

ALMANAK TRAVAYÈ AGRIKÒL SEZON 2021 / 2022



HARVEST CALENDAR 2021 / 2022

If you worked in
NEW YORK
and you have legal questions
call us at this office:

**FARMWORKER LAW PROJECT OF NY
Legal Aid Society of Mid-New York, Inc.
52 S. Manheim Boulevard
New Paltz, NY 12561-2405
845-256-9096**

Staff/Personal:

Andrea Ortega
Alaina Varvaloucas
Arturo Delgado
Catherine Giller

WhatsApp for Office
1-845-422-6624

Free in USA
Toll
1-800-804-8575



If you worked in
MAINE
CONNECTICUT,
MASSACHUSETTS, NEW HAMPSHIRE,
RHODE ISLAND, VERMONT
and you have legal questions please call us at this office:

**PINE TREE LEGAL ASSISTANCE
115 Main Street, 2nd Floor
Bangor, ME 04401
207- 942-0673**

Staff/Personal:

Michael Guare
Nicolaas G. Meijer

Toll Free in USA & Canada
1-800-879-7463

Outside USA & Canada
Call Collect **207-942-0673**

WhatsApp office cell number is: **207-233-2930**

PINE
TREE
LEGAL
ASSISTANCE



**BYENVNI
WELCOME
WÈ JODI-A, MEN SONJE DEMEN**

land and New York. We are lawyers and paralegals who help farm workers with legal problems. We offer legal advice and representation at no cost to eligible workers.

Almanak sa te fèt pa gwoup legal sèvis yo nan New York ak New England. Se avoka ak asistan avoka nou ye, nou ede travayè agrikòl ak pwoblèm legal yo ta kapab genyen. Nou bay sèvis legal sa yo gratis pou travayè ki kalifye pou yo.

This calendar was produced by the legal services programs in New Eng-

grams in New Eng-



The information in this calendar is meant to provide general information, not to give legal advice. No one should interpret any law without the aid of an attorney who has been fully informed of all the facts involved.

Enfòmasyon ki nan almanak sa se pou bay renseyman jeneral sèlman, se pa konsey legal yo ye. Pèsòn moun ta dwe esplike la lwa san li pa gen èd yon avoka ki gen tout detay ki ta gen rapò ak yon ka.

Cover & Calendar - This calendar in Haitian Creole and English is a collaborative project of Pine Tree Legal Assistance of Maine and the Farmworker Law Project of New York.

RECORD YOUR HOURS

Workers have rights and RESPONSIBILITIES too. Save all your payroll stubs and keep track of your hours in a notebook or on this calendar.

It's a good thing to always have an envelope or a folder where you can keep all your paycheck stubs. You never know when it might be necessary for you to show where you worked, what you were paid, how much was paid in taxes, etc.

It's a good thing too for you to track your hours separately from how your supervisor or the employer does it:

- Write down how many hours you work every day.
- Write down the time you start, the time you take a break, the time you come back to work after break.
- If you are paid a piece rate, also write down how many pieces you made or boxes or buckets you picked.

It's important to keep track of all these things because it's possible the boss might make a mistake in what he pays you or in other work documents, so it's good to have this information so you can show what work you did and how much money you should have earned.

REJIS TRAVAY

Travayè gen DWA ak RESPONSABILITE tou. Sere tout resi chèk pewòl ou, epi tou make travay ou nan yon kaye oswa nan almanak sa.

Li bon anpil pou ou toujou gen yon anvlop oswa yon dosye kote ou sere tout chèk pewòl ou. Ou pa janm konnen lè li ta kapab nesèsè pou ou montre ki kote ou te travay, sa yo te peye-w, sa yo te voye bay leta, elatriye.

Li bon tou pou ou kontrole travay ou apa de jan sipèvisè oswa konpayi fè-l:

- Make tout awa ou travay chak jou.
- Make lè ou komanse travay, lè ou pran *break*, lè ou retounen nan travay apre *break*.
- Si w-ap travay sou kouraj, make tout pyès ou fè oubyen bwat ou bokit ou keyi.

Li enpòtan pou ou kontrole tout bagay sa yo paske li posib ke boss la ta kapab fè erè, nan kantite kòb li peye-w oswa nan lòt dokiman travay ou, alò li bon pou gen enfòmasyon sa yo pou-w kapab montre ki travay ou te fè e ki kantite lajan ou dwe touche.

APRIL 2021 AVRIL

Dimanch	Lendi	Madi	Mèkredi	Jedi	Vandredi	Samdi
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				<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>	

HOUSING



You have a right to safe and decent housing. In most circumstances, the housing must be:

- Inspected: each year 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, etc. This includes working smoke alarms and fire extinguishers.
- Clean: the garbage must be removed, the bathrooms must be clean, and sufficient storage for your food must be provided, etc.
- Posted: if there are charges or expenses for the housing, the information must be posted.

You should help keep the building and grounds clean. Report any problems to your boss or camp supervisor, and allow government inspectors to enter your quarters to inspect the building. Contact us if you have other questions or problems about camp conditions. Our phone numbers are listed on the inside of the front cover.



KAY

Ou dwe jwenn kay ki pwòp e san danje, se dwa ou. Pi souvan fò kay la:

- Enspekte: chak ane avan ke moun vinn rete ladann, fò kay la enspekte e fò boss la afiche yon pèmi de enspeksyon.
- Sekirite: fò ke kay la pa gen danje ladann, fò li pa gen pwoblèm ak fil elektrik oubyen kouran e fò li gen bon dlo, elatriye. Epi tou, fò alam dife e pomp pou tenyen dife nan bon kondisyon pou yo mache.
- Pwop: fò yo leve fatra nan kay la, fò twalèt yo pwòp, e fò yo bay ase plas pou sere manje-w.
- Afiche: si se pou-w peye pou kay oubyen lòt bagay, fòk enfomasyon sa yo afiche.

Li ta bon pou nou asure ke kay la ak lakou kay la rete pwòp. Fè boss ou oubyen sipèvizè *camp* la konnen si gen pwoblèm, epi tou, pèmèt enspektè leta antre andedan kay la oubyen andedan chanm ou pou yo ka fè enspeksyon. Pran kontak avèk nou si ou gen lòt kesyon oswa pwoblèm ak kondisyon nan *camp* la. Gen yon lis nimewo telefòn yo andedan kouvèti almanak la.

MAY 2021 ME

Dimanch	Lendi	Madi	Mèkredi	Jedi	Vandredi	Samdi
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						<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>
30	31 Memorial Day					

FIELD SANITATION

The employer has to provide:

- drinking water
- toilet
- a place for workers to wash their hands

The employer has to provide cool water to drink for everyone when you are outside working.

There must be one clean toilet facility not too far from where you're working, a distance of about 6-8 minutes to walk to it (the law says the distance is less than a quarter (1/4) mile).

Near the toilet there has to be a place to wash your hands, clean water, soap and single-use paper towels. There has to be a toilet for each 20 workers in the field.



TWALÈT NAN JADEN

Fò konpayi bay:

- Dlo pou bwè
- Twalèt
- Yon kote pou travayè lave men

Fò konpayi bay travayè yo dlo fre pou bwè pou tout moun pandan ke nou deyo e nap travay.

Fòk gen yon twalèt ki pwòp pa trò lwen de kote w-ap travay, yon distans de 6-8 minit konsa pou-w mache jwenn li (distans la lwa di se mwens ke yon ka (1/4) de *mile*).

Bo kote twalèt la, fòk gen yon kote pou lave men ak bon dlo, savon, ak sèvyèt an papye ki pou sèvi sèlman yon fwa. Fòk gen yon twalèt pou chak 20 moun nan *field*.



JUNE 2021 JEN

Dimanch	Lendi	Madi	Mèkredi	Jedi	Vandredi	Samdi
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		<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



When you're working in the fields, protect your health. The sun and heat can be dangerous.

Drink water before you feel thirsty. Drink small amounts of water every 30 minutes. When you're under the hot sun, do not drink coffee or alcohol. Don't forget to rest in the shade occasionally.

When working under the hot sun, it's good to wear light-colored clothes, clothes that aren't dark, because colors like black and navy blue attract more heat than colors like white, yellow or off-white.

If you feel like you're getting a fever, headache, dizziness, confusion and you're not sweating despite the heat, see a doctor. Don't take any chances with your health.

MALADI CHALÈ

Lè w-ap travay nan jaden, pwoteje sante-w.

Solèy ak chalè kapab gen danje.

Bwè dlo avan ou vrèman santi-w swaf. Bwè ti kantite dlo chak 30 minit. Lè-w anba solèy cho, pa bwè kafe ni pa bwè bwason alcòl. Pa bliye pran ti repo nan lombraj tanzantan.

Lè w-ap travay anba gwo solèy cho, li bon pou-w met rad ki gen koulè klè, ki pa fonse, paske koulè tankou nwa ak ble fonse yo pi atire chalè pase lòt koulè tankou blan, jòn oubyen koulè krèm.

Si-w santi w-ap gen la fyèv, tèt fè mal, tèt vire, twoub e si ou wè ou pa swe, ou pa transpire malgre chalè – nenpòt bagay sa yo ka akòz twòp solèy cho, alò al wè doktè. Pa pran chans ak sante-w.



JULY 2021 JIYÈ

Dimanch	Lendi	Madi	Mèkredi	Jedi	Vandredi	Samdi
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4 Independence Day	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	31

MINIMUM WAGE

The Fair Labor Standards Act

This law (FLSA) outlines the regulations bosses and employers must follow to treat workers well. Most farm workers are protected by this law.

There is a minimum amount of money that the government says workers need to earn for each hour they work, they call this the Federal Minimum Wage. Right now that amount is \$7.25 an hour. Even if you are paid on a piece rate basis, your wages each week must be at least \$7.25 per hour of work. This is a rule that applies in all the USA, but there are times when the state where you're working has a minimum wage that is higher than that. For example, in New York, the state minimum wage is \$12.50-\$15.00 per hour, in Connecticut it is \$12.00 per hour and in Massachusetts it is \$8.00 per hour.

The FLSA law says you must be paid for all hours worked, including waiting time. For example, if you have to wait for equipment, boxes or tools to be loaded onto the van or the bus before you go out to the field, that is time they must count toward the hours you worked. If you move from one field to go work in another field, this too is time that must be paid.

Most farm workers are not entitled to overtime pay. Overtime is when they pay you time and $\frac{1}{2}$ pay for work you did over 40 hours in a week. There are some nursery jobs and packing house jobs that pay overtime. As of 2020, Farmworkers in New York are entitled to overtime for hours worked *over 60 in a week*. If you have any questions or problems, please call one of our offices listed on the inside of the front cover.

If you think that you should have been paid overtime, but they didn't pay you that, talk to the legal services office.



AUGUST 2021 OUT

Dimanch	Lendi	Madi	Mèkredi	Jedi	Vandredi	Samdi
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<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>				

SALÈ MINIMÒM



Fair Labor Standards Act

Lwa sa (FLSA) souliye règleman pou boss ak konpayi swiv pou yo byen trete travayè yo. Pifò nan travayè agrikòl gen pwoteksyon anba lwa sa.

Gen yon minimòm kantite kòb ke leta di travayè dwe touche pou chak awa yo travay, yo rele sa *Federal Minimum Wage*. Kounyea, kantite sa se \$7.25 pa awa. Menm si w-ap travay sou kouraj, fòk ou rive touche yon minimòm de \$7.25 pou chak awa ou travay. Sa se yon règleman ki aplikab nan tout peyi USA, men gen de fwa eta (*state*) kote w-ap travay ka gen yon *minimum wage* ki pi wò pase sa. Pa egzanp, nan New York *minimum wage* se \$12.50 - \$15.00 li ye, nan Connecticut se \$12.00 li ye, nan Massachusetts se \$8.00 li ye.

La lwa FLSA di tou ke fòk yo peye-w pou tout awa ou te travay, menm si se tann w-ap tann. Pa egzanp, si-w oblije tann pou ekipman, bwat ou zouti chaje nan *van* ou *bus* avan ke n-al nan *field*, sa se tan ke yo oblije konte nan awa ou te travay. Si nou deplase de yon *field* pou n-ale tavyay nan yon lòt, sa se tan pou yo peye tou.

Pifò nan travayè agrikòl pa jwenn *overtime*. *Overtime* se lè yo peye-w awa-edmi pou travay ou fè ki depase 40 awa nan yon semèn. Gen de travay nan pepinyè ak *packing house* ki bay *overtime*.

Si ou panse ke ou ta dwe touche overtime men yo pa peye-w li, mande nan legal sèvis.

SEPTEMBER 2021 SEPTANM

Dimanch	Lendi	Madi	Mèkredi	Jedi	Vandredi	Samdi
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6 <i>Labor Day</i>	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

PESTICIDES

You have the right to know what pesticides are being used.

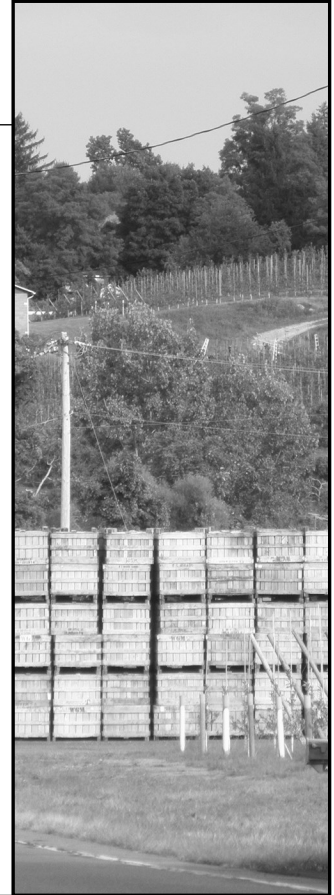
You have the right to ask for information from your boss about the pesticides they are using in the fields where you work.

Don't forget:

- Use clothing, equipment, and gear to protect yourself if you're working with pesticides. The equipment should be provided to you by your employer.
- Wash your hands before eating, drinking, smoking or going to the bathroom.
- Wash your body so that you can remove pesticides from your body after work.
- Wash your work clothes separately and wash the clothing you worked with pesticides in before wearing it again.

If you are sprayed with pesticides or you ingest them:

- Use soap and water to clean your skin and take off your clothes if they are contaminated.
- See a doctor immediately if you feel sick or if your eyes, skin or throat hurt.
- Tell the doctor that you think you've been poisoned by pesticides; the doctor can call your boss to find out what pesticides they were using where you worked.



OCTOBER 2021 OKTÒB

Dimanch	Lendi	Madi	Mèkredi	Jedi	Vandredi	Samdi
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					<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 Columbus 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</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>						



PESTICIDES

Ou gen dwa konnen ki pestisid kap sèvi.

Ou gen dwa mande enfòmasyon nan men boss la sou ki pestisid kap sèvi nan jaden kote w-ap travay.

Pa bliye:

--Sèvi ak rad, ekipman, ak materyèl pou pwoteje tèt ou si w-ap travay ak pestisid; konpayi dwe bay ekipman sa.

-- Lave men-w avan ke-w manje, bwè, fimèn, oubyen al nan twalèt.

--Benyen pou-w ka wete pestisid sou tout kò-w apre ke-w travay.

-- Lave rad travay ou apa e lave rad ki ka gen pestisid sou yo avan ou remete yo.

Si pestisid tombe sou ou oswa si ou vale li:

-- Sèvi ak dlo ak savon pou byen lave po-w epi wete rad ou si yo kontamine.

--Al wè doktè imedyatman si ou santi-w malad oubyen zye-w, gòj ou, po-w fè-w mal.

-- Di doktè-a ou kwè ke ou pwazonnen ak estisid; doktè a ka mande boss la pou li konnen ki pestisid ki tap sèvi kote-w tap travay.

NOVEMBER 2021 NOVANM

Dimanch	Lendi	Madi	Mèkredi	Jedi	Vandredi	Samdi
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	<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</i>	<i>24</i>	<i>25 Thanksgiving</i>	<i>26</i>	<i>27</i>
<i>28</i>	<i>29</i>	<i>30</i>				

SOCIAL SECURITY

What they call Social Security in the United States is a government program that provides benefits to people who are retired that are at least 62 years of age, and also to people who are disabled or handicapped.

You can qualify for these benefits if you worked during at least 10 years in the United States. It is sometimes possible that the spouse or child of a worker who gets Social Security can also be eligible for this same benefit. But be careful, if you work for cash (off the books), they won't consider this work toward your Social Security.

To pay for Social Security, both you and your employer or your boss must send the Social Security money to the government while you're working. The same thing is done for what they call Medicare, which is medical insurance that people get when they reach the age of 65.

The money they send to the government goes to your account at Social Security. The people who issue your paycheck should deduct your part of this from your check each week that you work. They list the amount of money on your paycheck stub where you see the words "FICA" or "Medicare" So you pay one part and the employer or boss pays the other part of this money.

It is a good idea to check with Social Security to see if all your contributions and your boss' contributions are included in their records. If you notice that the amount of money is not what it should be, tell the Social Security office [800-772-1213], because **this is the money from which you will be paid when you retire, when you get older and cannot work any longer.** Social Security can tell you how much money you will be paid when you reach the age of 62 and you start collecting your Social Security.



DECEMBER 2021 DESANM

Dimanch	Lendi	Madi	Mèkredi	Jedi	Vandredi	Samdi
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			<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>	

SOCIAL SECURITY

Sa yo rele Social Security ozetazini se yon pwogram leta kote moun ki nan retrèt ki gen omwen 62 an, epi tou moun ki vin enfim oubyen andikape yo ka jwenn benefis nan men leta.

Ou ka kalifye pou benefis sa si ou te travay pandan omwen 10 an ozetazini. Gen de fwa pitit, madanm oubyen mari yon moun ki jwenn sosyal la kapab kalifye pou menm benefis sa. Men, atansyon, si-w travay peye nan men, yo pap konte travay sa yo pou sosyal ou.

Pou yo ka peye pou Social Security, ni ou-menm ni konpayi oubyen boss ou dwè voye lajan sosyal la bay leta lè wap travay. Menm bagay la fèt pou sa yo rele Medicare, sa se asirans medikal ke moun jwenn lè yo rive laj 65 an.

Lajan yo voye bay leta se nan kont sosyal ou yo mete li. Moun kap fè chèk ou dwe wete pòsyon paw nan chèk pewòl ou chak semèn ke-w travay. Yo make kantite kòb sa yo nan resu chèk pewòl ou kote ou wè li di "FICA" oubyen "Medicare." Alò ou peye yon pòsyon e konpayi oubyen boss ou peye lòt posyon lajan sa.

Li ta bon pou ou wè si biwo Social Security gen rapò de tout lajan ou menm ak boss ou te gentan kontribye nan kont sosyal ou. Si ou wè kantite kòb la pa sa li ta dwè ye, di yo sa nan biwo Social Security [800-772-1213], paske **se nan kòb sa wap touche lè ou pran retrèt ou, lè ou retire, lè ou vin granmoun e ou paka travay ankò.** Social Security kapab di-w ki kantite kòb ou ka touche lè ou vin rive laj 62 an e ou kòmanse touche lajan sosyal ou.



JANUARY 2022 JANVYE

Dimanch	Lendi	Madi	Mèkredi	Jedi	Vandredi	Samdi
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						<i>1 New Year's 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	31					

JOB DISCRIMINATION

Discrimination at work

If you weren't hired because:

- You are not a U.S. citizen
- You don't have a permanent resident card
- You were not born in the U.S.
- You have Temporary Protected Status (TPS)
- The company said your work documents looked like they are not good, they are fake
- You don't speak English, but English is not necessary to do the job

Or if you were fired so that you could be replaced by a U.S. citizen, then you may have been discriminated against.

When you get a job, you must show that you have authorization to work in the US, and sign a form called an I-9. This form has a list of all the documents you can present to show that you have the right to work in the country.

There are documents like an American passport and an LPR card where you only need to show them one document. There are other documents where you can choose among several types of official documents to show. The employer cannot choose for you which documents to show him/her. If you think you might have been discriminated against, call a legal services office in your area.



DISKRIMINASYON NAN KONTÈKS TRAVAY

Diskriminasyon nan kontèks travay

Si yo pa ba ou travay paske:

- Ou pa sitizèn
- Ou pa gen kat rezidans
- Ou pa-t fèt nan peyi etazini
- Ou gen TPS (*Temporary Protected Status*)
- Konpayi-a di papye-w senble yo pa bon, yo fo
- Ou pa pale anglè, men anglè pa nesesè pou-w ta fè travay la

Oubyen si yo revoke-w pou yo ka bay yon Ameriken jobla, e byen, li posib ke ou te viiktim diskriminasyon.

Lè ou jwenn yon djòb, fòk ou montre ke ou gen otorizasyon pou ou travay nan USA, epi fòk ou siyen yon fòm yo rele yon I-9. Fòm sa gen yon lis de tout kalite dokiman ou ka bay pou montre ke ou gen dwa travay nan peyi a.

Gen de dokiman tankou paspò Ameriken ak kat rezidans kote se yon sèl dokiman ou bezwen montre yo. Gen lòt dokiman kote ou ka chwazi pami plizyè kalite papye ofisyel pou-w montre. Mèt travay la pa gen dwa chwazi pou ou ki dokiman, ki papye pou-w montre li. Si ou kwè ke ou te kapab vin viktim diskriminasyon, rele yon biwo legal sèvis nan zòn kote-w ye.



Don't let your rights be trampled on: Defend your rights!

The law protecting farm workers.

FARMWORKER RIGHTS

There is a law in the United States called the Migrant and Seasonal Agricultural Worker Protection Act. We call it "AWPA". This law offers many protections for migrant farmworkers.

This law says:

- Farmworkers have the right to be given information about the job that the boss is offering before the workers travel to the job.
- This information must be written on paper.
- Payroll check stubs must show all that they are required to show.
- If workers are given housing, the housing must be clean – in the bathrooms and the kitchen, everywhere.
- The housing must be inspected and there must be a notice posted showing this.
- If workers are paying for housing, this must be written on the notice in the house.
- Transportation by bus or by van must be secure and vehicles cannot be overloaded.
- Any promises and guarantees made by either the boss or the employer must be respected.



This law also has many other protections for workers.

If your employer violates this law, you can make claims against them. AWPA says that each violation of the law can bring a maximum of \$500 for each violation.

If you think that your rights under AWPA are not being respected, call the legal services office in the state where you are working, because it is in that state where you're working that attorneys can help you with these claims. You can find the office listed inside the front cover of this calendar.

If you have any other questions on the information in the calendar or on farmworkers' rights, don't hesitate to call us. If you don't reach someone in person when you call, leave your name and your phone number and we will call you.

**Pa kite yo pile pye-w san yo pa di-w padon:
Defann dwa-w!**

DWA TRAVAYÈ AGRIKÒL

AWPA – La lwa pou pwoteje travayè agrikòl.

Gen yon lwa ki rele Migrant and Seasonal Agricultural Worker Protection Act. Lwa sa gen anpil anpil pwoteksyon pou travayè agrikòl ki deplase sòti lakay yo pou y-ale travay nan yon lòt kote.

Lwas sa di ke:

- Travayè agrikòl gen dwa pou yo jwenn enfòmasyon sou travay ak kontra ke boss la ofri avan ke yo ale nan travay la.
- Fòk enfòmasyon sa ekri sou papye.
- Fòk resu chèk pewòl yo montre tout sa yo dwe montre.
- Si yo bay travayè yo kay, kay sa yo dwe pwòp – nan twalèt, nan kizin, tout kote.
- Fòk kay sa yo enspekte e fòk gen yon papye afiche nan kay la ki montre sa.
- Si travayè ap peye pou kay, fòk sa make nan yon papye ki afiche tou nan kay la.
- Fòk transpòtasyon nan *bus* oubyen nan *van* an sekirite e fòk machin yo pa two chaje ak moun.
- Nenpòt ki pwomès ak garanti ke ni boss la ni konpayi-a di, fòk sa yo respekte.

Lwa sa gen anpil lòt pwoteksyon pou travayè.

Si konpayi-a oubyen moun ki te menen-w nan kontra dezobeyi lwa sa, gen posibilite pou-w mande reklamsayon nan men yo. La lwa AWPA di ke enfraksyon de lwa sa kapab pote yon maximòm de \$500 pou chak enfraksyon.

Si ou wè ke dwa-w anba lwa AWPA pa respekte, rele biwo legal sèvis kote w-ap travay paske se nan eta kote travay la ye ke avoka ka ede-w ak reklamasyon sa yo. Ou ka jwenn biwo sa yo nan lis ki make nan kouvèti almanak sa.

Si-w gen lòt kesyon sou enfòmasyon ki nan almanak sa oubyen sou dwa travayè agrikòl, pa jennen pou rele nou. Si-w pa jwenn yon moun ki reponn apèl ou, kite yon mesaj ak nimewo telefòn ou pou nou kapab rele-w pou nou wè si nou kapad ede-w.



WORKERS' COMPENSATION



Workers' Compensation – Insurance for workers who get injured on the job

Generally most farm workers are eligible for medical care if injured at work. If you become sick due to a work condition, or if you get injured at work, you have the right to free medical treatment. The company you work for has a type of insurance that pays for medical treatment and sometimes for some of your lost wages. It is illegal for your boss to try to stop you from obtaining Workers' Compensation benefits.

If you're injured while working:

- Tell your boss immediately!
- Get medical care - don't wait!
- Always follow the doctor's orders.

In order to get benefits, your boss must know that you were injured. When you see the doctor, tell him/her that you were injured while you were working. You shouldn't have to pay for medical care. If you're not staying in the area, ask the doctor for a copy of your medical records

It is best, but not necessary, to start your workers' compensation claim before you leave where you were working. You should make sure that the insurance company has received all of your medical reports. Even if you go back home, you can seek medical treatment from a doctor and it should be paid for if it is related to your workplace injury.

Keep records! If you spend money for prescription medicine, transportation to go to the clinic – save all these receipts to see if you can be reimbursed for them.

The only money compensation you will receive will be if your doctor documents your inability or limited ability to work.

But remember that workers' compensation is not a free-for-all!

If you need to make a Workers' Compensation claim, see someone at a legal services office in the state you are seeking benefits.

Workers' Compensation –

Asirans pou travayè ki fè aksidan nan travay

Pifò nan travayè agrikòl kapab jwenn tretman medikal si yo fè yon aksidan pandan ke yo nan travay. Si ou vin malad akòz yon kondisyon nan travay la oubyen si ou fè aksidan nan travay la, ou gen dwa jwenn tretman medikal gratis. Konpayi kote -w tap travay gen yon asirans ki peye pou tretman medikal e pafwa yo ka peye yon pòsyon de sa ou ta dwe touche si ou te kapab travay. Li kont la lwa pou boss ou anpeche-w jwenn benefis ou nan *Workers' Compensation*.

Si ou fè aksidan pandan ke w-ap travay:

- Di boss ou sa imedyatman!
- Al wè doktè – pa tann!
- Toujou swiv sa doktè di-w pou fè.

Pou-w ka jwenn benefis yo, fòk boss la konnen ke ou tè fè aksidan. Lè ou wè doktè-a, di li ke ou te fè aksidan sa pandan ke-w te nan travay. Yo pata dwe fè-w peye pou tretman. Si ou pap rete nan zòn sa, mande doktè-a oubyen klinik la pou kopi dosye medikal ou.

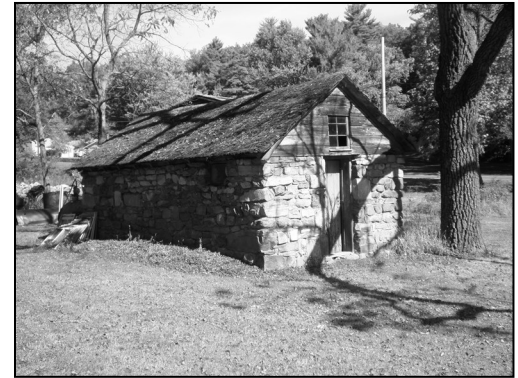
Li ta bon, men li pa nesèsè pou ou fè reklamasyon pou *workers' compensation* avan ke ou kite kote travay la te ye. Li ta bon pou ou konfime ke konpayi asirans la te resevwa kopi dosye medikal ou. Men menm si ou tounen lakay ou, ou ka chache jwenn tretman medikal nan men yon doktè e yo ta dwe peye pou sa ki gen rapò ak aksidan ki te fèt nan travay la.

Sere tout kopi yo! Si wap depanse kòb pou medikaman yo preskri-w, transpòtasyon pou al nan klinik – sere tout resu sa yo pou wè si yo ka ranbouse-w pou yo.

Ou ka resevwa lajan dedomajman sèlman si rapò doktè-w montre ke ou paka travay oubyen ke ou limite nan travay ou ka fè.

Men, sonje ke *workers' compensation* se pa yon piyay li ye!

Si ou bezwen fè yon reklamasyon pou *Workers' Compensation*, al wè moun nan biwo legal sèvis nan eta kote w-ap fè reklamasyon sa.



UNEMPLOYMENT

Once your job ends, you may be eligible for what is called unemployment compensation for income for people who are not working.

You can apply at the work bureau (State Department of Labor agency) in the area where you were working or where you reside.

There are places where you can apply by telephone or by computer. Each place has its own rules that determine how benefits are calculated. The amount of time you worked and where you worked can decide where (in which state) you should file and how much money you could receive in this program.

When you file the application for unemployment, tell them all the work you did including work in other states. If they refuse to give you the benefits (deny) or you have trouble with the application, always contact a legal services office nearest to you.

Lè travay la fini, ou kapab kalifye pou sa yo rele *unemployment*, lajan pou moun ki pap travay.

Aplikasyon pou benefis sa fèt nan biwo travay (*Department of Labor agency*) nan zòn kote-w tap travay oubyen kote-w rete.

Gen de kote ou ka fe aplikasyon pa telefòn oubyen nan komputè. Chak kote gen règleman pa yo ki di kijan yo kalkile benefis la. Kantite tan ke-w te travay ak kote-w tap travay kapab decide ki kote (nan ki eta) ou ta dwe fè aplikasyon ak konbyen kòb ou ta ka jwenn nan program sa.

Lè-w fè aplikasyon pou *unemployment*, di yo tout travay ou te fè ak tout travay nan lot kote.



Si yo refize ba-w benefis yo (*deny*) oubyen ou gen pwoblèm ak aplikasyon sa, toujou pran kontak ak yon biwo legal sèvis ki pi pre-w.

HAITIAN CONSULATE INFORMATION

New York & Connecticut

815 2nd Ave, 6th Floor
New York, NY 10017
Tel: (212) 697-9767
Fax: (212) 681-6991

New England *Maine, Massachusetts, New Hampshire, Rhode Island & Vermont*

545 Boylston St., Suite 201
Boston, MA 02116
Tel: (617) 266-3660
Fax: (617) 778-6898

NOTES

Na wè pi devan



be seeing you further on