

**The Effects of the Coronavirus on H-2A Processing on H-2A Workers**

H-2A Processing Updates - Starting Monday, April 6th, we will change our conference call schedule to only Monday and Thursday of each week. The call will be at 9:00 am Eastern Time, 8:00 am Central Time. You are invited to call in to 1-800-977-8002 and use the conference code number 38759456#.

**Coronavirus Safety Procedures on AMWA Website**

We are adding a Coronavirus Link to our website. It has information regarding the virus and the safety procedures you should be aware of.

**Preferred Share Purchased**

Last month, we made you aware that AWMA Board had voted to offer the Burley Tobacco Growers Association \$120,000 for their preferred share of stock. We are glad to report the BTGA accepted AWMA's offer. AWMA is now solely owned by you, the users of the H-2A program. In the future, we will be changing our articles of incorporation and bylaws. As you can imagine, we are busy working with other issues at hand and we will be making changes at a later date.

**Social Security Numbers for Workers**

Your workers must have a social security number. If they do not, take them to the social security office at least 10 days after arrival and have them apply for one. They will need their passport, work visa, & I-94. This a requirement by the IRS and you must see that this is done.

**Program Updates**

There has been only (2) two changes to the H-2A program this year. (1) We are no longer required to do newspaper advertising. All H-2A employers information is loaded on a website that the Department of Labor developed. You are still required to respond to U.S. Referrals when contacted. (2) January 2, 2020, the Adverse Effect Wage Rate changes were effective. **Please Note: The staggered start date using the 120 day rule has not been approved.**

**Adverse Effect Wage Rates for 2020**

<b>KY, TN, WV</b>	<b>\$12.40</b>	<b>up 77 cents</b>	<b>OK, TX</b>	<b>\$12.67</b>	<b>up 44 cents</b>
<b>AR, LA, MS</b>	<b>\$11.83</b>	<b>up 50 cents</b>	<b>IL, IN, OH</b>	<b>\$14.52</b>	<b>up \$1.26</b>
<b>IA, MO</b>	<b>\$14.58</b>	<b>up \$1.24</b>	<b>CO, NV, UT</b>	<b>\$14.26</b>	<b>up \$1.13</b>
<b>PA</b>	<b>\$13.34</b>	<b>up 19 cents</b>	<b>AL</b>	<b>\$11.71</b>	<b>up 58 cents</b>

**Del AI Invoice**

Del AI & Associates will be invoicing you directly for their facilitation fee & the OEI processing fees of \$130 per worker. They will invoice you when your workers have a scheduled consulate appointment. Please pay the this invoice when you receive it. You may pay by check or you can pay by credit card to Del AI & Associates by following the instructions on the invoice.

«city», «state», «zip»  
«address»  
«First» «Last»

April Newsletter



### **Each Employer Will Receive A Packet After Each Group of Workers Cross the Border**

1. Partially Completed I-9's - You and your worker must complete and sign their I-9. You must maintain these signed I-9's in your records.
2. Reimbursement for Worker's Expenses - You must reimburse your workers for the expenses they incurred when they arrive on the farm. We will enclose a minimum recommended reimbursement for each worker.
3. Work Contract, which includes the work rules in English & Spanish - Please give a copy to each worker. There is a form provided for the workers to sign once you have given them a copy of the work contract.
4. Weekly Wage Statement - You must give each employee, under contract, a wage statement at the end of each pay period.
5. Post the Migrant and Seasonal Agriculture Worker Protection Act Poster and the Employee Rights Under the H-2A Program Posters (English & Spanish) in a conspicuous place where all workers can see it. If you have U.S. workers employed, you must also post the Fair Labor Standards Act Poster.
6. The packet will include the following forms:
  - Employee Abandonment, Voluntary Resignation, Temporary Leave, & Contract Completion

### **H-2A Application Deadlines**

***We need your application & payment, 75 days prior to your date of need.***

- If you need workers by June 15, we need your application no later than April 1.
- If you need workers by July 1, we need your application no later than April 15.
- If you need workers by July 15, we need your application no later than May 1.
- If you need workers by August 1, we need your application no later than May 15.
- If you need workers by August 15, we need your application no later than June 1.
- If you need workers by September 1, we need your application no later than June 15.

**We can not accept faxed, emailed, or two-sided applications.  
We must have original documents signed in ink!  
Please include your payment with the documents.**