

**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>

**H-2A Application Deadlines**

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

- If you need workers by April 15, we need your application not 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.

**We can not accept faxed, emailed, or two-sided applications.  
 We must have original documents signed in ink!**

**Invoice From the Department of Labor**

If you get an invoice from the Department of Labor Employment and Training Administration do **not** pay it. We will pay that bill for you. It is part of the processing fees you have already paid.

**H-2A Rules**

We are operating under the same H-2A rules as last year, except there isn't any newspaper advertising. You must continue to respond to any US referral. There is a focus by several government agencies to make sure employers hire any US worker that is qualified for the H-2A jobs. This omission can cost you several thousands of dollars in owed wages & fines and possible debarment. There is a step by step process on our website on how to handle U.S. referrals.

**Changes to H-2A Applications for 2020**

The Department of Labor has implemented a new application entry system called FLAG. With the new system, DOL is requiring more detailed information on work & housing locations. Each employer must submit an 2019-2020 application which requires more information. You can't submit a copy of a application that you used in previous years. If you do, the application will be returned asking for additional information and it will delay your start date. If you have questions, please give us a call.

**South African Workers**

We now have a process in place to bring in South African Workers through the H-2A Guest Worker Program. If interested, give us a call to discuss.

**Benefits for H-2A Workers**

If you offer any benefits to your U.S. workers, (401k, Medical, etc.) your must offer the same benefits to your H-2A workers. If so, please follow the rules on such from the IRS.

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

February  
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

### **AWMA Payment**

You now have the option to pay AWMA from our website at [www.awmalabor.com](http://www.awmalabor.com). Click on the Application Documents Link and enter the password of awma2012 and click the AWMA Payment Portal button. You can pay by check or by credit card. There will be a 3% convenience charge on credit card payments, but none on the check option. If you have questions about this, please let us know.

### **Housing Inspections**

One of the "pieces of the H2A puzzle" is the H2A housing inspection. Regulations require inspections be completed at least 30 days prior to the start date, yet employers that *wait until 30 days can experience delay in worker arrival*. AWMA strongly recommends the inspection be completed at least 45 days prior to start date and earlier if possible. We are not involved with the inspections so if you have not been contacted at the 45-day mark call your housing inspector immediately. You must keep the original housing inspection as we no longer receive a copy. As a reminder, housing is for the total number of visas requested.