

HARVEST CALENDAR 2025



ALMANAK TRAVAYÈ AGRIKÒL SEZON 2025

Si ou te travay nan eta
NEW YORK

Pou kesyon legal ak dwa
travayè agrikòl ou mèt rele:

AGRICULTURAL WORKER PROJECT

formerly Farmworker Law Project

P.O. Box 2721

Poughkeepsie, NY 12603

845-422-6624

Staff/Personnel:

Hannah Gordon
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Toll Free in USA
1-800-804-8575
WhatsApp for office
1-845-422-6624

*If you worked in New York and you have legal
questions call us at this office.*

Si ou te travay nan eta
NEW ENGLAND

**CONNECTICUT, MAINE
MASSACHUSETTS, NEW HAMPSHIRE,
RHODE ISLAND, VERMONT**

Pou kesyon legal ak dwa travayè agrikòl ou mèt rele:

PINE TREE LEGAL ASSISTANCE

115 Main Street, 2nd Floor

Bangor, ME 04401

207- 942-0673

Staff/Personnel:

Michael Guare
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Danny Mills



Scan me/Eskane mwen

Toll Free in USA & Canada **1-800-879-7463**
Outside USA & Canada Call Collect **207-942-0673**
WhatsApp: **207-233-2930**

*If you worked in Maine, Connecticut, Massachusetts,
New Hampshire, Rhode Island, or Vermont and you
have legal questions call us at this office.*

BYENVNI ~ WELCOME

WÈ JODI-A, MEN SONJE DEMEN

Legal services programs in New York and New England produced this calendar. We are lawyers and paralegals who help farmworkers with legal problems. We offer legal advice and representation at no cost to eligible workers.

Pwogram sèvis legal nan New York ak New England te pwodwi kalandriye sa a. Nou se avoka ak paralegal ki ede travayè grikol yo ak pwoblèm legal. Nou ofri konsèy legal ak reprezantasyon gratis pou travayè ki elijib yo.



The information in this calendar is meant to provide general information, not to give legal advice. How these laws apply to you is based on your personal situation. Please call us with any questions.

Enfòmasyon ki nan kalandriye sa a fèt pou bay enfòmasyon jeneral, pa pou bay konsèy legal. Ki jan lwa sa yo aplike pou ou baze sou sityasyon pèsone ou. Tanpri rele nou ak nenpòt kesyon.

Cover & Calendar Photos by Emma Lopez, Catherine Giller, Ian Brunell, Danny Mills and Pine Tree Legal Assistance.

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KNOW YOUR RIGHTS WITH ICE

This is general information, not legal advice. Consult a lawyer for advice about your specific situation.

Everyone has rights under the U.S. Constitution.

If you have U.S. immigration documents, keep them with you to show Immigration and Customs Enforcement (“ICE”) if they ask.



If ICE stops you, you may ask to leave. If they say you are not free to leave, you may still refuse to speak to them. You may ask to speak to a relative, friend, consulate, union, or lawyer. Do not sign anything without first talking to a lawyer. Never lie, as it can cause serious problems. You may refuse to show documents from your home country like your passport.

If ICE goes to your job, you do not have to do anything that tells ICE your status. For example, if they tell everyone to go stand in different groups based on immigration status, you can stand still or go somewhere else.

If ICE comes to your home, you may keep the door closed. If you do not open the door, ICE cannot enter without a warrant signed by a judge. Sometimes, ICE brings a paper that says “warrant” but is not signed by a judge. You do not have to let them inside. Instead, politely ask to see their badge or warrant through a window or under the door. You may ask them to leave their contact information without opening the door. If they do not have the correct warrant and enter anyway, stay calm, and say, “I do not consent to your entry or search. I exercise my right to remain silent. I wish to speak with a lawyer.”

KONNEN DWA W AK ICE

Sa a se enfòmasyon jeneral, pa konsèy legal. Konsilte yon avoka pou konsèy sou sitiyasyon espesifik ou.

Tout moun gen dwa dapre Konstitisyon Etazini an.

Si ou gen dokiman imigrasyon Etazini, kenbe yo avèk ou pou montre Immigration and Customs Enforcement ("ICE") si yo mande.

Si ICE kanpe w, ou ka mande pou w ale. Si yo di ou pa lib pou ale, ou ka toujou refize pale ak yo. Ou ka mande pou pale ak yon fanmi, zanmi, konsila, sendika, oswa avoka. Pa siyen anyen san w pa pale ak yon avoka anvan. Pa janm bay manti, paske sa ka lakòz pwoblèm grav. Ou ka refize montre dokiman ki soti nan peyi w tankou paspò w.

Si ICE ale nan travay ou, ou pa oblije fè anyen ki di ICE estati w. Pa egzanp, si yo di tout moun pou yo ale kanpe nan diferan gwoup selon estati imigrasyon, ou ka rete kanpe oswa ale yon lòt kote.

Si ICE ale lakay ou, ou ka kenbe pòt la fèmen. Si ou pa ouvri pòt la, ICE pa ka antre san yon manda siyen pa yon jij. Pafwa, ICE pote yon papye ki di "warrant" men li pa siyen pa yon jij. Ou pa oblije kite yo andedan. Olye de sa, politès mande pou wè badj yo oswa manda yo nan yon fenèt oswa anba pòt la. Ou ka mande yo pou yo kite enfòmasyon kontak yo san yo pa louvri pòt la. Si yo pa gen manda ki kòrèk la epi yo antre kanmenm, rete kalm, epi di, "Mwen pa dakò pou antre oswa rechèch ou. Mwen egzèsè dwa mwen pou m rete an silans. Mwen vle pale ak yon avoka."



MINIMUM WAGE RATES

The **federal minimum wage is \$7.25.**

The federal minimum wage applies to farmworkers in **Maine, Vermont** and **New Hampshire**. You must be paid at least \$7.25 per hour in these states, unless you are an H-2A worker.

In **New York**, generally, the minimum wage is **\$15.50 per hour**. However, in N.Y. City Westchester County and Long Island, it is **\$16.50 per hour**.

In **Connecticut** the minimum wage is to **\$16.35 per hour** in January 2025.

In **Massachusetts** the minimum wage is **\$8.00 per hour** for agriculture / farming and **\$15 per hour** for non-agriculture and farming work/post-harvesting work.

In **Rhode Island** the minimum wage is **\$15.00 per hour**.

The hourly wage for H-2A workers in 2025 is **\$18.83 per hour**. Workers at a farm which has H-2A workers must also be paid \$18.83 per hour if they do the same work as the H-2A workers.

If you have any questions, please call one of our offices listed inside the front cover.

POUSANTAJ SALÈ MINIMÒM

Salè minimòm federal la se **\$7.25.**

Salè minimòm federal la aplike nan **Maine, Vermont** ak **New Hampshire**. Ou dwe peye omwen \$7.25 pou chak èdtan nan eta sa yo, sof si ou se yon travayè H-2A.

Nan **New York**, jeneralman, salè minimòm lan se **\$15.50 pa èdtan**. Sepandan, nan Konte N.Y. City, Westchester ak Long Island, li se **\$16.50 pou chak èdtan**.

Nan **Connecticut** salè minimòm nan pral monte **\$16.35 pa èdtan an Janvye 2025.**

Nan **Massachusetts** salè minimòm lan se **\$8.00 pa èdtan** pou agrikilti ak **\$15 pa èdtan** pou travay ki pa agrikilti ak travay apre rekòlte.

Nan **Rhode Island** salè minimòm lan se kounye a **\$15.00 pou chak èdtan**.

Salè èdtan pou travayè H-2A an 2025 se \$18.83 pa èdtan. Travayè nan yon fèm ki gen travayè H-2A yo dwe peye yo tou **\$18.83 pa èdtan si yo fè menm travay ak travayè H-2A yo.**

Si w gen nenpòt kesyon, tanpri rele youn nan biwo nou yo ki nan lis anndan kouvèti devan an.

MINIMUM WAGE

Even if you are paid on a piece rate basis, your hourly wages each week must be at least the required minimum hourly wage for each hour worked.



You must be paid for all hours worked, including waiting time, and sometimes travel time. For example, if you have to wait for tools or equipment to start work, you should be paid for that time. If you move from one field to another during the day, you must be paid for that travel time. Also, if your break or lunch break is less than 20 minutes, you must be paid for it. Keep a record of all your hours to make sure you are paid correctly. In **New York**, all workers must get at least a 30-minute meal break for any shifts longer than 6 hours.

Most farmworkers are not entitled to overtime pay. Overtime is pay at 1.5 times your normal hourly rate. However, if you are planting trees or cutting brush you might be entitled to overtime pay if you work more than 40 hours in a week. Also, some packing and nursery workers are entitled to overtime pay if they work more than 40 hours in a week.

And importantly, in **New York**, farmworkers are entitled to overtime if they work more than 56 hours in a week or if they work on their day of rest. This is also true for workers who are paid on a piece rate basis who work more than 56 hours in a week, or who work on their day of rest.

If you have any questions, please call one of our offices listed inside the front cover.

SALE MINIMÒM

Menm si yo peye w sou yon baz pa moso, salè ou chak semèn dwe omwen salè minimòm pou chak èdtan travay.



Yo dwe peye w pou tout èdtan travay, enkli tan ap tann, epi pafwa tan vwayaj. Pa egzanp, si ou oblije tann zouti oswa ekipman pou kòmanse travay, yo ta dwe peye w pou tan sa a. Si w deplase soti nan yon jaden pou ale nan yon lòt pandan jounen an, yo dwe peye w pou tan vwayaj sa a. Epitou, si repo ou oswa repo manje midi ou mwens pase 20 minit, yo dwe peye w pou li. Kenbe yon dosye sou tout èdtan ou yo pou asire w ke yo peye w kòrèkteman. **Nan New York**, tout travayè yo dwe pran omwen 30 minit repa pou nenpòt orè ki pi long pase 6 èdtan.

Pifò travayè agrikòl yo pa gen dwa pou peye lè siplemanntè. Yo peye lè siplemanntè a 1.5 fwa pousantaj nòmal ou pa èdtan. Sepandan, si w ap plante pye bwa oswa koupe bwòs ou ta ka gen dwa pou peye lè siplemanntè si w ap travay plis pase 40 èdtan nan yon semèn. Epitou, kèk travayè anbalaj ak pepinyè gen dwa pou peye lè siplemanntè si yo travay plis pase 40 èdtan nan yon semèn.

Sitou, nan **New York**, travayè agrikòl yo gen dwa pou lè siplemanntè si yo travay plis pase 56 èdtan nan yon semèn oswa si yo travay nan jou repo yo. Sa a se laverite tou pou travayè ki peye sou yon baz piece rate ki travay plis pase 56 èdtan nan yon semèn, oswa ki travay nan jou repo yo.

Si w gen nenpòt kesyon, tanpri rele youn nan biwo nou yo ki nan lis anndan kouvèti devan an.

RECORD YOUR HOURS

It's a good idea to record your hours separately from how your supervisor or the employer does it.

Use this calendar for short entries like the number of hours you work each day.

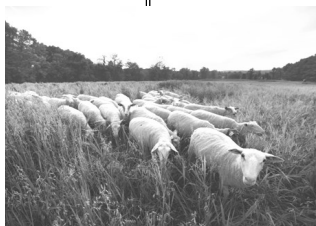
If you work multiple piece rate jobs per day, a more detailed log would be better. We have small log booklets available.

Things you should record:

- Write down the hours you work **every day**.
- Write down the time you start, the time when you stop for lunch, the time you start working after lunch, and the time you stop working.
- If you are paid a piece rate, write down how many pieces you made or boxes or buckets you picked, the piece rate, and the crop you worked that day.

It is important to keep track of all these things. It's possible the boss might make a mistake in what he pays you or in other work documents. It's valuable to have this information so you can prove what work you did and how much you are owed.

Use an envelope or a folder where you can keep all your paycheck stubs. You never know when it might be necessary to prove your earnings.



REJIS TRAVAY

Li se yon bon lide pou anrejistre lè ou separeman de fason sipèvizè w la oswa patwon an fè li.

Sèvi ak kalandriye sa a pou antre kout tankou kantite èdtan ou travay chak jou.

Si w ap travay plizyè travay pa jou, yon boutèy demi lit ki pi detaye ta pi bon. Nou gen ti liv ki disponib.

Bagay ou ta dwe anrejistre:

- Ekri lè w ap travay **chak jou**.
- Ekri lè ou kòmanse, lè ou sispann pou manje midi, lè ou kòmanse travay apre manje midi, ak lè ou sispann travay.
- Si yo peye w yon moso, ekri konbyen moso ou te fè oswa bwat oswa bokit ou te ranmase, pousantaj moso, ak rekòt ou te travay jou sa a.

Li enpòtan pou kenbe tras de tout bagay sa yo. Li posib bòs nan travay la ka fè yon erè nan sa li peye w oswa nan lòt travay. Li enpòtan pou w genyen sa yo pou w ka konte travay ou te fè ak lajan w dwe.

Sèvi ak yon anvlòp oswa yon katab kote ou ka kenbe tout souch chèk ou yo. Ou pa janm konnen ki lè li ta ka jwenn pou jwenn salè ou.

MARCH 2025 MAS

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
						<i>1</i>
<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>
<i>9</i>	<i>10</i>	<i>11</i>	<i>12</i>	<i>13</i>	<i>14</i>	<i>15</i>
<i>16</i>	<i>17</i>	<i>18</i>	<i>19</i>	<i>20</i>	<i>21</i>	<i>22</i>
<i>23</i>	<i>24</i>	<i>25</i>	<i>26</i>	<i>27</i>	<i>28</i>	<i>29</i>
<i>30</i>	<i>31</i>					

NEW YORK OVERTIME

In New York only, farmworkers have a right to overtime when they work **more than 56 hours in a work week** or if they work on their “day of rest”. The rate is time and a half. Workers need to be given one day of rest (24 hours) in every calendar week. While workers cannot be **required** to work on their day of rest, they can **voluntarily** work, but they must be paid the overtime rate for any work on that day. If you work in **New York** and have questions about the overtime law, you can call the Agricultural Worker Project (listed inside the front cover).

The New York overtime rule is set to change over the next few years:

- ♦ **2020-2023: 60 hours**
- ♦ **2024: 56 hours**
- ♦ **2026: 52 hours**
- ♦ **2028: 48 hours**
- ♦ **2030: 44 hours**
- ♦ **2032: 40 hours**



THE RIGHT TO ORGANIZE

In New York, farmworkers also have the right to form a union and to organize with their co-workers to protect their rights or try to improve their working conditions. This means you are protected when you talk with your co-workers about making working conditions better or when you and your co-workers demand better conditions from your employer. Sometimes, workers form or join a union to represent them in negotiating contracts with their employer.

Bosses have very strict rules about what they can and cannot do when workers are organizing. They cannot retaliate against you, threaten you, or spy on you.

Before you sign any papers given to you by a union, make sure you understand what it is you are signing and how much the union may take in dues from your paycheck. Remember that the union you and your coworkers choose, if any, will represent you and your coworkers in the future, so you should understand how it promises to advocate for you.

You have the right to join a union, no matter your immigration status. You also have the right not to vote to join a union. **The choice is yours, and nobody can force you one way or the other.**

If you have any concerns, please call us.

APRIL 2025 AVRIL

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15 Tax Day	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

TAN SUPPLÒM NAN NEW YORK

Nan New York sèlman, travayè agrikòl yo gen dwa pou lè siplemantè lè yo travay **plis pase 56 èdtan nan yon semèn** travay oswa si yo travay nan "jou repo" yo. Pousantaj la se tan ak yon mwatye. Travayè yo dwe bay yon jou repo (24 èdtan) nan chak semèn kalandriye. Pandan ke travayè yo pa ka **oblige** travay nan jou repo yo, yo ka travay **volontèman**, men yo dwe peye yo pousantaj lè siplemantè pou nenpòt ki travay nan jou sa a. Si w ap travay nan **New York** epi w gen kesyon sou lwa lè siplemantè a, ou ka rele Pwojè Lwa sou Travayè Agrikòl (ki nan lis anndan kouvèti a).

Règ lè siplemantè New York la pral chanje pandan kèk ane kap vini yo:

- ◆ **2020-2023: 60 èdtan**
- ◆ **2024: 56 èdtan**
- ◆ **2026: 52 èdtan**
- ◆ **2028: 48 èdtan**
- ◆ **2030: 44 èdtan**
- ◆ **2032: 40 èdtan**



DWA POU ÒGANIZE

Nan New York, travayè agrikòl yo gen dwa tou pou yo fòme yon sendika epi pou yo òganize ak kòlèg travay yo pou pwoteje dwa yo oswa pou eseye amelyore kondisyon travay yo. Sa vle di ou pwoteje lè w ap pale ak kòlèg travay ou yo pou yo fè kondisyon travay yo pi bon oswa lè ou menm ak kòlèg travay ou yo mande pi bon kondisyon nan men anplwayè ou. Pafwa, travayè yo fòme oswa rantre nan yon sendika pou reprezante yo nan negosyasyon kontra ak patwon yo.

Patwon yo gen règ trè strik sou sa yo kapab epi yo pa kapab fè lè travayè yo ap òganize. Yo pa ka pran revanj kont ou, menase ou, oswa espyonaj sou ou.

Anvan ou siyen nenpòt papye yon sendika ba ou, asire w ke ou konprann sa w ap siyen ak konbyen sendika a ka pran nan kotizasyon w nan chèk salè w la. Sonje ke sendika ou menm ak kòlèg travay ou chwazi a, si genyen, ap reprezante ou menm ak kòlèg travay ou yo alavni, kidonk ou ta dwe konprann ki jan li pwomèt pou defann ou.

Ou gen dwa rantre nan yon sendika, kèlkeswa sitiyasyon imigrasyon w. Ou gen dwa tou pou pa vote pou rantre nan yon sendika. **Chwa a se pou ou, epi pèsonn pa ka fòse ou yon fason oswa yon lòt.**

Si w gen nenpòt enkyetid, tanpri rele nou.

MAY 2025 ME

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
				<i>1</i>	<i>2</i>	<i>3</i>
<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>
<i>11</i>	<i>12</i>	<i>13</i>	<i>14</i>	<i>15</i>	<i>16</i>	<i>17</i>
<i>18</i>	<i>19</i>	<i>20</i>	<i>21</i>	<i>22</i>	<i>23</i>	<i>24</i>
<i>25</i>	<i>26 Memorial Day</i>	<i>27</i>	<i>28</i>	<i>29</i>	<i>30</i>	<i>31</i>

JOB DISCRIMINATION

DON'T LET ANYONE TAKE AWAY YOUR RIGHT TO WORK

If you have legal work authorization, but you **were fired, weren't hired, were treated differently at work, or were retaliated against** for any of the following reasons:

- ♦ you **are not** a U.S. citizen or permanent resident
- ♦ you **are** a U.S. citizen or permanent resident
- ♦ you were not born in the U.S.
- ♦ the company thought your work documents looked fake
- ♦ you don't speak English, and it's not necessary to do the job
- ♦ you were replaced by a U.S. citizen, and you are not an H-2A worker
- ♦ you were replaced by a worker with an H-2A or H-2B visa

THEN YOU MAY HAVE BEEN DISCRIMINATED AGAINST.

Whether you have legal work authorization or not, you cannot be discriminated against because of things like your gender, your age, or your race/ethnicity.

When you get a job, you must show documents proving your authorization to work in the U.S., and sign a form called an I-9. The I-9 lists the documents you can use to prove work authorization. **The employer cannot tell you which of the documents listed you must provide.**

If you are discriminated against, call one of our offices listed inside the front cover of this calendar.

DISKRIMINASYON TRAVAY

PA KITE PERSONN PRAN DWA W POU TRAVAY

Si ou gen yon pèmi travay men, **yo te revoke ou, yo pa te anboche w, yo te trete yon fason diferan nan travay, oswa yo te pran revanj kont ou** pou nenpòt nan rezon sa yo:

- ♦ ou **pa** yon sitwayen ameriken oswa yon rezidan pèmanan
- ♦ ou **se** yon sitwayen ameriken oswa rezidan pèmanan
- ♦ ou pa fèt Ozetazini.
- ♦ konpayi an te panse dokiman travay ou yo te sanble fo
- ♦ ou pa pale anglè, epi li pa nesesè pou w travay.
- ♦ yo te ranplase w pa yon sitwayen ameriken, epi ou pa yon H-2 travayè.
- ♦ yon travayè te ranplase w ak yon viza H-2A oswa H-2B

Yo fè diskriminasyon sou ou.

Kit ou gen otorizasyon legal pou travay oswa ou pa, yo pa ka fè diskriminasyon kont ou poutèt bagay tankou sèks ou, laj ou oswa ras/etnisite ou.

Lè w jwenn yon travay, ou dwe montre dokiman ki pwouve otorizasyon w pou travay Ozetazini, epi siyen yon fòm ki rele I-9. I-9 bay lis dokiman ou ka itilize pou pwouve otorizasyon travay. **Anplwayè a pa ka di w kilès nan dokiman ki nan lis la ou dwe bay.**

Si yo fè diskriminasyon kont ou, rele youn nan biwo nou yo ki nan lis anndan kouvèti kalandriye sa a.

JUNE 2025 JEN

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>
<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>	<i>12</i>	<i>13</i>	<i>14</i>
<i>15</i>	<i>16</i>	<i>17</i>	<i>18</i>	<i>19</i>	<i>20</i>	<i>21</i>
<i>22</i>	<i>23</i>	<i>24</i>	<i>25</i>	<i>26</i>	<i>27</i>	<i>28</i>
<i>29</i>	<i>30</i>					

HEAT ILLNESS

Sun and heat can be dangerous! Protect your health. Drink water before you feel thirsty. Drink small amounts of water every 30 minutes. Avoid coffee or alcohol. Get used to the sun little by little. Rest in the shade occasionally.

Schedule demanding tasks in the morning or late in the day. Wear light-colored and loose-fitting clothes and a hat. See a doctor if you have: fever, strong fatigue, headaches, confusion, nausea, difficulty concentrating or thinking, or little to no sweating.



MALADI CHALÈ

Solèy ak chalè ka danjere! Pwoteje sante w. Bwè dlo anvan ou swaf dlo. Bwè ti kantite dlo chak 30 minit. Evite kafe oswa alkòl. Abitye ak solèy la piti piti. Repoze nan lonbraj la detanzantan.

Planifye travay ki mande nan maten oswa an reta nan jounen an. Mete rad ki gen koulè pal epi ki lach ak yon chapo. Gade yon doktè si w genyen: lafyèv, gwo fatig, tèt fè mal, konfizyon, kè plen, difikilte pou konsantrasyon oswa reflechi, oswa ti kras oswa pa gen swe.

FIELD SANITATION

A toilet and a place to wash your hands must be available for every 20 workers. Toilets must be within 1/4 mile from where you are working. Toilets must work and be kept clean. Handwashing facilities must be filled with clean water and must be kept clean. There must also be soap and single-use towels.

Water: You must have drinking water available near where you work. The water must be cool, safe, and enough for everyone. Your employer must tell each worker where the toilets, drinking water, and handwashing places are and let you use them when you need to.



SANITASYON JADEN

Yon twalèt ak yon kote pou lave men ou dwe disponib pou chak 20 travayè. Twalèt yo dwe nan 0.4 kilomèt de kote w ap travay. Twalèt yo dwe travay epi yo dwe kenbe pwòp. Etablisman lave men yo dwe ranpli ak dlo pwòp epi yo dwe kenbe pwòp. Dwe tou gen savon ak sévyèt yo sèl-itilize.

Dlo: Ou dwe gen dlo pou bwè tou pre kote w ap travay. Dlo a dwe fre, san danje e ase pou tout moun. Patwon w lan dwe di chak travayè ki kote twalèt yo, dlo pou bwè, ak kote pou w lave men yo ye epi kite w itilize yo lè w bezwen.

JULY 2025 JIYÈ

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
		<i>1</i>	<i>2</i>	<i>3</i>	<i>4 Independence Day</i>	<i>5</i>
<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>	<i>12</i>
<i>13</i>	<i>14</i>	<i>15</i>	<i>16</i>	<i>17</i>	<i>18</i>	<i>19</i>
<i>20</i>	<i>21</i>	<i>22</i>	<i>23</i>	<i>24</i>	<i>25</i>	<i>26</i>
<i>27</i>	<i>28</i>	<i>29</i>	<i>30</i>	<i>31</i>		

HOUSING

You have a right to safe and decent housing.

In most circumstances the housing must be:

- **Inspected**: before anyone moves in, the building must be inspected and the boss must post the inspection permit.
- **Safe**: the building must be safe, with no electrical problems, and have clean water. This includes working smoke alarms and fire extinguishers.
- **Clean**: the garbage must be removed, the bathrooms must be clean, and storage for your food must be provided.
- **Posted**: if there are charges or expenses for the housing, the information must be posted. **In New York, migrant workers cannot be charged for housing.** Some year-round workers can be charged for housing, but there are strict conditions and limits to the charges.
- **Visitors**: Where you live is **your home**. You have the right to visitors, and your boss cannot stop you from having visitors.

You should help keep the building and grounds clean. Report any problems to your boss. Allow government inspectors to inspect the building. Problems with housing can be serious and complicated. Contact us if you have other questions about the condition of your housing or if you get hurt in your housing.



EVICCTIONS

- There are certain things your boss must do if they want you to leave your housing, **even if you are fired or you quit**. Nobody can force you to leave your home without an order from a court.
- If an employer is trying to evict you, **please call us BEFORE you leave**. It is much more difficult to get you back into your housing if you have already left.
- It is illegal for an employer to try to get you to leave by threatening you, locking you out, using force, or turning off your utilities. Your employer can even be arrested for doing things like that.



AUGUST 2025 OUT

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
					<i>1</i>	<i>2</i>
<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>
<i>10</i>	<i>11</i>	<i>12</i>	<i>13</i>	<i>14</i>	<i>15</i>	<i>16</i>
<i>17</i>	<i>18</i>	<i>19</i>	<i>20</i>	<i>21</i>	<i>22</i>	<i>23</i>
<i>24</i>	<i>25</i>	<i>26</i>	<i>27</i>	<i>28</i>	<i>29</i>	<i>30</i>
<i>31</i>						

LOJMAN

Ou gen dwa a yon lojman ki an sekirite ak desan.

Nan pifò sikonstans lojman an dwe:

- **Enspekte:** anvan nenpòt moun deplase, yo dwe enspekte bilding lan epi bòs nan travay la dwe poste pèmi enspeksyon an.
- **San danje:** bilding lan dwe san danje, pa gen okenn pwoblèm elektrik, epi yo dwe gen dlo pwòp. Sa a gen ladan alam lafimen k ap travay ak aparèy pou etenn dife.
- **Netwaye:** yo dwe retire fatra a, twalèt yo dwe pwòp, epi yo dwe bay depo pou manje ou.
- **Afiche:** si gen chaj oswa depans pou lojman an, enfòmasyon yo dwe afiche. Nan New York, travayè migran yo pa kapab peye pou lojman. Gen kèk travayè pandan tout ane a ka peye pou lojman, men gen kondisyon strik ak limit nan chaj yo.
- **Vizite yo:** Kote w ap viv la se lakay ou. Ou gen dwa pou jwenn vizite, epi bòs nan travay ou pa ka anpeche w gen vizite.

Ou ta dwe ede kenbe bilding lan ak lakou pwòp. Rapòte nenpòt pwoblèm bay bòs ou a. Pèmèt enspektè gouvènman yo enspekte bilding lan. Pwoblèm ak lojman yo ka grav ak konplike. Kontakte nou si w gen lòt kesyon sou kondisyon lojman w oswa si w blese nan lojman w.



DEGÈPISMAN

- Gen kèk bagay bòs nan travay ou dwe fè si li vle ou kite kay ou a, **menm si yo revoke ou oswa ou kite**. Pèsonn pa ka fòse w kite kay ou san yon tribinal pa gen yon lòd.
- Si yon patwon ap eseye mete w deyò, **tanpri rele nou AVAN ou ale**. Li pi difisil pou w retounen lakay ou si w te deja ale.
- Li ilegal pou yon anplwayè eseye fè w ale nan menase w, fèmen w deyò, sèvi ak fòs, oswa fèmen sèvis piblik ou yo. Yo ka menm arete patwon w pou fè bagay konsa.



SEPTEMBER 2025 SEPTANM

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
	<i>1 Labor Day</i>	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

WORKERS' COMPENSATION



All farmworkers are eligible for Workers' Compensation. If you are injured at work or become sick due to a work condition, you have the right to medical treatment, at no cost. The insurance company pays for your medical bills and perhaps for some of your lost wages. It is illegal for your boss to stop you from getting workers' compensation benefits.

If you're injured while working, get medical care - don't wait! Tell the doctor you were injured at work. The doctor should bill the insurance company. You should not pay for any medical services. Follow the doctor's orders. Return for follow-up medical appointments and physical therapy.

Tell the boss right away! In order to get benefits, you must tell the boss you were injured.

Keep records! Keep a record of medical visits, the doctor's name and address, and any costs (such as transportation, prescriptions, other receipts).

If you are still injured when you go home, you should continue to receive medical care and lost wages. It is best, but not required, to start your workers' compensation claim before you leave. Ask your doctor for a copy of your medical records. Take them home with you. Find a doctor at home to provide care. Send copies of your medical reports to the insurance company.

If you have questions about workers' compensation, ask for help! If you need help seeing a doctor, getting your bills paid or receiving wage benefits, call the legal services office in the state you are seeking benefits—they can refer you to a workers' compensation lawyer. The offices are listed inside the front cover.

OCTOBER 2025 OKTÒB

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
			1	2	3	4
5	6	7	8	9	10	11
12	13 <i>Indigenous Peoples' Day</i>	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

KONPANSASYON TRAVAYÈ

Tout travayè agrikòl yo kalifye pou Konpansasyon Travayè. Si w blese nan travay ou oswa si w malad akòz yon kondisyon travay, ou gen dwa pou w resevwa tretman medikal gratis. Konpayi asirans lan peye pou bòdwo medikal ou yo e petèt pou kèk nan salè ou pèdi. Li ilegal pou bòs nan travay ou npeche w jwenn benefis konpansasyon travayè yo.

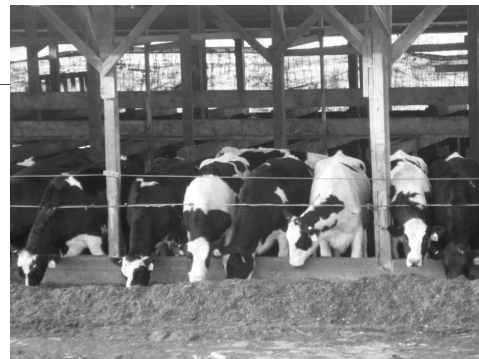
Si w blese pandan w ap travay, jwenn swen medikal - pa tann! Di doktè a ou te blese nan travay la. Doktè a ta dwe voye bòdwo konpayi asirans lan. Ou pa ta dwe peye pou okenn sèvis medikal. Swiv lòd doktè a. Retounen pou randevou medikal swivi ak terapi fizik.

Di bòs la touswit! Pou w ka jwenn benefis, ou dwe di bòs nan travay ou te blese.

Kenbe dosye! Kenbe yon dosye sou vizit medikal yo, non doktè a ak adrès, ak nenpòt frè (tankou transpò, preskripsyon, lòt resi).

Si w toujou blese lè w ale lakay ou, ou ta dwe kontinye resevwa swen medikal ak salè ou pèdi. Li pi bon, men li pa obligatwa, pou w kòmanse reklamasyon konpansasyon travayè w anvan w ale. Mande doktè w pou yon kopi dosye medikal ou. Pran yo lakay ou avèk ou. Jwenn yon doktè nan kay la pou bay swen. Voye kopi rapò medikal ou yo bay konpayi asirans lan.

Si w gen kesyon sou konpansasyon travayè, mande èd! Si w bezwen èd pou w wè yon doktè, pou w peye bòdwo w yo oswa pou w resevwa benefis salè, rele biwo sèvis legal nan eta w ap chèche benefis yo—yo ka refere w bay yon avoka konpansasyon travayè. Biwo yo nan lis andedan kouvèti devan an.



NOVEMBER 2025 NOVANM

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
						<i>1</i>
<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>
<i>9</i>	<i>10</i>	<i>11 Veterans Day</i>	<i>12</i>	<i>13</i>	<i>14</i>	<i>15</i>
<i>16</i>	<i>17</i>	<i>18</i>	<i>19</i>	<i>20</i>	<i>21</i>	<i>22</i>
<i>23/30</i>	<i>24</i>	<i>25</i>	<i>26</i>	<i>27 Thanksgiving</i>	<i>28</i>	<i>29</i>

UNEMPLOYMENT

Once your job ends, you might be eligible for unemployment compensation benefits. You can apply at a State Department of Labor agency where you are living or in the state you worked. Some states accept applications by telephone or the internet. States have different rules for calculating your benefits and for counting wages from other states to qualify. The place where you worked and the length of time may determine where you should apply and how much you receive. When applying, be sure to report every place you worked.

If you have questions or problems getting unemployment benefits, contact one of our offices listed inside the front cover. **If you are denied benefits, contact us immediately—the appeal deadline is very short.**

H-2A workers and undocumented workers are not eligible for unemployment benefits.



CHOMAJ

Yon fwa travay ou fini, ou ka kalifye pou benefis konpansasyon chomaj. Ou ka aplike nan yon ajans Depatman Travay Eta kote w ap viv oswa nan eta ou te travay la. Kèk eta aksepte aplikasyon pa telefòn oswa entènèt la. Eta yo gen règ diferan pou kalkile benefis ou yo ak pou konte salè nan lòt eta yo kalifye. Kote ou te travay ak kantite tan an ka detèmine kote ou ta dwe aplike ak konbyen lajan ou resevwa. Lè w ap aplike, asire w ke w rapòte chak kote w te travay.

Si w gen kesyon oswa pwoblèm pou jwenn alokasyon chomaj, kontakte youn nan biwo nou yo ki nan lis anndan kouvèti a. **Si yo refize w benefis, kontakte nou imedyatman—dat limit apèl la trè kout.**

Travayè H-2A ak travayè san papye pa kalifye pou benefis chomaj.

DECEMBER 2025 DESANM

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>
<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>	<i>12</i>	<i>13</i>
<i>14</i>	<i>15</i>	<i>16</i>	<i>17</i>	<i>18</i>	<i>19</i>	<i>20</i>
<i>21</i>	<i>22</i>	<i>23</i>	<i>24</i>	<i>25 Christmas Day</i>	<i>26</i>	<i>27</i>
<i>28</i>	<i>29</i>	<i>30</i>	<i>31</i>			

FARMWORKER RIGHTS

There is a law in the United States called the Migrant and Seasonal Agricultural Worker Protection Act. It covers most farms and farmworkers. (It does not apply to H-2A workers.)

Under this law you have the right to:

- Accurate information about the job, in writing, when you are recruited.
- Accurate and complete pay statements every time you get paid.
- Clean, safe housing.
- Transportation in safe vehicles if the employer provides transportation.
- The contractor and the employer have to keep all their promises.
- You must be paid all of the wages you are owed.

This law also has other protections for workers.

Please call us if you have any questions or if you want help. Numbers are listed inside the front cover.



DWA TRAVAYÈ AGRIKÒL YO

Gen yon lwa Ozetazini ki rele Lwa Pwoteksyon Travayè Agrikòl Migran ak Sezon. Li kouvri pifò fèm ak travayè agrikòl yo. (Li pa aplike pou travayè H-2A.)

Dapre lwa sa a ou gen dwa pou:

- Enfòmasyon egzat sou travay la, alekri, lè yo rekrute w.
- Deklarasyon peman egzat ak konplè chak fwa ou resevwa peye.
- Lojman pwòp, ki an sekirite.
- Transpò nan machin ki an sekirite si patwon an bay transpò.
- Kontraktè a ak patwon an dwe kenbe tout pwomès yo.
- Yo dwe peye w tout salè yo dwe w yo.

Lwa sa a gen lòt pwoteksyon tou pou travayè yo.

Tanpri rele nou si w gen nenpòt kesyon oswa si w vle èd. Nimewo yo nan lis andedan kouvèti devan an.



PESTICIDES



Pesticides can be dangerous chemicals, and you should be careful if your job involves using them.

Some things you can do to protect yourself include:

- **Always use protective equipment**, which should be provided to you by your employer.
- Wash your hands before eating, drinking, smoking, or going to the bathroom.
- Wash your body after work.
- Wash the clothes you used while working with pesticides before you wear them again.
- Wash your work clothes separately from other clothes.
- Wear long-sleeved shirts that cover your arms.
- Wear long pants, socks, and gloves.

You have the right to ask for information from your boss about the pesticides they are using where you work.



PESTICIDES (CONTINUED)

What should you do if you are sprayed with pesticides or you ingest them?

- Take off your clothes if they are contaminated.
- Rinse your skin immediately with soap and water.
- If you feel sick or if your eyes, skin or throat hurt, go to a doctor immediately or call 911.
- Tell the doctor that you think you've been poisoned by pesticides.
- Tell the doctor that he can call your boss to find out what pesticides they were using where you worked.
- Remember that Workers' Compensation Insurance should pay for these medical costs.

Some symptoms of pesticide poisoning are:

Irritated skin, nose, eyes or throat; headache; vomiting; blurred vision; sweating; muscle pain or cramps; chest pain; drooling; difficulty breathing; nausea; difficulty walking; weakness and loss of appetite.

Cancer Alert: Pesticides are dangerous and a link has been found to cancer, in particular with *Roundup*. Make sure to go to the doctor regularly, and call us if you have cancer and have ever worked with pesticides. Workers' compensation may cover your treatment.



PESTISID

Pestisid yo ka pwodui chimik danjere, epi ou ta dwe fè atansyon si travay ou enplike nan itilize yo.

Gen kèk bagay ou ka fè pou pwoteje tèt ou:

- **Toujou sèvi ak ekipman pwoteksyon**, ke patwon ou ta dwe ba ou.
- Lave men ou anvan ou manje, bwè, fimen, oswa ale nan twalèt.
- Lave kò ou apre travay.
- Lave rad ou te itilize yo pandan w ap travay ak pestisid anvan ou mete yo ankò.
- Lave rad travay ou separeman ak lòt rad.
- Mete chemiz manch long ki kouvri bra ou.
- Mete pantalon long, chosèt, ak gan.

Ou gen dwa pou mande bès ou enfòmasyon sou pestisid y ap itilize kote w ap travay la.



PESTISID (KONTINYE)

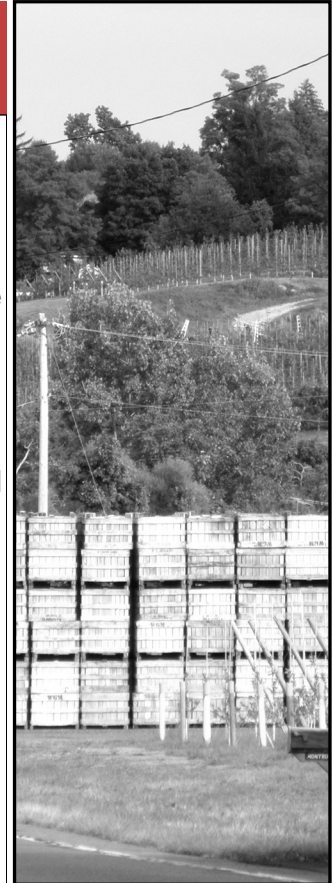
Kisa ou ta dwe fè si yo flite w ak pestisid oswa si w enjere yo?

- Retire rad ou si yo kontamine.
- Rense po ou imedyatman ak savon ak dlo.
- Si w santi w malad oswa si je w, po, oswa gòj ou fè mal, ale kay yon doktè imedyatman oswa rele 911.
- Di doktè a ke ou panse ke pestisid te anpwazonnen ou.
- Di doktè a ke li ka rele bòs nan travay ou pou konnen ki pestisid yo t ap itilize kote ou te travay la.
- Sonje ke Asirans Konpansasyon Travayè ta dwe peye pou depans medikal sa yo.

Gen kèk sentòm anpwazonman pestisid yo se:

Po, nen, je oswa gòj irite; tèt fè mal; vomisman; vizyon twoub; ; swe; doulè nan misk oswa kranp; doulè nan pwatrin; bave; difikilte pou respire; kè plen; difikilte pou mache; feblès ak pèt apeti.

Alèt Kansè: Pestisid yo danjere e yo te jwenn yon lyen ak kansè, an patikilye ak Roundup. Asire w ou ale kay doktè regilyèman, epi rele nou si ou gen kansè epi ou te janm travay ak pestisid. Konpansasyon travayè yo ka kouvri tretman w.



H-2A WORKERS

If you came to the United States with a temporary visa to work on a farm, you are covered under an H-2A work contract. H-2A contracts provide for certain benefits. Rights and protections under an H-2A contract include:

- Receiving a copy of your contract before you leave your home country.
- At minimum payment of the Adverse Effect Wage Rate (AEWR) for all hours worked. The AEWR is the minimum hourly wage for H-2A jobs. **In 2025, in New England and New York, the AEWR is \$18.83 per hour.**
- Safe transportation from the labor camp to work and back.
- Free housing which is inspected and meets federal and state standards.
- Workers' compensation benefits if you are injured while working, including medical care and sometimes a lost-wage benefit if you are unable to work.
- Reimbursement of some of your travel expenses to and from the United States.
- No retaliation for asserting your rights under the contract. This includes talking with a legal aid worker or filing a complaint.
- Other rights that are in your contract.

NOTE: IF you are **not** an H-2A worker but are doing the same work as H-2A workers employed at your farm, you get the same contract rights, including pay.

Contact us if you have questions about your contract or if you need help.



TRAVAYÈ H-2A

Si ou te vin Ozetazini ak yon viza tanporè pou travay nan yon fèm, ou garanti anba yon kontra travay H-2A. Kontra H-2A bay sèten avantaj. Dwa ak pwoteksyon anba yon kontra H-2A gen ladan:

- Resevwa yon kopi kontra w anvan w kite peyi w.
- Omwen peman To Salè Efè Adverse (AEWR) pou tout èdtan travay yo. AEWR se sale minimòm èdtan pou travay H-2A. **Nan 2025, nan New England ak New York, AEWR a se \$18.83 pou chak èdtan.**
- Transpò san danje soti nan kan travay la pou ale travay epi retounen.
- Lojman gratis ki enspekte epi ki satisfè nòm federal ak eta yo.
- Benefis konpansasyon travayè yo si w blese pandan w ap travay, enkli swen medikal epi pafwa yon benefis salè pèdi si w pa kapab travay.
- Ranbousman kèk nan depans vwayaj ou ale ak soti nan Etazini.
- Pa gen vanjans pou reklame dwa w anba kontra a. Sa enkli pale ak yon travayè èd legal oswa depoze yon plent.
- Lòt dwa ki nan kontra ou.

REMAK: Si w **pa** yon travayè H-2A men w ap fè menm travay ak travayè H-2A k ap travay nan fèm ou a, ou jwenn menm dwa sou kontra yo, enkli salè.

Kontakte nou si w gen kesyon sou kontra w oswa si w bezwen èd.



H-2B WORKERS

If you come to the United States with a temporary visa to work someplace other than on a farm, you are probably an H-2B worker, not an H-2A worker. Many H-2B contract workers work at hotels or in seafood processing jobs, construction jobs, and landscaping jobs. There are also many H-2B workers in Maine and other states who do forestry work by planting pine seedlings and cutting brush.

As an H-2B worker, you are entitled to Workers' Compensation benefits if you are hurt on the job. However, some of the legal rights of an H-2B worker are different than the rights of an H-2A worker. For example, employers of H-2B workers may not have to provide a minimum work guarantee, free housing, or transportation.



Generally speaking, forestry workers and many other H-2B workers are entitled to overtime pay (time and a half) for hours worked over 40 in a week. H-2B forestry workers are also protected by the federal Migrant and Seasonal Agricultural Worker Protection Act. Check if you have an H-2A visa or an H-2B visa, and find out what your contract provides.

If you have questions about your rights, please contact us.

TRAVAYÈ H-2B

Si w vin Ozetazini ak yon viza tanporè pou w travay yon lòt kote ki pa nan yon fèm, pwobableman ou se yon travayè H-2B, pa yon travayè H-2A. Anpil travayè kontra H-2B travay nan otèl, nan travay trete fwidmè, travay konstriksyon, ak travay jaden. Genyen tou anpil travayè H-2B nan Maine ak lòt eta ki fè travay forè lè yo plante plant pen ak koupe bwòs.

Antanke yon travayè H-2B, ou gen dwa a benefis Konpansasyon Travayè si ou te blesse nan travay la.

Sepandan, kèk nan dwa legal yon travayè H-2B yo diferan pase dwa yon travayè H-2A. Pa egzanp, anplwayè travayè H-2B kapab pa oblije bay yon garanti minimòm travay, lojman gratis, oswa transpò.

An jeneral, travayè forè ak anpil lòt H-2B travayè yo gen dwa pou yo peye yo lè sipleman (tan ak yon mwatye) pou èdtan travay plis pase 40 nan yon semèn. H-2B travay forè yo tou pwoteje pa federal Migran ak Sezonal Lwa Pwoteksyon Travayè Agrikòl. Tcheke si ou genyen yon viza H-2A oswa yon viza H-2B, epi chèche konnen sa kontra w la bay.

Si w gen kesyon sou dwa w, tanpri kontakte nou.



SOCIAL SECURITY

Your **Social Security Number is private**. You are only required to provide it for employment and banking. Keep your number in a safe place to prevent identity theft. Never give out your Social Security number.

Social Security is a U.S. government benefit program. It pays a monthly amount to workers who are **retired** (at least age 62) or **disabled**. To qualify for benefits, you usually must have paid into Social Security through payroll deductions for 10 years. A worker's spouse or child may also be eligible for benefits.

This money goes to your account at Social Security. You should have a deduction from your check each week. It is usually listed on your check as "FICA", "Social Security", "Medicare", or "OASDI". Call us if you have any questions about amounts being withheld from your pay. H-2A workers and undocumented workers are not eligible for these benefits. H-2A workers should **not** have "FICA", "Social Security", "Medicare", or "OASDI" taxes withheld from their paychecks.

It is a good idea to check with Social Security to see if all your earnings are included in their records. If not, you can correct your record. If you have any questions regarding Social Security, in the U.S. you can call **1-800-772-1213**. Outside the U.S., use **410-965-0160**.

If you have any questions or problems, please call one of our offices, listed inside the front cover of this calendar.



SEKIRITE SOSYAL

Nimewo **Sekirite Sosyal ou prive**. Ou gen obligasyon sèlman pou bay li pou travay ak bank. Kenbe nimewo w nan yon kote ki an sekirite pou anpeche vòl idantite. Pa janm bay nimewo sekirite sosyal ou.

Sekirite Sosyal se yon pwogram benefis gouvènman ameriken an. Li peye yon kantite lajan chak mwa bay travayè ki pran **retrèt** (omwen laj 62) oswa **ki andikape**. Pou kalifye pou benefis, anjeneral ou dwe te peye nan Sekirite Sosyal atravè dediksyon pewòl pou 10 ane. Konjwen oswa pitit yon travayè ka elijib tou pou benefis yo.

Lajan sa a ale nan kont ou nan Sekirite Sosyal. Ou ta dwe gen yon dediksyon nan chèk ou chak semèn. Anjeneral li nan chèk ou a kòm yon konbinezon "FICA" ak "Medicare". Rele nou si w gen nenpòt kesyon sou kantite lajan yo kenbe nan peman ou. Travayè H-2A ak travayè **san papyè** pa kalifye pou benefis sa yo. Travayè H-2A pa ta dwe genyen taks "FICA", "sekirite sosyal", "Medicare", oswa "OASDI" nan chèk yo.

Li se yon bon lide yo tcheke avèk Sekirite Sosyal yo wè si tout salè ou yo enkli nan dosye yo. Si ou pa, ou ka korije dosye ou. Si ou gen nenpòt kesyon konsènan sekirite sosyal, nan peyi Etazini an ou ka rele **1-800-772-1213**. Deyò US la, sèvi ak **410-965-0160**.

Si w gen nenpòt kesyon oswa pwoblèm, tanpri rele youn nan biwo nou an, ki nan lis andedan kouvèti a devan nan kalandriye sa a.



DOMESTIC VIOLENCE

If you are in danger, call 911 for the police. Your safety is important.

Physical abuse by your spouse or partner is illegal. Abuse can include many things like:

- Physical violence;
- Threats of physical violence;
- Sexual assault;
- Stalking (“Stalking” means repeated actions, such as following you, which make you feel threatened or uncomfortable);
- Intimidating actions; or
- Posting sexual photographs of you online without your consent.



If you are frightened about something in your relationship, please call the **National Domestic Violence Hotline at 1-800-799-SAFE (7233) or TTY 1-800-787-3224**, or you can text “**START**” to **88788**. You can call anytime. Hotline advocates provide referrals to local agencies for help. Interpretation is available.

Sexual harassment at work is illegal. Sexual harassment at work means that someone at work is making comments to you, coming on to you, following you, touching you, or doing/saying sexual things that make you uncomfortable. It is also illegal to touch someone in a sexual way without that person’s consent. If a co-worker or supervisor is doing this to you, you can call us for advice. Everything we speak about is private and confidential.

If you are **married to a U.S. citizen or permanent resident who is abusing you**, you do not have to stay in your relationship to become a permanent resident. You might qualify on your own. There are special rules for this. Also, if you divorce because of abuse, you may also be able to apply. You do not need to stay with your abuser to apply. Your safety and well-being are the most important thing. This is a complicated area of the law. Call us for more information.

IMMIGRATION INFORMATION

If you have questions or problems regarding immigration, you should get legal help. Immigration laws change frequently.

Avoid notaries and immigration “advisors.” Find an experienced immigration attorney. We can help refer you to an experienced immigration attorney. Call us for information.

- It's very important that you file your tax return every year, even if you don't owe taxes. Not filing taxes could affect an immigration application.
- Permanent Residents may apply for residency for their spouse and unmarried children.
- Citizens may apply for residency on behalf of their spouse, parents, children (married or not), or brothers and sisters.
- If you have a case with Immigration, it's important to report any change in your address.
- A non-citizen, even Permanent Residents, can be deported from the United States for violating various immigration or criminal laws. Some reasons for deportation are hitting or threatening a spouse, gun violations and drug violations - there are many others also.

Keep records of all your work in the United States, including paystubs and taxes, for any future immigration issues or applications.

If you are the victim of certain crimes, you might qualify for legal status in the United States. Only some crimes are covered by this law. Please call us for advice.

Immigration applications are complicated...If you want to know if any of these immigration situations apply to you, then please get an attorney's help. These are complicated applications and should not be done on your own. For more information, contact the legal services office in your state, listed on the inside of the front cover of this calendar.



VYOLANS DOMESTIK AK ARASMAN SEKSYÈL



Si w an danje, rele 911 pou lapolis. Sekirite w enpòtan.

Abi fizik pa mari oswa madanm ou oswa patnè ou ilegal. Abi ka gen ladan anpil bagay tankou:

- Vyolans fizik;
- Menas vyolans fizik;
- Atak seksyèl;
- Stalking ("Stalking" vle di aksyon repete, tankou swiv ou, ki fè ou santi ou menase oswa mal alèz);
- Aksyon entimidasyon; oswa
- Afiche foto seksyèl ou sou entènèt san konsantman ou.

Si w pè yon bagay nan relasyon w genyen, tanpri rele Liy Asistans **Nasyonal pou Vyolans Domestik la nan 1-800-799-SAFE (7233) oswa TTY 1-800-787-3224**, oswa ou ka voye tèks **"START" nan 88788**. Ou kapab rele nenpòt lè. Moun ki nan nimewo sa yo ka ede w jwenn èd kote w ap viv la. Entèpretasyon disponib.

Arasman seksyèl nan travay ilegal. Arasman seksyèl nan travay vle di ke yon moun nan travay ap fè kòmantè sou ou, vin sou ou, swiv ou, manyen ou, oswa fè/di bagay seksyèl ki fè ou mal alèz. Li ilegal tou pou yon moun manyen w nan yon fason seksyèl san konsantman w. Si yon kòlèg travay oswa sipèvizè ap fè w sa, ou ka rele nou pou w jwenn konsèy. Tout sa nou pale sou yo se prive ak konfidansyèl.

Si w **marye ak yon sitwayen ameriken oswa rezidan pèmanan k ap abize w**, ou pa oblije rete nan relasyon w pou w vin yon rezidan pèmanan. Ou ta ka kalifye pou kont ou. Gen règ espesyal pou sa. Epitou, si w divòse akòz abi, ou kapab tou vin yon rezidan pèmanan san w pa rete ak moun ki abize w la. Sekirite w ak byennèt ou se bagay ki pi enpòtan. Sa a se yon domèn konplike nan lwa a. Rele nou pou plis enfòmasyon.

ENFÒMASYON SOU IMIGRASYON

Si w gen kesyon oswa pwoblèm konsènan imigrasyon, ou ta dwe jwenn èd legal. Lwa imigrasyon yo chanje souvan.

Evite notè ak "konseye" imigrasyon. Jwenn yon avoka imigrasyon ki gen eksperyans. Nou ka ede refere w bay yon avoka imigrasyon ki gen eksperyans. Rele nou pou enfòmasyon.

- Li enpòtan anpil pou ou ranpli deklarasyon taks ou chak ane, menm si ou pa dwe taks. Pa ranpli taks kapab afekte yon aplikasyon imigrasyon.
- Rezidan Pèmanan yo ka aplike pou rezidans pou konjwen yo ak timoun ki pa marye yo.
- Sitwayen yo ka aplike pou rezidans nan non konjwen yo, paran yo, timoun yo (marye oswa non), oswa frè ak sè o.
- Si w gen yon ka ak Imigrasyon, li enpòtan pou rapòte nenpòt chanjman nan adrès ou.
- Yon moun ki pa sitwayen, menm rezidan pèmanan, ka depòte Ozetazini pou vyole divès lwa imigrasyon oswa kriminel. Kèk rezon pou depòtasyon se frape oswa menase yon mari oswa madanm, vyolasyon zam ak vyolasyon dwòg - gen anpil lòt tou.

Kenbe dosye sou tout travay ou Ozetazini, ki gen ladann sou peman ak taks, pou nenpòt pwoblèm oswa aplikasyon imigrasyon nan lavni. Si w gen nenpòt kesyon, tanpri rele youn nan biwo nou yo ki nan lis anndan kouvèti kalandriye sa a.

Si ou viktim sèten krim, ou ka kalifye pou estati legal Ozetazini. Se sèlman kèk krim ki kouvri pa lwa sa a. Tanpri rele nou pou konsèy.

Aplikasyon imigrasyon yo konplike...Si ou vle konnen si nenpòt nan sitiyasyon imigrasyon sa yo aplike pou ou, tanpri jwenn èd yon avoka. Sa yo se aplikasyon konplike epi yo pa ta dwe fè poukont ou. Pou plis enfòmasyon, kontakte biwo sèvis legal nan eta w la, ki nan lis anndan kouvèti devan kalandriye sa a.



HUMAN TRAFFICKING

Are you stuck in your job and unable to leave?

Sin embargo, en la ciudad de Nueva York, el condado de Westchester y Long Island es de \$16,50 por hora.

There are laws to protect workers who are trapped in a work situation. If your employer:

- Does not pay you, pays you less than minimum wage, or charges you so much for things like meals, transportation, tools, or housing that you make below minimum wage;
- Forces you to do things because you owe your boss or recruiter money;
- Threatens you about your immigration status or about contacting immigration;
- Makes you work too many hours without breaks;
- Keeps your immigration documents from you;
- Doesn't let you leave your housing or job site without permission;
- Limits your communication with the outside world;
- Does not give you time off for injuries or health conditions;
- Asks for or forces you into sexual acts; or
- Gives you any other reason to feel like you cannot leave without serious harm, including physical harm or other harm like financial, mental, or reputational harm;



then you may be a victim of what is called “**Human Trafficking**.” Human Trafficking is against the law. It is criminal and you might be entitled to money damages. If you, or someone you know, might be in a human

TRAFIC MOUN

Èske ou bloke nan travay ou epi ou pa kapab kite?

Gen lwa pou pwoteje travayè ki bloke nan yon sitiyasyon travay. Si patwon ou:

- Pa peye w, pa peye w mwens pase salè minimòm, oswa fè w peye anpil pou bagay tankou manje, transpò, zouti, oswa lojman ou fè pi ba pase salè minimòm;
- Fose w fè bagay paske ou dwe bès nan travay ou oswa lajan rekritè ou;
- Menase w konsènan sitiyasyon imigrasyon w oswa pou w kontakte imigrasyon;
- Fè ou travay twòp èdtan san repo;
- Kenbe dokiman imigrasyon ou yo;
- Pa kite ou kite kay ou oswa sit travay ou san pèmasyon;
- Limite komunikasyon ou ak mond lan deyò;
- Pa ba ou konje pou blesi oswa kondisyon sante;
- Mande oswa fòse w fè zak seksyèl; oswa
- Ba w nenpòt lòt rezon pou w santi w pa ka kite w san yo pa gen gwo domaj, tankou domaj fizik oswa lòt domaj tankou mal finansye, mantal oswa repitasyon;



lè sa a, ou ka yon viktim de sa yo rele **"Trafik moun."** Trafik moun se kont lalwa. Li se kriminel epi ou ta ka gen dwa a domaj lajan. Si ou menm, oswa yon moun ou konnen, ta ka nan yon sitiyasyon trafik moun, tanpri kontakte youn nan òganizasyon ki nan lis anndan kouvèti a.

NA WÈ PI DEVAN



be seeing you further on