

NOTICE !!!

FARM WORKERS

IT IS THE LAW IN NEW JERSEY

YOU MUST EARN NO LESS THAN THE HOURLY MINIMUM WAGE OF \$7.25/hour EVEN IF YOU WORK PIECE-RATE

EXAMPLE: If you work 10 hours in one day, even by piece-rate, you must earn at least \$72.50

IF YOU WORK PIECE-RATE

9 Hrs. Daily
8 Hrs. Daily
7 Hrs. Daily
6 Hrs. Daily
5 Hrs. Daily
4 Hrs. Daily
3 Hrs. Daily
2 Hrs. Daily
1 Hr. Daily

YOU MUST EARN AT LEAST

\$65.25 Daily
\$58.00 Daily
\$50.75 Daily
\$43.50 Daily
\$36.25 Daily
\$29.00 Daily
\$21.75 Daily
\$14.50 Daily
\$ 7.25 Daily

IF YOU RECEIVE LESS THAN THESE WAGES OR NEED MORE INFORMATION, CONTACT:

Department of Labor
and Workforce Development
Division of Wage and Hour Compliance
PO Box 389
Trenton, NJ 08625-0389

Phone (609) 292-2305
Fax (609) 695-1174

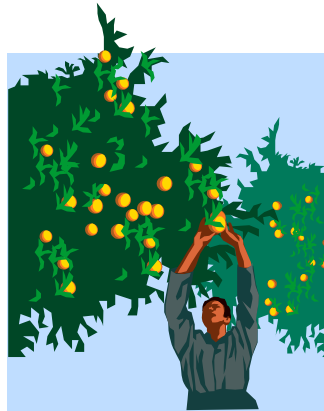
www.nj.gov/labor

Agriculture

Labor Laws That Apply To Agriculture:

- NJ Seasonal Farm Labor Act
- NJ Crew Leader Registration Act
- NJ Drinking Water and Toilet Facilities Act
- NJ Seasonal Farm Workers Regulations
- NJ Child Labor Laws
(Regarding Hours, Prohibited Occupations, and Working Papers)

USDOL Migrant Seasonal Protection Act (MSPA)



Please Note: The Division of Wage and Hour Compliance does not investigate or inquire into the legal status of any worker. The Division applies New Jersey's labor laws without regard to a worker's legal status. The Division does not share information with "Immigration".

Notificación: La División de Asuntos de Salario no investiga y no hace preguntas acerca del estado legal de ningún trabajador. La División aplica las leyes laborales de Nueva Jersey sin importar el estado legal del trabajador. La División no comparte información con "Inmigración".

Agriculture



Information for Farmers, Crew Leaders and Farm Workers

DIVISION OF WAGE AND HOUR COMPLIANCE



Chris Christie
Governor

Kim Guadagno
Lt. Governor

NJ SEASONAL FARM LABOR ACT

Entry and inspection authorized for the Department of Labor and Workforce Development to:

- Enter public or private property to determine whether there exists any camp to which this article applies;
- Enter and inspect all camps wheresoever situated, and inspect all accommodations, equipment, or paraphernalia connected therewith;
- Enter and inspect the land adjacent to the camp to determine compliance with the sanitary and other requirements of this act.

NJ CREW LEADER REGISTRATION ACT

- Provides for the registration and regulation of farm crew leaders.
- Establishes “registration” & application procedures.
- Provides for penalties for violations.

DUTIES OF CREW LEADERS

- Keep records.
- Disclosure to workers.
- Display conspicuously at all times a handbill of conditions of employment.

The Commissioner may refuse to renew and may revoke or suspend any certificate of registration after a hearing upon reasonable notice.

Shelter requirements:

Every camp shall provide sleeping places in reasonably good structural condition, including adequate provision against fire hazards, so as to shelter the occupants against the elements and to exclude ground dampness. Sleeping places shall be kept clean and free from vermin and matter of an infectious or contagious nature. The grounds around sleeping places shall be properly drained and shall be kept clean and free from accumulations of dirt, filth, garbage, and deleterious matter.

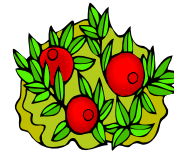


DRINKING WATER & TOILET FACILITIES ACT & REGULATIONS

- To furnish potable drinking water and toilet facilities in fields.
- Applies to all farms with 10 or less workers in the field.
- Defines terms: Cool = not more than 60 degrees F.
- Establishes requirements for water containers.
- Establishes standards for toilets.
- Establishes standards for hand washing facilities.
- Establishes penalties for non-compliance

“Agriculture” includes farming in all its branches and among other things includes the cultivation and tillage of the soil, dairying, the production, cultivation, growing, and harvesting of any agricultural or horticultural commodities, the planting, transplanting and care of trees and shrubs and plants, the raising of livestock, bees, fur-bearing animals or poultry, and any practices performed by a farmer or on a farm as an incident to or in conjunction with such farming operations, including preparation for market, delivery to storage or to market or to carriers for transportation to market, provided that such practices shall be performed in connection with the handling of agricultural or horticultural commodities the major portion of which have been produced upon the premises of an owning or leasing employer.

Workers on a farm, who are not engaged in first processing of farm products, are not entitled to overtime rate.



NEW JERSEY CHILD LABOR LAWS

- Must be at least 12 years of age to work on a farm: help raise livestock, nursery work, using non powered hand tools to rake, shovel, plant or perform work in the first processing of farm products occupations.
- NO minor *under* 12 years of age may be employed in agricultural pursuits.
- Minors under 16 years of age must obtain a Special Agricultural Permit.
- Such permit shall show the exact character of the work the minor is to do, and the hours and wages and special conditions under which said work is to be performed.
- An agricultural permit is valid for a period of 6 months only.
- Minor's age 16 and 17 DO NOT need an agricultural permit or working paper.
- 12 years old: Outside of school hours may be permitted to work no more than 10 hours a day, 6 days a week.
- 16 years old: During school hours may be permitted to work no more than 10 hours a day, 6 days a week.
- Minors under 18 must get a 30-minute meal or rest break after 5 continuous hours of work NO EXCEPTIONS.
- Must be 16 to work with: Conveyors belts, farm tractors, power lawn mowers, power driven machinery power woodworking and metal working tools.
- Power driven machinery shall not include agricultural machines when used on farms such as standard type poultry feeders, egg washers, egg coolers and milking machines.

No **hour** restriction on work performed outside school hours in connection with minor's own home and directly for the minor's parents or legal guardian.

