

We are moved and settled in to our new location. Come see us!

1510 Newtown Pike  
Suite 110  
Lexington, KY 40511

L to R  
Rick  
Stephanie  
Buffy  
Donna



Merry  
Christmas  
&  
Happy  
New Year!

### AWMA Annual Meeting

The in-person Annual Meeting of Common Shareholders of AWMA has been cancelled due to Covid 19. Instead, we will have our Annual Meeting by Phone-In Conference Call at the same date and time. **Monday, January 11<sup>th</sup>, 2021, 9 am (CST), 10 am (EST). Just call (800) 977-8002 and use Participant Code 38759456# and you can join the Annual Meeting.** At the Annual Meeting, the Corporation's Common Shareholders will be asked to elect four (4) Common Director and to transact such other business as may properly come before the Meeting. All AWMA Common Shareholders should have received the slate of board member candidates. If you are a member of a LLC, Inc., or Partnership, only one member of your organization has voting rights.

### Adverse Effect Wage Rate for 2021 & 2022

The Department of Labor has issued a change in the methodology for determining the annual Adverse Effect Wages Rates for the H-2A visa program. The rule stabilizes the wage rate through calendar year 2022 by freezing the wage rate for 2021 & 2022 at the 2020 wage rate. Beginning in 2023, DOL will adjust the wages by the percentage change in the Bureau of Labor Statistics Employment Cost index for wages and salaries for the preceding 12-month period.

### Covid-19 Procedures

The US consulates in Mexico are still closed for H2A interviews and we don't know when they will open for normal processing. At this time, we are still operating under COVID-19 procedures such as no interviews, workers stay home while visas are processed. Further explanation can be found at our website.

### H-2A Applications

We are mailing out H-2A applications for 2021. Please watch for the 9" x 12" envelope marked "2021 H-2A Application". If you are going to write multiple contracts next year, please make a copy of the contract for later use. You can also go on our website at [www.awmalabor.com](http://www.awmalabor.com) and get an H-2A application anytime. Applications can be found under Applications Documents. We can also email you a fillable application upon request.

«city», «state» «zip»  
«address»  
«first» «last»

December/January  
Newsletter



### **Important Dates for H-2A Applications**

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

- If you need workers by February 15, we need your application no later than December 1.
- If you need workers by March 1, we need your application no later than December 15.
- If you need workers by March 15, we need your application no later than January 1.
- If you need workers by April 1, we need your application no later than January 15.
- If you need workers by April 15, we need your application no later than February 1.
- If you need workers by May 1, we need your application no later than February 15.
- If you need workers by May 15, we need your application no later than March 1.
- If you need workers by June 1, we need your application no later than March 15.
- 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.

### **Worker Departures**

You must notify AWMA immediately when any of your workers leave for any reason. Please complete the appropriate form listed below and either email to [h2a@awmalabor.com](mailto:h2a@awmalabor.com), text to (202) 810-2962, or fax to (866) 751-8406.

**If they Abandon the Job, Complete a H2A Employee Abandonment Form**

**If they Voluntarily Quit (by their choice, not yours), Complete a Voluntary Resignation Form**

**If they Temporary Leave, Complete a Temporary Leave Form**

**When they have Completed the Contract, Complete a Contract Completion Form**

All of these forms were included in your crossing packet you received. You can also access the forms on our website at [www.awmalabor.com](http://www.awmalabor.com) and then go to Links & Forms. You may be held responsible for 3/4 of their wages if you do not report their departure.