

■ **MIGRANT AND SEASONAL AGRICULTURAL WORKER PROTECTION ACT (*PAYMENT OF WAGES*)**

TERMS:

Paydays — Every farm labor contractor, agricultural employer and agricultural association that employs a migrant or seasonal worker must pay the wages owed to the worker when due, but in no case less often than every 2 weeks or twice a month.

Pay Statements — For each pay period, a contractor, employer or association that employs any such worker must provide the worker with an itemized written statement showing (1) the basis on which wages are paid, (2) the number of piecework units earned, if paid on a piecework basis, (3) the number of hours worked, (4) total earnings for the pay period, (5) the amount and purpose of each deduction from earnings, and (6) the net amount paid.

ENFORCEMENT: *Wage and Hour Division, U.S. Department of Labor, Washington, D.C. 20210 (202-693-0072)*. Local offices of the Wage and Hour Division may be located on the agency's website, at www.dol.gov/whd/america2.htm.

Apart from any enforcement action by the Department, a worker who has been harmed as a result of a violation of this law may take legal action against the contractor, employer or other person responsible for the violation directly, using a private attorney or a public legal services program.

SPECIAL NOTE: An employer or farm labor contractor 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. Any such act of retaliation should be reported to the Wage and Hour Division within 180 days after it occurs.