

# HARVEST CALENDAR 2026



ALMANAK TRAVAYÈ AGRİKÒL SEZON 2026

Si ou te travay nan eta  
**NEW YORK**  
Pou kesyon legal ak dwa  
travayè agrikòl ou mèt rele:

**AGRICULTURAL WORKER PROJECT**

P.O. Box 2721  
Poughkeepsie, NY 12603  
845-422-6624

**Manm Pèsonèl:**

Hannah Gordon  
Erika Aguilera  
Arturo Delgado  
Catherine Giller



Toll Free/Gratis in USA/Dentro de EE. UU.

**1-800-804-8575**

WhatsApp Number: **+1 845-422-6624**

***Nimewo WhatsApp: +1 845-422-6624***

***Si ou te travay nan New York epi ou gen kesyon  
legal, rele nou nan biwo sa a.***

Si ou te travay nan eta  
**MAINE**  
CONNECTICUT,  
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

**Manm Pèsonèl:**

Michael Guare  
Lisa Butler  
Maddie Thomson Crossman  
Tal Rothstein  
Danny Mills



Outside USA & Canada / Fuera de EE. UU. y Canadá

Call Collect/Por Cobrar **207-942-0673**

WhatsApp Number: **+1 207-233-2930**

***Si ou te travay nan Maine, Connecticut, Massachusetts,  
New Hampshire, Rhode Island, oswa Vermont epi ou gen  
kesyon legal, rele nou nan biwo sa a.***

# BYENVINI WELCOME BIENVENIDOS

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 grikòl 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 pèsònèl ou. Tanpri rele nou ak nenpòt kesyon.*

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

# KNOW YOUR RIGHTS WITH ICE



## **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 immigration 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 may not 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



## *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 egzèse 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 **New Hampshire**.

In **Maine**, the minimum wage is **\$15.10 per hour**.

In most of **New York**, the minimum wage is **\$16.00 per hour**. However, in New York City, Westchester County and Long Island, it is **\$17.00 per hour**.

In **Vermont**, the minimum wage is **\$14.42 per hour**.

In **Connecticut** the minimum wage is to **\$16.94 per hour**.

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 **\$16.00 per hour**.

H-2A workers must be paid at least the minimum wage, and sometimes higher hourly wages. Please see our H-2A newsletter for details.

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 pou travayè agrikòl nan New Hampshire.

Nan **Maine**, salè minimòm nan se **\$15.10 pa èdtan**.

Nan **New York**, jeneralman, salè minimòm lan se **\$16.00 pa èdtan**. Sepandan, nan Konte N.Y. City, Westchester ak Long Island, li se **\$17.00 pou chak èdtan**.

Nan **Vermont**, salè minimòm nan se **\$14.42 pa èdtan**.

Nan **Connecticut** salè minimòm nan pral monte **\$16.94 pa èdtan**.

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 **\$16.00 pou chak èdtan**.

Travayè H-2A yo dwe touche omwen salè minimòm nan, epi pafwa salè ki pi wo pa èdtan. Tanpri gade bilten H-2A nou an pou plis detay.

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 a piece rate, your hourly wages each week must be at least the 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, some packing and nursery workers are entitled to overtime pay if they work more than 40 hours in a week.

**In New York**, farmworkers are entitled to overtime if they work more than 52 hours in a week or if they work on their day of rest. This includes workers who are paid on a piece rate basis when they work more than 52 hours in a week or work on their rest days.

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

# SALÈ 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, sa ki gen ladan 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 pa gen dwa jwenn pèman lè siplemanchè. Yo peye lè siplemanchè yo 1.5 fwa salè òdinè ou. Men, kèk travayè nan anbalaj ak pepinyè gen dwa jwenn pèman pou lè siplemanchè si yo travay plis pase 40 èdtan nan yon semèn.

Nan New York, travayè agrikòl yo gen dwa jwenn lè siplemanchè si yo travay plis pase 52 èdtan nan yon semèn oswa si yo travay pandan jou repo yo. Sa konsène tou travayè ki touche pa moso si yo travay plis pase 52 èdtan nan yon semèn oswa travay nan jou repo yo.

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



# MARCH 2026 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>				

## 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 filled 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 your pay 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.

Keep your paycheck stubs in an envelope or folder. 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 tout bagay sa yo. Patwon an ka te fè yon erè nan salè ou oswa nan lòt dokiman travay la. Li itil anpil pou gen enfòmasyon sa yo pou ou ka pwouve travay ou fè ak kantite lajan yo dwe ou.

Konsève fich pèman salè ou yo nan yon anvlòp oswa nan yon dosye. Ou pa janm konnen kilè li ka nesesè pou pwouve sa ou touche.

# APRIL 2026 AVRIL

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 Jou Taks</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>		

# NEW YORK OVERTIME AND THE RIGHT TO UNIONIZE

In **New York only**, farmworkers have a right to overtime when they work more than 52 hours in a work week or if they work on their “day of rest”. The rate is time and a half. In New York, your boss must give you at least one day of rest (24 hours in every calendar week). While your boss cannot make you work on your day of rest, if you choose to work, your boss must pay you the overtime rate. 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:

- **2026: 52 hours**

- 2028: 48 hours
- 2030: 44 hours
- 2032: 40 hours



**Also 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. If you and your coworkers choose a union, that union 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 AWP.

# MAY 2026 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 Jou Souvni</i>	<i>26</i>	<i>27</i>	<i>28</i>	<i>29</i>	<i>30</i>
<i>31</i>						

# TAN SUPPLÒM EPI DWA POU ÒGANIZE NAN NEW YORK

**Nan New York sèlman**, travayè agrikòl yo gen dwa pou lè sipleman tè lè yo travay **plis pase 52 èdtan nan yon semèn** travay oswa si yo travay nan "jou repo" yo. Pousantaj la se tan ak yon mwaye. 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 sipleman tè pou nenpòt ki travay nan jou sa a. Si w ap travay nan New York epi w gen kesyon sou lwa lè sipleman tè a, ou ka rele Pwojè sou Travayè Agrikòl (ki nan lis anndan kouvèti a).

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

- **2026: 52 èdtan**
- 2028: 48 èdtan
- 2030: 44 èdtan
- 2032: 40 èdtan



**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 rantr 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 rantr nan yon sendika, kèlkeswa sityasyon imigrasyon w. Ou gen dwa tou pou pa vote pou rantr 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.

# JUNE 2026 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 working in the sun little by little, even if you live in a hot country. 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.



## FIELD SANITATION

One 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 have clean water and 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.



## 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 travay nan solèy la piti piti, menm si w ap viv nan yon peyi ki cho. 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 konsantre oswa reflechi, oswa ti kras oswa pa gen swe.

## 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 sèvyèt yon 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 2026 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 Jou Endependans</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>	

## JOB DISCRIMINATION

Whether you have work authorization or not, your boss cannot discriminate against you because of things like **gender, age, or your race/ethnicity**.

If you have work authorization but you were fired, not hired, or were treated worse at work because:

- 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.

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. You can use any of the documents listed on the I-9. **The employer cannot tell you which documents to use.**

There are time limits on making discrimination claims. If you have questions, contact the organizations listed inside the front cover.

## DISKRIMINASYON NAN TRAVAY

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**.

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 nesèsè 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.

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.**

Gen limit tan pou fè plent pou diskriminasyon. Si ou gen kesyon, kontakte òganizasyon ki nan lis anndan kouvèti devan an." with "Gen limit tan pou depeze plent pou diskriminasyon. Si ou gen kesyon, kontakte òganizasyon ki mansyone nan paj kouvèti a.

# AUGUST 2026 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>					

## HOUSING

**You have a right to safe and decent housing.**

In most circumstances, 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 state 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.



## EVICTIIONS

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 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.



# SEPTEMBER 2026 SEPTANM

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 Fèt Travay</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>			

## 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 vizitè, epi bòs nan travay ou pa ka anpeche w gen vizitè.

Ou ta dwe ede kenbe bilding lan ak lakou pwòp. Rapòte nenpòt pwoblèm bay bòs ou a. Pèmèt enspektè gouvènman eta yo enspekte batiman an. 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.



# OCTOBER 2026 OKTÒB

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 Jou Pèp Endjèn</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>

## WORKERS' COMPENSATION

All farmworkers are eligible for workers' compensation insurance. 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 sometimes for part of your paycheck if you can't work. It is illegal for your boss to stop you from getting workers' compensation insurance 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 at work.

**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 leave your job, 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 your job. Ask your doctor for a copy of your medical records. Take them with you. Find a doctor at home to provide care. Send copies of your medical reports to the insurance company.

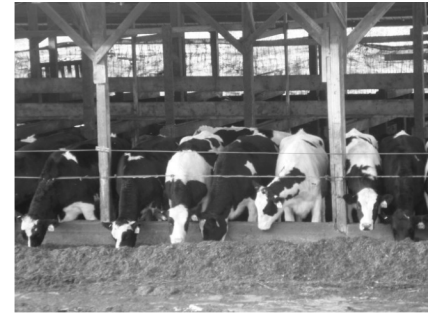
**If you have questions about workers' compensation, ask for help!** If you need help seeing a doctor, getting your bills paid or receiving wage benefits, call the legal services office in the state you are seeking benefits—they can refer you to a workers' compensation lawyer. The offices are listed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

# NOVEMBER 2026 NOVANM

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 <i>Jou Veteran</i>	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26 <i>Thanksgiving</i>	27	28
29	30					

## 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 bès 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.

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

**Si ou toujou blese lè ou kite travay ou a, ou ta dwe kontinye resevwa swen medikal ak konpansasyon pou salè ou pèdi yo.** 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.

# DECEMBER 2026 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 Jou Nwèl</i>	<i>26</i>
<i>27</i>	<i>28</i>	<i>29</i>	<i>30</i>	<i>31</i>		

## UNEMPLOYMENT BENEFITS

Once your job ends, you might be eligible for unemployment compensation benefits. You can apply at the 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 earned in 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.

Unfortunately, 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 papyè pa kalifye pou benefis chomaj.



# ICE ARRESTS AND DETENTION

If someone you love has been detained by ICE, you can find out where they are being held by calling 866-347-2423 or by scanning this code for the ICE Detainee Locator.



Si ICE kenbe you moun ou renmen, ou ka chèche konnen ki kote yo kenbe l la lè w rele 866-347-2423 oubyen lè w eskane kòd sa a pou Lokalizatè Prizonye ICE a.

**There are many community groups providing support during ICE arrests:  
Gen anpil gwoup kominotè k ap bay sipò pandan arestasyon ICE yo:**

## **New York State:**

- New York State Immigration Hotline: 1-800-566-7636
- Syracuse: (315) 400-0920
- Rochester/Western: (585) 420-6471.
- Finger Lakes: [flxrapidresponse@gmail.com](mailto:flxrapidresponse@gmail.com)
- Ithaca/Tompkins County: (607) 358-5119
- Hudson Valley/Ulster County: (845) 293-3423
- Albany/Capital Region: @518CRSC (Facebook/Instagram)
- Columbia County: 518-303-3848
- Rockland County: 845-510-5012
- NYC: 212-725-6422 OR/O 229-304-9720
- Huntington: 631-486-9005
- Eastern Long Island: 631-899-3436
- Long Island: 516-387-2043

**Maine:** (207) 544-9989

## **New Hampshire:**

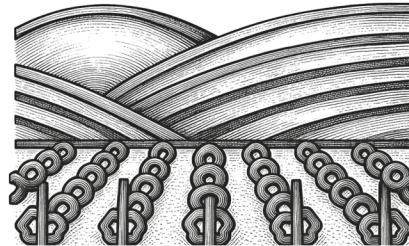
- (978)-219-7586
- (603) 726-6680

**Vermont:** (802) 881-7229

**Massachusetts:** (617) 370-5023

**Connecticut:** (854) 666-4472

**Rhode Island:** (401) 675-1441



# FARMWORKER RIGHTS

There is a law in the United States called the Migrant and Seasonal Agricultural Worker Protection Act. It covers many seasonal farms and farmworkers. It does not apply to H-2A workers or most year-round farm work.

## **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 seasonal farmworkers.

**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 nan peyi Eetazini ki rele Lwa sou Pwoteksyon Travayè Agrikòl Migran ak Sezonye. Li kouvri anpil travay nan fèm sezonye ak travayè agrikòl yo. Lwa sa a pa aplikab pou travayè H-2A oswa pifò travay agrikòl ki fèt tout ane a.

Daprè lwa sa a, ou gen dwa pou :

- Resevwa enfòmasyon ki kòrèk sou travay la, alekri, lè yo ap rekrute ou.
- Resevwa bòdwo salè ki egzak ak konplè chak fwa yo peye ou.
- Gen lojman pwòp epi ki sekirize.
- Sèvi ak transpò nan machin ki an sekirite si patwon an bay transpò.
- Antreprenè a ak patwon an dwe kenbe tout pwomès yo.
- Yo dwe peye w tout salè yo dwe ou.

Lwa sa a prevwa lòt pwoteksyon tou pou travayè sezonye yo.

**Tanpri rele nou si ou gen nenpòt kesyon oswa si ou bezwen èd. Nimewo yo nan paj kouvèti a.**



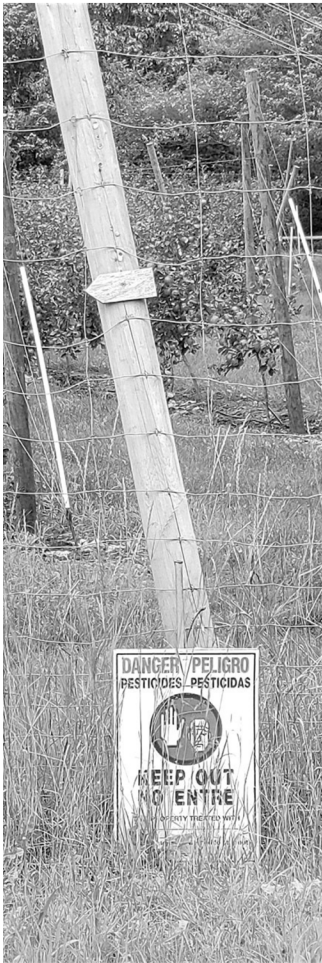
# PESTICIDES

**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 your employer should give you.
- 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 at your job.**



## PESTICIDES (CONTINUED)

### What should you do if you get pesticides on you?

- Take off your clothes if they are contaminated.
- Rinse your skin immediately with soap and water.
- If you feel sick or hurt, **go to a doctor immediately or call 911.**
- Tell the doctor that you think you've been poisoned by pesticides.
- Tell the doctor to ask your boss 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 patwon ou enfòmasyon sou pestisid y ap itilize kote w ap travay la.**

## PESTISID (SUIT)

### 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

The federal government made big changes to the H-2A program this year, and there may be more changes over the course of the season. For the most up-to-date information on the H-2A program, please check out AWP's website:



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, you must be paid the rate guaranteed in your contract, though it may be lower than in past years.
- Safe transportation from the labor camp to work and back.
- Free housing that is inspected and meets federal and state safety 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, and your pay may be higher.

See our newsletter for more details, and contact us if you have questions about your contract or if you need help.



## TRAVAYÈ H-2A

Gouvènman federal la fè gwo chanjman nan pwogram H-2A ane sa a, epi ka gen plis chanjman pandan sezon an. Pou jwenn enfòmasyon ki pi resan sou pwogram H-2A, tanpri vizite sit wèb AWP a:



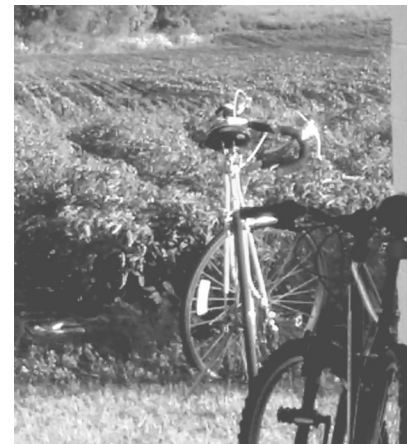
Si ou vini nan peyi Etazini ak yon viza tanporè pou travay nan yon fèm, ou kouvri anba yon kontra travay H-2A. Kontra H-2A yo bay kèk avantaj. Dwa ak pwoteksyon anba yon kontra H-2A gen ladan:

- Resevwa yon kopi kontra ou anvan ou kite peyi w.
  - Omwen, yo dwe peye ou nan pousantaj garanti nan kontra ou a, menm si li ka pi ba pase ane pase yo.
- Transpò ki an sekirite soti nan kan travay la pou ale travay epi retounen.
  - Lojman gratis, ki enspekte epi ki satisfè estanda federal ak eta pou sekirite.
  - Avantaj konpansasyon pou travayè si ou blese pandan w ap travay, ki gen ladan swen medikal epi pafwa yon avantaj pou salè ou pèdi si ou pa kapab travay.
    - Ranbousman kèk nan depans vwayaj ou pou ale ak kite Etazini.
    - Pa gen vanjans pou fè respekte dwa ou anba kontra a. Sa gen ladan pale ak yon travayè èd legal oswa depoze yon plent.
    - Lòt dwa ki nan kontra ou a.

**NÒT:** Si ou pa yon travayè H-2A men w ap fè menm travay ak travayè H-2A nan fèm ou a, ou jwenn menm dwa kontra yo, epi salè ou ka pi wo.

Gade bilten nou an pou plis detay, epi kontakte nou si ou gen kesyon sou kontra ou oswa si ou bezwen èd.

Gade bilten nou an pou plis detay, epi kontakte nou si ou gen kesyon sou kontra ou a oswa si ou 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 workers work at hotels, 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 read your contract carefully.

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 siplemantè (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. H-2A workers and undocumented workers do not qualify for Social Security 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 +1-410-965-0160.



## 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. Travayè H-2A yo pa kalifye pou benefis Sekirite Sosyal.

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”, “sekirite sosyal”, “Medicare”, oswa “OASDI”. 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 korige 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. Both men and women can be abused.

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 you can text “START” to 88788. You can call anytime. The people at these numbers can assist you in finding help where you live. 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 for someone to touch you in a sexual way without your 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 become a permanent resident without staying with your abuser. 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.
- 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 are a permanent resident and have been for at least 5 years, you may qualify for citizenship.
- 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 complicate. 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 ASÈLMAN SEKSYÈL

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

Abi fizik pa mari oswa madanm ou oswa patnè ou ilegal. Ni gason ni fanm ka sibi abi.

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 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 kriminèl. 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?

If your employer:

- Does not pay you;
- Pays you less than minimum wage;
- Charges you so much for things like meals, transportation, tools, or housing that you make below minimum wage;
- Forces you to work because you owe them money;
- Threatens to have you deported;
- Keeps your immigration or identity documents from you;
- Makes you work too many hours without breaks;
- Controls when you can leave the job site;
- Controls how you communicate with others;
- Does not give you time off for injuries or illness;
- Pressures you into sexual acts; or
- Gives you any other reason to feel that you cannot leave your job without serious harm,

then you may be a victim of **Human Trafficking**.

Human Trafficking is against the law. You might be entitled to money damages. If you, or someone you know, is in this situation, please contact one of the organizations listed inside the front cover.



# TRAFIK MOUN

Èske ou bloke nan travay ou epi ou pa ka kite li?

Si patwon ou:

- Pa peye ou ;
- Peye ou mwens pase salè minimòm lan;
- Fè ou peye twòp pou bagay tankou manje, transpò, zouti oswa lojman epi ou touche mwens pase salè minimòm lan;
- Fòse ou travay paske ou dwe li lajan;
- Menase pou fè yo depòte ou;
- Kenbe dokiman imigrasyon oswa papye idantite ou;
- Fè ou travay twòp èdtan san repo;
- Kontwole ki lè ou ka kite kote travay la;
- Kontwole kijan ou ka kominike ak lòt moun;
- Pa ba ou konje lè ou blese oswa malad;
- Mete presyon sou ou pou fè zak seksyèl; oswa
- Bay nenpòt lòt rezon ki fè ou santi ou pa ka kite travay la san gwo danje;

petèt ou ka yon viktim trafik moun.

Trafik moun ilegal. Ou ka gen dwa resevwa konpansasyon lajan. Si ou menm oswa yon moun ou konnen nan sityasyon sa a, tanpri kontakte youn nan òganizasyon ki nan paj kouvèti a.



N AP WÈ ANE PWOCHÈN



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