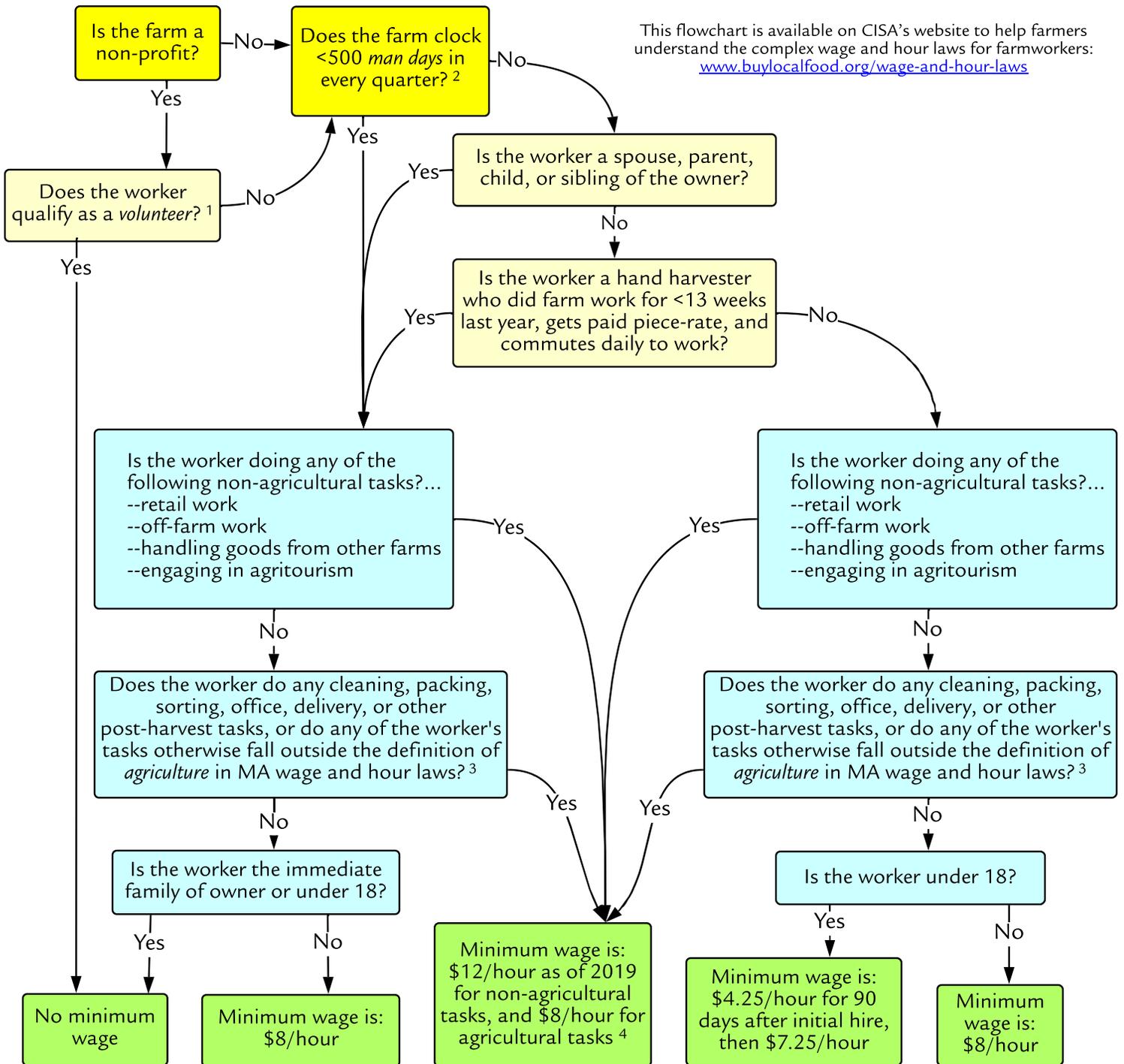


Figure 1. Which minimum wage applies to farm workers?

This flowchart is available on CISA's website to help farmers understand the complex wage and hour laws for farmworkers: www.buylocalfood.org/wage-and-hour-laws



1 A *volunteer* is one who donates their services, usually part-time, to a non-profit organization for public service, religious, or humanitarian objectives, not as an employee and without contemplation of pay.

2 A *man day* is any day where a worker (except immediate family of owner) reports to work for at least one hour.

3 MA wage and hour laws define *agriculture* as "labor on a farm and the growing and harvesting of agricultural, floricultural, and horticultural commodities." For more information, see www.buylocalfood.org/what-is-considered-farm-work.

4 Note: workers performing both agricultural and non-agricultural tasks should be paid at least \$12/hour unless agricultural and non-agricultural hours are tracked separately. Non-agricultural minimum wage will be \$12.75/hour in 2020, \$13.50/hour in 2021, \$14.25/hour in 2022, and \$15/hour in 2023.