

H-2A workers and other workers employed on the H-2A job order have the following rights:

**Disclosure:** You must be given a copy of your work contract. You must be notified in writing of all deductions that are not already required by law.

**Wages:** You must be paid at least twice per month at the rate stated in your work contract, and each payday you must be given a pay stub listing pay rate(s), hours worked, deductions, and earnings. You must be guaranteed at least 3/4 of the total hours of work stated in your work contract.

**Transportation:** Your employer must either provide or pay for inbound transportation and daily meals to the place of employment or reimburse you for reasonable costs once you complete 50% of the work contract. In most situations, to the extent that they reduce your wages below the minimum wage, travel and visa costs must be reimbursed in the first workweek. Once you complete the work contract, your employer must provide or pay for your return transportation and daily meals.

**Housing:** All H-2A workers are entitled to free housing and free daily transportation to and from the worksite. U.S. workers in corresponding employment are also entitled to free housing and daily transportation if they are not "reasonably able" to return home within the same day.

**Other Protections:** Your employer must provide workers' compensation and any required tools, supplies, and equipment at no cost to you. Your employer may not require you to pay, either directly or indirectly, for any employer costs related to obtaining the H-2A labor certification, including the employer's attorney or agent fees, the application fees, or the recruitment costs.



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

This card provides summary information on legal protections for H-2A workers. If you would like more information call toll-free: **1-866-4US-WAGE (1-866-487-9243)** or visit our web site at **[www.dol.gov/whd](http://www.dol.gov/whd)**