

HARVEST CALENDAR 2022/2023



ALMANAK TRAVAYÈ AGRIKÒL SEZON 2022 / 2023

Si ou te travay nan eta

NEW YORK

Pou kesyon legal ak dwa
travayè agrikòl ou mèt rele:

**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
Hannah Gordon
Arturo Delgado
Catherine Giller

Toll Free in USA
1-800-804-8575
WhatsApp for office
1-845-422-6624

*If you worked in New York and you have legal
questions call us at this office.*

Si ou te travay nan eta

MAINE

**CONNECTICUT,
MASSACHUSETTS, NEW HAMPSHIRE,
RHODE ISLAND, VERMONT**

Pou kesyon legal ak dwa travayè agrikòl ou mèt rele:

PINE TREE LEGAL ASSISTANCE

**115 Main Street, 2nd Floor
Bangor, ME 04401
207- 942-0673**

Staff/Personal:

Michael Guare
Nicolaas G. Meijer
Danny Mills



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**

*If you worked in Maine, Connecticut, Massachusetts, New
Hampshire, Rhode Island, or Vermont and you have legal
questions call us at this office.*

BYENVNI ~ WELCOME
WÈ JODI-A, MEN SONJE DEMEN

Legal services programs in New York and New England produced this calendar. We are lawyers and paralegals who help farmworkers with legal problems. We offer legal advice and representation at no cost to eligible workers.

Pwogram sèvis legal nan New York ak New England te pwodwi kalandriye sa a. Nou se avoka ak paralegal ki ede travayè grikòl yo ak pwoblèm legal. Nou ofri konsèy legal ak reprezantasyon gratis pou travayè ki elijib yo.



The information in this calendar is meant to provide general information, not to give legal advice. How these laws apply to you is based on your personal situation. Please call us with any questions.

Enfòmasyon ki nan kalandriye sa a fèt pou bay enfòmasyon jeneral, pa pou bay konsèy legal. Ki jan lwa sa yo aplike pou ou baze sou sitiyasyon pèsònèl ou. Tanpri rele nou ak nenpòt kesyon.

Cover & Calendar - Photos by Emma Lopez, Angele Court, Johanna Greenberg, Catherine Giller, Alex Albanese, Ian Brunell, Danny Mills and Pine Tree Legal Assistance.

COVID-19 VACCINE AND BOOSTERS



Call us with any questions about the COVID-19 vaccines. We are happy to talk about them, and to send you materials about how they work.

Am I eligible?

Yes! All adults, and many children, are eligible for the vaccine. Your immigration status does not matter.

Do I have to pay?

No! The vaccines are free. In New York, you also have the right to up to 4 hours of paid leave from work so you can get your vaccine.

Why should I get one?

The Centers for Disease Control (CDC) and most doctors recommend getting a COVID-19 vaccine. Some of the reasons they have given are:

- To protect yourself, your family, your friends, and your community.
- Because the vaccines are safe and effective.
- Because it's easy! Some clinics will even travel directly to your farm.

What is a booster?

- A booster dose of a vaccine is another dose that is given to people to keep up their immunity after some time has passed.
- If you received the Johnson and Johnson shot, and more than two months has passed, you can get a booster dose.
- If you received the Moderna or Pfizer vaccine, and more than 6 months has passed, you can get a booster dose.
- If you received the AstraZeneca or Sinovac vaccine, or any other vaccine, please call us so we can look up current guidance about boosters. You may be able to get a different booster here in the U.S.
- This information is constantly changing, so call us for the most recent updates.

VAKSEN AK BOOSTER POU COVID-19

Rele nou pou nenpòt kesyon konsènan vaksen COVID-19 yo. Nou kontan pale sou yo, epi diw koman yo travay.

Èske mwen kalifye?

- Wi! Tout granmoun, ak anpil timoun, elijib pou vaksen an. Eitati imigrasyon w pa gen pwoblèm.

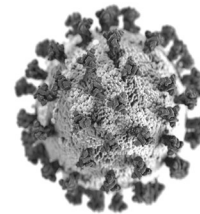
Èske mwen oblije peye?

- Non! Vaksen yo gratis. Nan New York, ou gen dwa tou pou jiska 4 èdtan konje peye pou w ka pran vaksen w lan.

Poukisa mwen ta dwe jwenn youn?

Sant pou Kontwòl Maladi (CDC) ak pifò doktè rekòmande pou pran yon vaksen COVID-19. Kèk nan rezon yo te bay yo se:

- Pou pwoteje tèt ou, fanmi w, zanmi w ak kominote w.
- Paske vaksen yo san danje epi efikas.
- Paske li fasil! Gen kèk klinik ki pral menm vwayaje dirèkteman nan fèm ou a.



Ki sa ki se yon rapèl?

- Yon dòz rapèl yon vaksen se yon lòt dòz yo bay moun pou kenbe iminite yo apre kèk tan pase.
- Si ou te resevwa piki Johnson and Johnson, epi plis pase de mwa pase, ou ka jwenn yon dòz rapèl.
- Si ou te resevwa vaksen Moderna oswa Pfizer, epi plis pase 6 mwa pase, ou ka resevwa yon dòz rapèl.
- Si ou te resevwa vaksen AstraZeneca oswa Sinovac, oswa nenpòt lòt vaksen, tanpri rele nou pou nou ka chèche konsèy aktyèl sou rapèl yo. Ou ka anmezi pou jwenn yon rapèl diferan isit la nan peyi Etazini.
- Enfòmasyon sa a toujou ap chanje, kidonk rele nou pou dènye nouvèl yo.

WORKING DURING COVID-19

A lot has changed over the past year, and it is important that you continue to keep yourself and your coworkers protected. The laws and programs having to do with COVID-19 are changing week to week. You should always feel free to call us about the following:

- Whether or not you or someone else should be quarantining, or whether you can work
- Vaccines and how to get one (this is different by state)
- Whether or not you qualify for paid sick leave when you are sick with COVID-19 or need to quarantine from an exposure (in New York, many farmworkers qualify!)
- Whether you qualify for paid leave to get a vaccine (in New York, many farmworkers do!)
- COVID-19 tests and how to get one
- How to sign up for health insurance (this is **very** important during COVID-19!)
- Concerns about safety in the workplace

Remember!

- ◆ Wear a mask.
- ◆ Stay at least 6 feet (2 meters) away from others.
- ◆ Wash your hands with soap and water, or use hand sanitizer with at least 60% alcohol.



KAP TRAVAY PANDAN COVID-19

Gen anpil bagay ki chanje pandan ane ki sot pase a, e li enpòtan pou w kontinye pwoteje tèt ou ak kòlèg travay ou yo. Lwa ak pwogram ki gen rapò ak COVID-19 yo ap chanje chak semèn. Ou ta dwe toujou santi yo lib pou rele nou sou bagay sa yo:

- Kit ou menm oswa yon lòt moun ta dwe mete an karantèn, oswa si ou ka travay
- Vaksen ak kijan pou jwenn youn (sa a diferan selon eta)
- Kit ou kalifye oswa ou pa kalifye pou konje maladi peye lè ou malad ak COVID-19 oswa ou bezwen mete an karantèn pou yon ekspozè (nan New York, anpil travayè agrikòl kalifye!)
- Kit ou kalifye pou konje peye pou pran yon vaksen (nan New York, anpil travayè agrikòl fè!)
- Tès COVID-19 ak kijan pou jwenn youn
- Ki jan yo enskri pou asirans sante (sa a trè enpòtan pandan COVID-19!)
- Enkyetid sou sekirite nan espas travay la

Sonje!

- Mete yon mask.
- Rete omwen 6 pye (2 mètr) lwen lòt moun.
- Lave men ou ak dlo ak savon, oswa itilize dezenfektan pou men ak omwen 60% alkòl



MARCH 2022 MAS

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
		<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>		

RECORD YOUR HOURS

It's a good idea to record your hours separately from how your supervisor or the employer does it.

Use this calendar for short entries like the number of hours you work each day.

If you work multiple piece rate jobs per day, a more detailed log would be better. We have small log booklets available.

Things you should record:

- Write down the hours you work **every day**.
- Write down the time you start, the time when you stop for lunch, the time you start working after lunch, and the time you stop working.
- If you are paid a piece rate, write down how many pieces you made or boxes or buckets you picked, the piece rate, and the crop you worked that day.

It is important to keep track of all these things. It's possible the boss might make a mistake in what he pays you or in other work documents. It's valuable to have this information so you can prove what work you did and how much you are owed.

Use an envelope or a folder where you can keep all your paycheck stubs. You never know when it might be necessary to prove your earnings.



REJIS TRAVAY

Li se yon bon lide pou anrejistre lè ou separeman de fason sipèvizè w la oswa patwon an fè li.

Sèvi ak kalandriye sa a pou antre kout tankou kantite èdtan ou travay chak jou.

Si w ap travay plizyè travay pa jou, yon boutèy demi lit ki pi detaye ta pi bon. Nou gen ti liv ki disponib.

Bagay ou ta dwe anrejistre:

- Ekri lè w ap travay **chak jou**.
- Ekri lè ou kòmanse, lè ou sispann pou manje midi, lè ou kòmanse travay apre manje midi, ak lè ou sispann travay.
- Si yo peye w yon moso, ekri konbyen moso ou te fè oswa bwat oswa bokit ou te ranmase, pousantaj moso, ak rekòt ou te travay jou sa a.

Li enpòtan pou kenbe tras de tout bagay sa yo. Li posib bòs nan travay la ka fè yon erè nan sa li peye w oswa nan lòt travay. Li enpòtan pou w genyen sa yo pou w ka konte travay ou te fè ak lajan w dwe.

Sèvi ak yon anvlòp oswa yon katab kote ou ka kenbe tout souch chèk ou yo. Ou pa janm konnen ki lè li ta ka jwenn pou jwenn salè ou.

APRIL 2022 AVRIL

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
					<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>

MINIMUM WAGE

The **federal minimum wage is \$7.25**. The federal minimum wage applies in **Maine, Vermont and New Hampshire**. You must be paid at least \$7.25 per hour in these states, unless you are an H-2A worker (H-2A workers must be paid at least \$15.66 in 2022).

In **New York**, generally, the minimum wage is \$13.20 per hour. However, in Westchester County and Long Island, it is \$15.00 per hour. H-2A workers and non-H-2A workers who do the same work as H-2A workers make \$15.66 per hour.

In **Connecticut** the minimum wage is \$13.00 per hour and will rise to \$14.00 per hour in July 2022. In **Massachusetts** the minimum wage is \$8.00 per hour. In **Rhode Island** the minimum wage is now \$12.25 per hour. H-2A workers make \$15.66 per hour.

Even if you are paid on a piece rate basis, your hourly wages each week must be at least the required minimum hourly wage.

You must be paid for all hours worked, including waiting time, and sometimes travel time. For example, if you have to wait for tools or equipment to start work, you should be paid for that time. If you move from one field to another during the day, you must be paid for that travel time. Also, if your break or lunch break is less than 20 minutes, you must be paid for it. Keep a record of all your hours to make sure you are paid correctly. In New York, all workers must get at least a 30-minute meal break for any shifts longer than 6 hours.

Most farmworkers are **not** entitled to **overtime** pay. Overtime is time and ½ pay. However, if you are planting trees or cutting brush you might be entitled to overtime pay at 40 hours. Also, some packing and nursery jobs are entitled to overtime pay at 40 hours. All farmworkers in **New York** are entitled to overtime (time-and-a-half, or 1.5 times the hourly wage) for hours worked *over 60 in a week*, or if they work on their day of rest. This is also true for workers who are paid on a piece rate basis who work more than 60 hours in a week, or who work on their day of rest.

If you have any questions, please call one of our offices listed inside the front cover.



MAY 2022 ME

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
<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 Memorial Day</i>	<i>31</i>				

SALÈ MINIMÒM

Salè **minimòm federal la se \$7.25**. Salè minimòm federal la aplike nan **Maine, Vermont ak New Hampshire**. Ou dwe peye omwen \$7.25 pou chak èdtan nan eta sa yo, sof si ou se yon travayè H-2A (Travayè H-2A yo dwe peye omwen \$15.66 an 2022).

Nan **New York**, jeneralman, salè minimòm lan se \$13.20 pa èdtan. Sepandan, nan Konte Westchester ak Long Island, li se \$15.00 pou chak èdtan. Travayè H-2A ak travayè ki pa H-2A ki fè menm travay ak travayè H-2A fè \$15.66 pa èdtan.

Nan **Connecticut** salè minimòm nan se \$13.00 pa èdtan epi li pral monte a \$14.00 pou chak èdtan an Jiyè 2022. Nan **Massachusetts** salè minimòm nan se \$8.00 pou chak èdtan. Nan **Rhode Island** salè minimòm lan se kounye a \$ 12.25 pou chak èdtan. Travayè H-2A yo fè \$15.66 pa èdtan.

Menm si yo ta peye w sou yon baz pa moso, salè èdtan ou chak semèn dwe omwen minimòm pou èdtan salè.

Yo dwe peye w pou tout èdtan travay, enkli tan ap tann, epi pafwa tan vwayaj. Pou egzanp, si ou oblije rete tann pou zouti oswa ekipman pou kòmanse travay, yo ta dwe peye w pou tan sa a. Si w deplase soti nan yon jaden nan yon lòt pandan jounen an, yo dwe peye w pou tan vwayaj sa a. Epitou, si repo ou oswa repo manje midi ou mwens pase 20 minit, yo dwe peye w pou li. Kenbe yon dosye sou tout èdtan w yo pou asire ke yo peye w kòrèkteman. Nan New York, tout travayè yo dwe pran omwen 30 minit repa pou nenpòt ki orè ki pi long pase 6 èdtan.

Pifò travayè agrikòl yo pa gen dwa pou peye lè siplemanchè. Lè siplemanchè se tan ak 1/2 peye. Sepandan, si w ap plante pye bwa oswa koupe bwòs ou ka gen dwa pou peye lè siplemanchè nan 40 èdtan. Epitou, kèk travay anbalaj ak pepinyè gen dwa pou peye lè siplemanchè nan 40 èdtan. Tout travayè agrikòl nan **New York** gen dwa pou lè siplemanchè (tan ak yon mwatye, oswa 1.5 fwa salè èdtan) pou èdtan travay plis pase 60 nan yon semèn, oswa si yo travay nan jou repo yo. Sa a se laverite tou pou travayè yo ki peye sou yon baz pa pyès ki travay plis pase 60 èdtan nan yon semèn, oswa ki travay nan jou repo yo.

Si w gen nenpòt kesyon, tanpri rele youn nan biwo nou yo ki nan lis anndan kouvèti devan an.



JUNE 2022 JEN

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
			<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>		

NEW YORK OVERTIME

In New York only, farmworkers have a right to overtime when they work more than 60 hours in a work week or if they work on their "day of rest". The rate is time and a half. Workers need to be given one day of rest (24 hours) in every calendar week. While workers cannot be **required** to work on their day of rest, they can **voluntarily** work, but they must be paid the overtime rate for any work on that day. If you work in **New York** and have questions about the new overtime law, you can call the Farmworker Law Project (see the first page of this newsletter). This overtime rule will likely change in the coming years to below 60 hours. We will keep you informed of any changes.

THE RIGHT TO ORGANIZE

In New York, farmworkers now also have the right to form a union and to organize with their co-workers to protect their rights. Farmworkers **cannot**, however, strike or plan a work stoppage or work slowdown.



TAN SUPPLÒM NAN NEW YORK

Nan New York sèlman, travayè agrikòl yo gen dwa pou lè siplemantè lè yo travay plis pase 60 èdtan nan yon semèn kalandriye oswa si yo travay nan "jou repo" yo. Pousantaj la se tan ak yon mwatye. Travayè yo dwe bay yon jou repo (24 èdtan) nan chak semèn kalandriye. Pandan ke travayè yo pa ka **oblige** travay nan jou repo yo, yo ka travay **volontèman**, men yo dwe peye yo pousantaj siplemantè a pou nenpòt ki travay nan jou sa a. Si w ap travay nan **New York** epi w gen kesyon sou nouvo lwa lè siplemantè a, ou ka rele Pwojè Lwa Travayè Agrikòl (gade premye paj bilten sa a). Règ lè siplemantè sa a ap gen chans pou chanje nan ane kap vini yo pi ba pase 60 èdtan. Nou pral kenbe ou enfòmè sou nenpòt chanjman.

DWA POU ÒGANIZE

Nan New York, travayè agrikòl yo kounye a gen dwa tou pou yo fòme yon sendika epi pou yo òganize ak kòlèg travay yo pou pwoteje dwa yo. Men, travayè agrikòl yo **pa kapab** fè grèv oswa planifye yon sispann travay oswa ralentissement travay.

JULY 2022 JIYÈ

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
					<i>1</i>	<i>2</i>
<i>3</i>	<i>4</i> Independence Day	<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>						

HEAT ILLNESS

Sun and heat can be dangerous! Protect your health. Drink water before you feel thirsty. Drink small amounts of water every 30 minutes. Avoid coffee or alcohol. Get used to the sun little by little. Rest in the shade occasionally.

Schedule demanding tasks in the morning or late in the day. Wear light-colored and loose-fitting clothes and a hat. See a doctor if you have: fever, strong fatigue, headaches, confusion, nausea, difficulty concentrating or thinking, or little to no sweating.



MALADI CHALÈ

Solèy ak chalè ka danjere! Pwoteje sante w. Bwè dlo anvan ou swaf dlo. Bwè ti kantite dlo chak 30 minit. Evite kafe oswa alkòl. Abitye ak solèy la piti piti. Repoze nan lonbraj la detanzantan.

Planifye travay ki mande nan maten oswa an reta nan jounen an. Mete rad ki gen koulè pal epi ki lach ak yon chapo. Gade yon doktè si w genyen: lafyèv, gwo fatig, tèt fè mal, konfizyon, kè plen, difikilte pou konsantre oswa reflechi, oswa ti kras oswa pa gen swe.

FIELD SANITATION

A toilet and a place to wash your hands must be available for every 20 workers. Toilets must be within 1/4 mile from where you are working. Toilets must work and be kept clean. Handwashing facilities must be filled with clean water and must be kept clean. There must also be soap and single-use towels.

Water: You must have drinking water available near where you work. The water must be cool, safe, and enough for everyone. Your employer must tell each worker where the toilets, drinking water, and handwashing places are and let you use them when you need to.



SANITASYON JADEN

Yon twalèt ak yon kote pou lave men ou dwe disponib pou chak 20 travayè. Twalèt yo dwe nan 1/4 mil de kote w ap travay. Twalèt yo dwe travay epi yo dwe kenbe pwòp. Etablisman lave men yo dwe ranpli ak dlo pwòp epi yo dwe kenbe pwòp. Dwe tou gen savon ak sèvyèt yon sèl-itilize.

Dlo: Ou dwe gen dlo pou bwè tou pre kote w ap travay. Dlo a dwe fre, san danje e ase pou tout moun. Patwon w lan dwe di chak travayè ki kote twalèt yo, dlo pou bwè, ak kote pou w lave men yo ye epi kite w itilize yo lè w bezwen.

AUGUST 2022 OUT

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
	<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>			

JOB DISCRIMINATION

DON'T LET ANYONE TAKE AWAY YOUR RIGHT TO WORK

If you **were fired, weren't hired, were treated differently at work, or were retaliated against** for any of the following reasons:

- ◆ you **are not** a U.S. citizen or permanent resident
- ◆ you **are** a U.S. citizen or permanent resident
- ◆ you were not born in the U.S.
- ◆ the company thought your work documents looked fake
- ◆ you don't speak English, and it's not necessary to do the job
- ◆ you were replaced by a U.S. citizen, and you are not an H-2A worker
- ◆ you were replaced by a worker with an H-2A or H-2B visa

THEN YOU MAY HAVE BEEN DISCRIMINATED AGAINST.

Other forms of discrimination can happen because of your gender, or your age, or your race/ethnicity.

When you get a job, you must show documents proving your authorization to work in the US, and sign a form called an I-9. The I-9 lists the documents you can use to prove work authorization. **The employer cannot tell you which of the documents listed you must provide.**

If you are discriminated against, call one of our offices listed inside the front cover of this calendar.

DISKRIMINASYON TRAVAY

PA KITE PERSONN PRAN DWA W POU TRAVAY

Si yo te **revoke ou, yo pa te anboche w, yo te trete yon fason diferan nan travay, oswa yo te pran revanj kont ou** pou nenpòt nan rezon sa yo:

- ◆ ou **pa** yon sitwayen ameriken oswa yon rezidan pèmanan
- ◆ ou **se** yon sitwayen ameriken oswa rezidan pèmanan
- ◆ ou pa fèt Ozetazini.
- ◆ konpayi an te panse dokiman travay ou yo te sanble fo
- ◆ ou pa pale anglè, epi li pa nesèsè pou w travay.
- ◆ yo te ranplase w pa yon sitwayen ameriken, epi ou pa yon H-2 travayè.
- ◆ yon travayè te ranplase w ak yon viza H-2A oswa H-2B

Yo fè diskriminasyon sou ou.

Lòt fòm diskriminasyon ka rive akòz sèks ou, oswa laj ou, oswa ras/etnisite ou.

Lè w jwenn yon travay, ou dwe montre dokiman ki pwouve otorizasyon w pou travay Ozetazini, epi siyen yon fòm ki rele I-9. I-9 bay lis dokiman ou ka itilize pou pwouve otorizasyon travay.

Anplwayè a pa ka di w kilès nan dokiman ki nan lis la ou dwe bay.

Si yo fè diskriminasyon kont ou, rele youn nan biwo nou yo ki nan lis anndan kouvèti kalandriye sa a.

SEPTEMBER 2022 SEPTANM

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
				1	2	3
4	5 <i>Labor Day</i>	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	

WORKERS' COMPENSATION



All farmworkers are eligible for Workers' Compensation. If you are injured at work or in your employer-provided housing, or become sick due to a work condition, you have the right to medical treatment, at no cost. The insurance company pays for your medical bills and perhaps for some of your lost wages. It is illegal for your boss to stop you from getting workers' compensation benefits.

If you're injured while working, get medical care - don't wait! Tell the doctor you were injured at work. The doctor should bill the insurance company. You should not pay for any medical services. Follow the doctor's orders. Return for follow-up medical appointments and physical therapy.

Tell the boss right away! In order to get benefits, you must tell the boss you were injured.

Keep records! Keep a record of medical visits, the doctor's name and address, and any costs (such as transportation, prescriptions, other receipts).

If you are still injured when you go home, you should continue to receive medical care and lost wages. It is best, but not required, to start your workers' compensation claim before you leave. Ask your doctor for a copy of your medical records. Take them home with you. Find a doctor at home to provide care. Send copies of your medical reports to the insurance company.

If you have questions about workers' compensation, ask for help! If you need help seeing a doctor, getting your bills paid or receiving wage benefits, call the legal services office in the state you are seeking benefits—they can refer you to a workers' compensation lawyer. The offices are listed inside the front cover.

OCTOBER 2022 OKTÒB

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
						<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 Columbus Day</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>					

KONPANSASYON TRAVAYÈ



Tout travayè agrikòl yo kalifye pou Konpansasyon Travayè. Si w blese nan travay ou oswa nan lojman anplwayè w la bay, oswa si w malad akòz yon kondisyon travay, ou gen dwa pou w resevwa tretman medikal gratis. Konpayi asirans lan peye pou bòdwo medikal ou yo e petèt pou kèk nan salè ou pèdi. Li ilegal pou bòs nan travay ou npeche w jwenn benefis konpansasyon travayè yo.

Si w blese pandan w ap travay, jwenn swen medikal - pa tann! Di doktè a ou te blese nan travay la. Doktè a ta dwe voye bòdwo konpayi asirans lan. Ou pa ta dwe peye pou okenn sèvis medikal. Swiv lòd doktè a. Re-tounen pou randevou medikal swivi ak terapi fizik.

Di bòs la touswit! Pou w ka jwenn benefis, ou dwe di bòs nan travay ou te blese.

Kenbe dosye! Kenbe yon dosye sou vizit medikal yo, non doktè a ak adrès, ak nenpòt frè (tankou transpò, preskripsyon, lòt resi).

Si w toujou blese lè w ale lakay ou, ou ta dwe kontinye resevwa swen medikal ak salè ou pèdi. Li pi bon, men li pa obligatwa, pou w kòmanse reklamasyon konpansasyon travayè w anvan w ale. Mande doktè w pou yon kopi dosye medikal ou. Pran yo lakay ou avèk ou. Jwenn yon doktè nan kay la pou bay swen. Voye kopi rapò medikal ou yo bay konpayi asirans lan.

Si w gen kesyon sou konpansasyon travayè, mande èd! Si w bezwen èd pou w wè yon doktè, pou w peye bòdwo w yo oswa pou w resevwa benefis salè, rele biwo sèvis legal nan eta w ap chèche benefis yo—yo ka refere w bay yon avoka konpansasyon travayè. Biwo yo nan lis andedan kouvèti devan an.

NOVEMBER 2022 NOVANM

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
		<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 Thanksgiving</i>	<i>25</i>	<i>26</i>
<i>27</i>	<i>28</i>	<i>29</i>	<i>30</i>			

UNEMPLOYMENT

Once your job ends, you might be eligible for unemployment compensation benefits. You can apply at a State Department of Labor agency where you are living or in the state you worked. Some states accept applications by telephone or the internet. States have different rules for calculating your benefits and for counting wages from other states to qualify. The place where you worked and the length of time may determine where you should apply and how much you receive. When applying, be sure to report every place you worked.

If you have questions or problems getting unemployment benefits, contact one of our offices listed inside the front cover. **If you are denied benefits, contact us immediately—the appeal deadline is very short.**

H-2A workers and undocumented workers are not eligible for unemployment benefits.



CHOMAJ

Yon fwa travay ou fini, ou ka kalifye pou benefis konpansasyon chomaj. Ou ka aplike nan yon ajans Depatman Travay Eta kote w ap viv oswa nan eta ou te travay la. Kèk eta aksepte aplikasyon pa telefòn oswa entènèt la. Eta yo gen règ diferan pou kalkile benefis ou yo ak pou konte salè nan lòt eta yo kalifye. Kote ou te travay ak kantite tan an ka detèmine kote ou ta dwe aplike ak konbyen lajan ou resevwa. Lè w ap aplike, asire w ke w rapòte chak kote w te travay.

Si w gen kesyon oswa pwoblèm pou jwenn alokasyon chomaj, kontakte youn nan biwo nou yo ki nan lis anndan kouvèti a. **Si yo refize w benefis, kontakte nou imedyatman—dat limit apèl la trè kout.**

Travayè H-2A ak travayè san papye pa kalifye pou benefis chomaj.

DECEMBER 2022 DESANM

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25 <i>Christmas Day</i>	26	27	28	29	30	31

HOUSING

You have a right to safe and decent housing.

In most circumstances—although not all—the housing must be:

- **Inspected:** 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. 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.
- **Posted:** if there are charges or expenses for the housing, the information must be posted. **In New York, migrant workers cannot be charged for housing.** Some year-round workers can be charged for housing, but there are strict conditions and limits to the charges

You should help keep the building and grounds clean. Report any problems to your boss. Allow government inspectors to inspect the building. Contact us if you have other questions or problems with camp conditions, as these situa-



LOJMAN

Ou gen dwa a yon lojman ki an sekirite ak desan.

Nan pifò sikonstans, byenke se pa tout, lojman an dwe:

- **Enspekte:** anvan nenpòt moun deplase, yo dwe enspekte bilding lan epi bòs nan travay la dwe poste pèmi enspeksyon an.
- **San danje:** bilding lan dwe san danje, pa gen okenn pwoblèm elektrik, epi yo dwe gen dlo pwòp. Sa a gen ladan alam lafimen k ap travay ak aparèy pou etenn dife.
- **Netwaye:** yo dwe retire fatra a, twalèt yo dwe pwòp, epi yo dwe bay ase depo pou manje ou.
- **Afiche:** si gen chaj oswa depans pou lojman w, enfòmasyon an dwe afiche. Nan New York, travayè migran yo pa dwe peye pou lojman. Gen kèk travayè pandan tout ane a ke yo te chaje pou lojman, men gen strik kondisyon ak limit nan chaj yo.

Ou ta dwe ede kenbe bilding lan ak lakou a pwòp. Rapòte nenpòt pwoblèm bay bòs ou. Pèmèt enspektè gouvènman yo enspekte bilding lan. Kontakte nou si ou gen lòt kesyon oswa pwoblèm ak kondisyon kan yo, kòm sityasyon sa yo ka konplike.

JANUARY 2023 JANVYE

Sun/Dimanch	Mon/Lendi	Tue/Madi	Wed/Mèkredi	Thu/Jedi	Fri/Vandredi	Sat/Samdi
<i>1 New Year's Day</i>	2	3	4	5	6	7
8	9	10	11	12	13	14
15	<i>16 MLK Day</i>	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FARMWORKER RIGHTS

There is a law in the United States called the Migrant and Seasonal Agricultural Worker Protection Act. It covers most farms and farmworkers. (It does not apply to H-2A workers.)

Under this law you have the right to:

- Accurate information about the job, in writing, when you are recruited.
- Accurate and complete pay statements every time you get paid.
- Clean, safe housing.
- Transportation in safe vehicles if the employer provides transportation.
- The contractor and the employer have to keep all their promises.
- You must be paid all of the wages you are owed.

This law also has other protections for workers.

**Please call us if you have any questions or if you want help.
Numbers are listed inside the front cover.**



DWA TRAVAYÈ AGRIKÒL YO

Gen yon lwa Ozetazini ki rele Lwa Pwoteksyon Travayè Agrikòl Migran ak Sezon. Li kouvri pifò fèm ak travayè agrikòl yo. (Li pa aplike pou travayè H-2A.)

Dapre lwa sa a ou gen dwa pou:

- Enfòmasyon egzat sou travay la, alekri, lè yo rekrute w.
- Deklarasyon peman egzat ak konplè chak fwa ou resevwa peye.
- Lojman pwòp, ki an sekirite.
- Transpò nan machin ki an sekirite si patwon an bay transpò.
- Kontraktè a ak patwon an dwe kenbe tout pwomès yo.
- Yo dwe peye w tout salè yo dwe w yo.

Lwa sa a gen lòt pwoteksyon tou pou travayè yo.

Tanpri rele nou si w gen nenpòt kesyon oswa si w vle èd. Nimewo yo nan lis andedan kouvèti devan an.



SOCIAL SECURITY



Your **Social Security Number is private**. You are only required to provide it for employment and banking. Keep your number in a safe place to prevent identity theft. Never give out your Social Security number.

Social Security is a U.S. government benefit program. It pays a monthly amount to workers who are **retired** (at least age 62) or **disabled**. To qualify for benefits, you usually must have paid into Social Security through payroll deductions for 10 years. A worker's spouse or child may also be eligible for benefits.

This money goes to your account at Social Security. You should have a deduction from your check each week. It is usually listed on your check as "FICA", "Social Security", "Medicare", or "OASDI". Call us if you have any questions about amounts being withheld from your pay. H-2A workers and undocumented workers are not eligible for these benefits. H-2A workers should **not** have FICA, Social Security, Medicare, or OASDI taxes withheld from their paychecks.

It is a good idea to check with Social Security to see if all your earnings are included in their records. If not, you can correct your record. If you have any questions regarding Social Security, in the US you can call **1-800-772-1213**. Outside the U.S., use **410-965-0160**.

If you have any questions or problems, please call one of our offices, listed inside the front cover of this calendar.

SEKIRITE SOSYAL

Nimewo **Sekirite Sosyal ou prive**. Ou gen obligasyon sèlman pou bay li pou travay ak bank. Kenbe nimewo w nan yon kote ki an sekirite pou anpeche vòl idantite. Pa janm bay nimewo sekirite sosyal ou.

Sekirite Sosyal se yon pwogram benefis gouvènman ameriken an. Li peye yon kantite lajan chak mwa bay travayè ki pran **retrèt** (omwen laj 62) oswa **ki andikape**. Pou kalifye pou benefis, anjeneral ou dwe te peye nan Sekirite Sosyal atravè dediksyon pewòl pou 10 ane. Konjwen oswa pitit yon travayè ka elijib tou pou benefis yo.

Lajan sa a ale nan kont ou nan Sekirite Sosyal. Ou ta dwe gen yon dediksyon nan chèk ou chak semèn. Anjeneral li nan chèk ou a kòm yon konbinezon "FICA" ak "Medicare". Rele nou si w gen nenpòt kesyon sou kantite lajan yo kenbe nan peman ou. Travayè H-2A ak travayè **san papyè** pa kalifye pou benefis sa yo. Travayè H-2A pa ta dwe genyen taks FICA, sekirite sosyal, Medicare, oswa OASDI nan chèk yo.

Li se yon bon lide yo tcheke avèk Sekirite Sosyal yo wè si tout salè ou yo enkli nan dosye yo. Si ou pa, ou ka korije dosye ou. Si ou gen nenpòt kesyon konsènan sekirite sosyal, nan peyi Etazini an ou ka rele **1-800-772-1213**. Deyò US la, sèvi ak **410-965-0160**.

Si w gen nenpòt kesyon oswa pwoblèm, tanpri rele youn nan biwo nou an, ki nan lis andedan kouvèti a devan nan kalandriye sa a.



PESTICIDES



- * You have the right to ask for information from your boss about the pesticides they are using where you work.
- * **Always use protective equipment**, which should be provided to you by your employer.
- * Wash your hands before eating, drinking, smoking or going to the bathroom.
- * Wash your body after working to remove any pesticides.
- * Wash your work clothes separately from other clothes. Wash the clothing you used with pesticides before wearing them again.
- * Wear long-sleeved shirts that cover your arms, long pants, socks and gloves.

What should you do if you are sprayed with pesticides or you ingest them?

- * Rinse your skin immediately with soap and water. Take off your clothes if they are contaminated.
- * If you feel sick or if your eyes, skin or throat hurt, go to a doctor immediately, or call 911 in an emergency.
- * Tell the doctor that you think you've been poisoned by pesticides.
- * Tell the doctor that he can call your boss to find out what pesticides they were using where you worked.
- * Remember that Workers' Compensation Insurance should pay for these medical costs.

Some symptoms of pesticide poisoning are:

Irritated skin, nose, eyes or throat; headache; vomiting; blurred vision; sweating; muscle pain or cramps; chest pain; drooling; difficulty breathing; nausea; difficulty walking; weakness and loss of appetite.

PESTISID

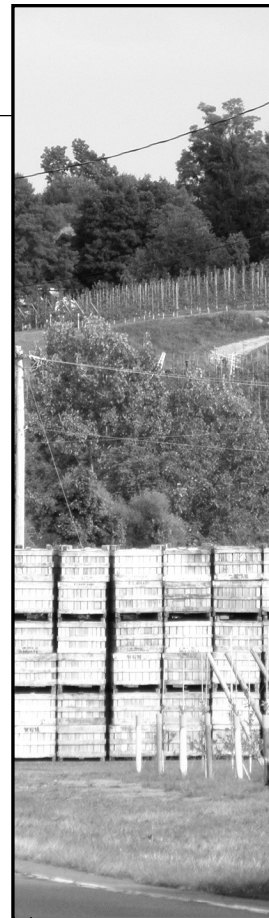
- Ou gen dwa pou mande bòs ou enfòmasyon sou pestisid y ap itilize kote w ap travay.
- **Toujou sèvi ak ekipman pwoteksyon**, ke patwon ou ta dwe ba ou.
- Lave men w anvan w manje, bwè, fimen oswa ale nan twalèt.
- Lave kò w apre w fin travay pou w retire nenpòt pestisid.
- Lave rad travay ou separeman ak lòt rad. Lave rad ou te itilize ak pestisid yo anvan ou mete yo ankò.
- Mete chemiz manch long ki kouvri bra w, pantalon long, chosèt ak gan.

Kisa ou ta dwe fè si yo flite w ak pestisid oswa si w enjere yo?

- Rense po ou imedyatman ak savon ak dlo. Wete rad ou si yo kontamine.
- Si w santi w malad oswa si je w, po w oswa gòj ou fè mal, ale nan yon doktè imedyatman, oswa rele 911 nan yon ijans.
- Di doktè a ke ou panse ke pestisid te anpwazonnen ou.
- Di doktè a ke li ka rele bòs nan travay ou pou konnen ki pestisid yo t ap itilize kote ou te travay.
- Sonje ke Asirans Konpansasyon Travayè ta dwe peye pou depans medikal sa yo.

Gen kèk sentòm anpwazonman pestisid yo se:

Po, nen, je oswa gòj irite; tèt fè mal; vomisman; vizyon twoub; swe; doule nan misk oswa kramp; doule nan pwatrin; bave; difikilte pou respire; kè plen; difikilte pou mache; feblès ak pèt apeti.



H-2A WORKERS

If you came to the United States with a temporary visa to work on a farm, you are covered under an H-2A work contract. H-2A contracts provide for certain benefits. Rights and protections under an H-2A contract include:

- Receiving a copy of your contract before you leave your home country.
- At least payment of the Adverse Effect Wage Rate (AEWR) for all hours worked. The AEWR is the minimum hourly wage for H-2A jobs. **In 2022, in New England and New York, the AEWR is \$15.66 per hour.**
- Safe transportation from the labor camp to work and back.
- Free housing which is inspected and meets federal and state standards.
- Workers' compensation benefits if you are injured while working, including medical care and sometimes a lost-wage benefit if you are unable to work.
- Reimbursement of some of your travel expenses to and from the United States.
- No retaliation for asserting your rights under the contract. This includes talking with a legal aid worker or filing a complaint.
- Other rights that are in your contract.

NOTE: IF you are **not** an H-2A worker but are doing the same work as H-2A workers employed at your farm, you get the same contract rights, including pay.

Contact us if you have questions about your contract or if you need help.



TRAVAYÈ H-2A

Si ou te vin Ozetazini ak yon viza tanporè pou travay nan yon fèm, ou garanti anba yon kontra travay H-2A. Kontra H-2A bay sèten avantaj. Dwa ak pwoteksyon anba yon kontra H-2A gen ladan:



- Resevwa yon kopi kontra w anvan w kite peyi w.
- Omwen peman To Salè Efè Adverse (AEWR) pou tout èdtan travay yo. AEWR se sale minimòm èdtan pou travay H-2A. **Nan 2022, nan New England ak New York, AEWR a se \$ 15.66 pou chak èdtan.**
- Transpò san danje soti nan kan travay la pou ale travay epi retounen.
- Lojman gratis ki enspekte epi ki satisfè nòm federal ak eta yo.
- Benefis konpansasyon travayè yo si w blese pandan w ap travay, enkli swen medikal epi pafwa yon benefis salè pèdi si w pa kapab travay.
- Ranbousman kèk nan depans vwayaj ou ale ak soti nan Etazini.
- Pa gen vanjans pou reklame dwa w anba kontra a. Sa enkli pale ak yon travayè èd legal oswa depoze yon plent.
- Lòt dwa ki nan kontra ou.

REMAK: Si w **pa** yon travayè H-2A men w ap fè menm travay ak travayè H-2A k ap travay nan fèm ou a, ou jwenn menm dwa sou kontra yo, enkli salè.

Kontakte nou si w gen kesyon sou kontra w oswa si w bezwen èd.

H-2B WORKERS

If you come to the United States with a temporary visa to work someplace other than on a farm, you are probably an H-2B worker, not an H-2A worker. Many H-2B contract workers work at hotels, in seafood processing jobs, construction jobs, and landscaping jobs. There are also many H-2B workers in Maine and other states who do forestry work by planting pine seedlings and cutting brush.

As an H-2B worker, you are entitled to Workers' Compensation benefits if you are hurt on the job. However, some of the legal rights of an H-2B worker are different than the rights of an H-2A worker. For example, employers of H-2B workers may not have to provide a minimum work guarantee, free housing, or transportation.



Generally speaking, forestry workers and many other H-2B workers are entitled to overtime pay (time and a half) for hours worked over 40 in a week. H-2B forestry workers are also protected by the federal Migrant and Seasonal Agricultural Worker Protection Act. Check if you have an H-2A visa or an H-2B visa, and find out what your contract provides.

If you have questions about your rights, please contact us.

TRAVAYÈ H-2B

Si w vin Ozetazini ak yon viza tanporè pou w travay yon lòt kote ki pa nan yon fèm, pwobableman ou se yon travayè H-2B, pa yon travayè H-2A. Anpil travayè kontra H-2B travay nan otèl, nan travay trete fwidmè, travay konstriksyon, ak travay jaden. Genyen tou anpil travayè H-2B nan Maine ak lòt eta ki fè travay forè lè yo plante plant pen ak koupe bwòs.

Antanke yon travayè H-2B, ou gen dwa a benefis Konpansasyon Travayè si ou te blesse nan travay la. Se-

pandan, kèk nan dwa legal yon travayè H-2B yo diferan pase dwa yon travayè H-2A. Pa egzanp, anplwayè travayè H-2B kapab pa oblije bay yon garanti minimòm travay, lojman gratis, oswa transpò.

An jeneral, travayè forè ak anpil lòt H-2B travayè yo gen dwa pou yo peye yo lè sipleman (tan ak yon mwaye) pou èdtan travay plis pase 40 nan yon semèn. H-2B travay forè yo tou pwoteje pa federal Migran ak Sezonal Lwa Pwoteksyon Travayè Agrikòl. Tcheke si ou genyen yon viza H-2A oswa yon viza H-2B, epi chèche konnen sa kontra w la bay.

Si w gen kesyon sou dwa w, tanpri kontakte nou.



DOMESTIC VIOLENCE



If you are in danger, call 911 for the police. Physical abuse by your spouse or partner is illegal. Your safety is important.

If you are frightened about something in your relationship, please call the **National Domestic Violence Hotline at 1-800-799-SAFE (7233) or TTY 1-800-787-3224.** You can call anytime. Hotline advocates provide referrals to local agencies for help. Interpretation is available.

Sexual harassment at work is illegal. Sexual harassment at work means that someone at work is making comments to you, coming on to you, following you, touching you, or doing/saying sexual things that make you uncomfortable. It is also illegal to touch someone in a sexual way without that person's consent. If a co-worker or supervisor is doing this to you, you can call us for advice. Everything we speak about is private and confidential.

If you are **married to a U.S. citizen or permanent resident who is abusing you**, you do not have to stay in your relationship to become a permanent resident. You might qualify on your own. There are special rules for this. Also, if you divorce because of abuse, you may also be able to apply. You do not need to stay with your abuser to apply. Your safety and well-being are the most important thing. This is a complicated area of the law. Call us for more information.

IMMIGRATION INFORMATION

If you have questions or problems regarding immigration, you should get legal help. Immigration laws change frequently.

Avoid notaries and immigration “advisors.” Find an experienced immigration attorney. We can help refer you to an experienced immigration attorney. Call us for information.

- * It's very important that you file your tax return every year, even if you don't owe taxes. Not filing taxes could affect an immigration application.
- * Permanent Residents may apply for residency for their spouse and un-married children.
- * Citizens may apply for residency on behalf of their spouse, parents, children (married or not), or brothers and sisters.
- * If you have a case with Immigration, it's important to report any change in your address.
- * A non-citizen, even Permanent Residents, can be deported from the United States for violating various immigration or criminal laws. Some reasons for deportation are hitting or threatening a spouse, gun violations and drug violations - there are many others also.

Keep records of all your work in the United States, including paystubs and taxes, for any future immigration issues or applications.

If you are the victim of certain crimes, you might qualify for legal status in the United States. Only some crimes are covered by this law. Please call us for advice.

Immigration applications are complicated...If you want to know if any of these immigration situations apply to you, then please get an attorney's help. These are complicated applications and should not be done on your own. For more information, contact the legal services office in your state, listed on the inside of the front cover of this calendar.



VYOLANS DOMESTIK AK ARASMAN SEKSYÈL

Si w an danje, rele 911 pou lapolis. Abi fizik pa mari oswa madanm ou oswa patnè ou se ilegal. Sekirite w enpòtan.

Si w pè yon bagay nan relasyon w, tanpri rele **Liy Asistans Nasyonal pou Vyolans Domestik la nan 1-800-799-SAFE (7233) oswa TTY 1-800-787-3224.** Ou ka rele nenpòt lè. Defann liy dirèk yo bay ajans lokal yo referans pou èd. Entèprestasyon disponib.

Arasman seksyèl nan travay se ilegal. Arasman seksyèl nan travay vle di ke yon moun nan travay ap fè kòmantè sou ou, vin sou ou, swiv ou, manyen ou, oswa fè/di bagay eksyèl ki fè ou mal alèz. Li ilegal tou pou manyen yon moun nan yon fason seksyèl san konsantman moun sa a. Si yon kòlèg travay oswa yon sipèvizè ap fè ou sa, ou ka rele nou pou konsèy. Tout sa nou pale sou yo se prive ak konfidansyèl.

Si w marye ak yon sitwayen ameriken oswa rezidan pèmanan k ap abize w, ou pa oblije rete nan relasyon w pou w vin yon rezidan pèmanan. Ou ta ka kalifye poukont ou. Gen règ espesyal pou sa. Epitou, si w divòse akoz abi, ou ka aplike tou. Ou pa bezwen rete ak moun ki abize w la pou w aplike. Sekirite w ak byennèt ou se bagay ki pi enpòtan. Sa a se yon domèn konplike nan lwa a. Rele nou pou plis enfòmasyon.



ENFÒMASYON SOU IMIGRASYON

Si w gen kesyon oswa pwoblèm konsènan imigrasyon, ou ta dwe jwenn èd legal. Lwa imigrasyon yo chanje souvan.

Evite notè ak "konseye" imigrasyon. Jwenn yon avoka imigrasyon ki gen eksperyans. Nou ka ede refere w bay yon avoka imigrasyon ki gen eksperyans. Rele nou pou enfòmasyon.



- Li enpòtan anpil pou ou ranpli deklarasyon taks ou chak ane, menm si ou pa dwe taks. Pa ranpli taks kapab afekte yon aplikasyon imigrasyon.
- Rezidan Pèmanan yo ka aplike pou rezidans pou konjwen yo ak timoun ki pa marye yo.
- Sitwayen yo ka aplike pou rezidans nan non konjwen yo, paran yo, timoun yo (marye oswa non), oswa frè ak sè o.
- Si w gen yon ka ak Imigrasyon, li enpòtan pou rapòte nenpòt chanjman nan adrès ou.
- Yon moun ki pa sitwayen, menm rezidan pèmanan, ka depòte Ozetazini pou vyole divès lwa imigrasyon oswa kriminèl. Kèk rezon pou depòtasyon se frape oswa menase yon mari oswa madanm, vyolasyon zam ak vyolasyon dwòg - gen anpil lòt tou.

Kenbe dosye sou tout travay ou Ozetazini, ki gen ladann sou peman ak taks, pou nenpòt pwoblèm oswa aplikasyon imigrasyon nan lavni. Si w gen nenpòt kesyon, tanpri rele youn nan biwo nou yo ki nan lis anndan kouvèti kalandriye sa a.

Si ou viktim sèten krim, ou ka kalifye pou estati legal Ozetazini. Se sèlman kèk krim ki kouvri pa lwa sa a. Tanpri rele nou pou konsèy.

Aplikasyon imigrasyon yo konplike... Si ou vle konnen si nenpòt nan sityasyon imigrasyon sa yo aplike pou ou, tanpri jwenn èd yon avoka. Sa yo se aplikasyon konplike epi yo pa ta dwe fè poukont ou. Pou plis enfòmasyon, kontakte biwo sèvis legal nan eta w la, ki nan lis anndan kouvèti devan kalandriye sa a.

FEBRUARY 2023 FEVRIYE

Sun/Dim	M/Lendi	Tue/Madi	Wed/Mèk	Thu/Jedi	F/Vandr	Sat/Samd
			<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>				

MARCH 2023 MAS

Sun/Dim	M/Lendi	Tue/Madi	Wed/Mèk	Thu/Jedi	F/Vandr	Sat/Samd
			<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>	

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NOTES

NA WÈ PI DEVAN



be seeing you further on