENFORCEMENT:** *Division of Labor Standards Enforcement, California Department of Industrial Relations, Oakland, California 94612 (510-285-2118).* Workers who need information about these provisions, or who wish to file a claim or complaint, should contact the nearest district office of the Division, a list of which may be found online at [www.dir.ca.gov/dlse/DistrictOffices.htm](http://www.dir.ca.gov/dlse/DistrictOffices.htm), or may email the Division at [DLSE2@dir.ca.gov](mailto:DLSE2@dir.ca.gov). The law also gives workers the right to sue the employer in civil court to enforce these provisions, using a private attorney or a public legal services program.

**SPECIAL NOTE:** A person may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by these provisions.