

Work Without Discrimination or Sexual Harassment

The law prohibits discrimination in your employment because of your race, color, sex national origin or disability. Verbal or physical conduct of a sexual nature that creates a hostile work environment is illegal.



No Retaliation or Discrimination

Your employer should not threaten or fire you or otherwise discriminate against you for asserting your rights under the law.

This Information Provided By:

South Carolina Legal Services Migrant Worker Division

1-888-720-2320 Ext. 2176

Additional information may be found at:

LawHelp.org/SC

South Carolina's guide to free legal resources

Services Offered to Agricultural Workers

Free legal assistance to low income person with legal problems including:

- WAGES AND WORKING CONDITIONS
- HOUSING
- UNEMPLOYMENT BENEFITS
- OTHER ISSUES INCLUDING DENIAL OF PUBLIC BENEFITS

Open Monday to Friday 8:30 AM – 5:00 PM
Other times include weekends by appointment.

Call us at
In Mexico
001-800-681-1587

There are thirteen offices of SCLS in South Carolina. For the location nearest you call us at 1-888-346-5592

This brochure was prepared by South Carolina Legal Services and is provided as a public service.

Copyright retained by
South Carolina Legal Services

Printed June 2011



South Carolina
BAR FOUNDATION
Lawyers Sustaining Justice



**South Carolina
Legal Services**

Balancing the Scales of Justice

**Know Your
Rights**
**The Legal Rights of
Agricultural Workers
with H-2A Visas**

Migrant Worker Division Our Mission

South Carolina Legal Services is a statewide law firm that provides civil legal services to protect the rights and represent the interests of low-income South Carolinians.

For Free Services

1-888-720-2320 Ext.2176 or 2178

migrant@sclegal.org

www.sclegal.org /www.lawhelp.org/sc

Attention Agricultural Workers



Minimum Wage of \$7.25 in South Carolina

For most kinds of work, you should receive at least the federal minimum wage of \$7.25 per hour, if you are working where H-2A workers are being employed you should get \$9.12 an hour.

Job Information in Writing

You should be given specific information in writing about wages and working conditions before starting most farm employment. If you do not work in agriculture, you will get this information only if you ask.

Written Pay Receipts

Your employer must give you a written receipt every time you get paid. It should show the amount of pay, hours worked, rate of pay, piece rate and number of pieces, pay period and all deductions.

Safe and Decent Housing

You have the right to housing that complies with the federal and state safety standards.

Unemployment Benefits

You may be eligible if you are working legally in the United States. Farmworkers are eligible for unemployment compensation even if your employer has not reported your work. If your employer has not reported your work, you may request an investigation by the South Carolina Department of Workforce and Employment.



Pesticide Protection

It is illegal to make you work in an area where pesticides are being sprayed. Your employer must tell you which pesticides are being used, train you about how to protect yourself, and provide protective clothing and equipment to workers who mix or apply pesticides.



Workers Compensation

Agricultural workers are eligible for compensation under South Carolina Law. If you are injured on the job, you may be entitled to recover damages from your employer to pay for your medical expenses and lost wages by filing a lawsuit.

Water and Bathrooms in the Fields

Within $\frac{1}{4}$ mile of where you are working, your employer must provide cool, clean drinking water with cups, sanitary bathroom facilities and hand washing facilities with water, soap and individual towels.

Remember our services are free if you qualify.

If you are in Mexico and had a problem in the US you can call us toll free at: 001-800-681-1578