

■ **WAGE PAYMENT LAWS (*FIELD LABOR CONTRACTORS*)**

TERMS:

Registration — No one may operate as a field labor contractor in Colorado without first obtaining a certificate of registration from the state. Among other conditions on issuance of a certificate, contractors must provide proof that they have met workers' compensation coverage requirements for their workers. Field labor contractors must carry the certificate of registration at all times and show the certificate to everyone with whom they deal while conducting contracting activities.

Disclosures to Workers — At the time of recruitment, a contractor must provide each migrant farmworker with a written statement, in understandable language, indicating the area of intended employment, the crops and operations involved, the transportation, housing and insurance to be provided, the wage rate to be paid, and the amount the worker will be charged for the contractor's services.

Prohibited Acts — Among other prohibited activities, it is illegal for a labor contractor (1) to give false or misleading information to migrant workers concerning the terms, conditions or availability of agricultural employment, (2) to fail without good reason to perform agreements with farm operators or to comply with the terms of any working arrangements made with workers, or (3) to allow any required workers' compensation insurance to lapse or become inoperative.

ENFORCEMENT: *Division of Labor Standards and Statistics, Colorado Department of Labor and Employment, Denver, Colorado 80202 (303-318-8441).*

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 this law.