

All employers are required by state and federal law to post specific state labor law posters and federal labor law posters in a conspicuous place and keep them up-to-date. The purpose of the labor law posters is to inform employees of their rights in areas such as minimum wage, benefits, safety and health, discrimination, workers compensation and unemployment insurance.

The following is a checklist of Agricultural Employer Required Posters followed by a list of poster websites to acquire those posters.

Have Need

All Employers:

- EEO**
- Equal Employment is the Law**
- Federal Minimum Wage**
- “Your Rights Under the Fair Labor Standards Act”**
- OSHA**
- “You Have a Right to a Safe and Healthful Workplace”**
- New York State Minimum Wage**
- “Attention Employees Minimum Wage Information”**
- Right to Know – NYS Department of Health**
- “You Have a Right to Know!”**
- Workers Compensation** (Provided by Insurance Carrier)
- Unemployment Insurance** (Only if Subject to Coverage)
- Disability Insurance** (Only if Covered/Required)
- Uniformed Services Employment and Reemployment Rights Act**
- Work Agreement/Terms and Conditions of Employment**
- Notice and Acknowledgement of Wage Rate and Designated Payday**
- Hourly Rate Plus Overtime**

EMPLOYERS WITH MIGRANT WORKERS:

- Migrant and Seasonal Agricultural Worker Protection Act ****
- Grower Registration issued by NYS DOL Labor Standards ***
- Migrant Labor Camp Permit** (Issued by Health Department) *
- Terms and Conditions of Housing** (If Housing Provided)
- Crew Leader Registration** (If using a Farm Labor Contractor)

* If employing/housing five or more Migrant Farm workers

** If utilizing more than 500 man days in any calendar quarter in the preceding year.

Employers with H2A Workers:

- Employee Rights Under the H2A Program**

Poster Websites:

<http://www.dol.gov/ofccp/regs/compliance/posters/pdf/eeopost.pdf>

EEO-Spanish

<http://www.dol.gov/ofccp/regs/compliance/posters/pdf/eeosp.pdf>

Federal Minimum Wage Poster- English

<http://www.dol.gov/whd/regs/compliance/posters/minwagep.pdf>

Federal Minimum Wage Poster-Spanish

<http://www.dol.gov/whd/regs/compliance/posters/minwagespP.pdf>

OSHA Poster-English

<http://www.osha.gov/Publications/osha3165.pdf>

OSHA Poster-Spanish

<http://www.osha.gov/Publications/osha3167.pdf>

NYS Minimum Wage-Agriculture

http://www.labor.state.ny.us/formsdocs/wp/LS207_2009.pdf

Employee Polygraph Protection

<http://www.dol.gov/oasam/programs/osdbu/eppac.pdf>

Employee Polygraph Protection-Spanish

<http://www.dol.gov/oasam/programs/osdbu/eppaspan.pdf>

Right to Know- NYS Department of Health

<http://www.nyhealth.gov/nysdoh/rtk/rtk.pdf>

Uniformed Services Employment and Reemployment Rights Act- Your Rights under USERRA

http://www.dol.gov/vets/programs/userra/USERRA_Private.pdf

Employers with Migrant Workers:

Migrant and Seasonal Agricultural Worker Protection Act (in color)

<http://www.dol.gov/whd/regs/compliance/posters/mspaensp.pdf>

Migrant and Seasonal Agricultural Worker Protection Act (B & W)

<http://www.dol.gov/whd/regs/compliance/posters/mspaenspbw.pdf>

Housing Terms and Conditions

<http://www.dol.gov/whd/forms/wh521.pdf>

Employers with H2A workers

Employee Rights Under the H2A Program- English

http://www.dol.gov/whd/posters/pdf/WHD1491Eng_H2A.pdf

Employee Rights Under the H2A Program- Spanish

http://www.dol.gov/whd/posters/pdf/WHD1491Span_H2A.pdf