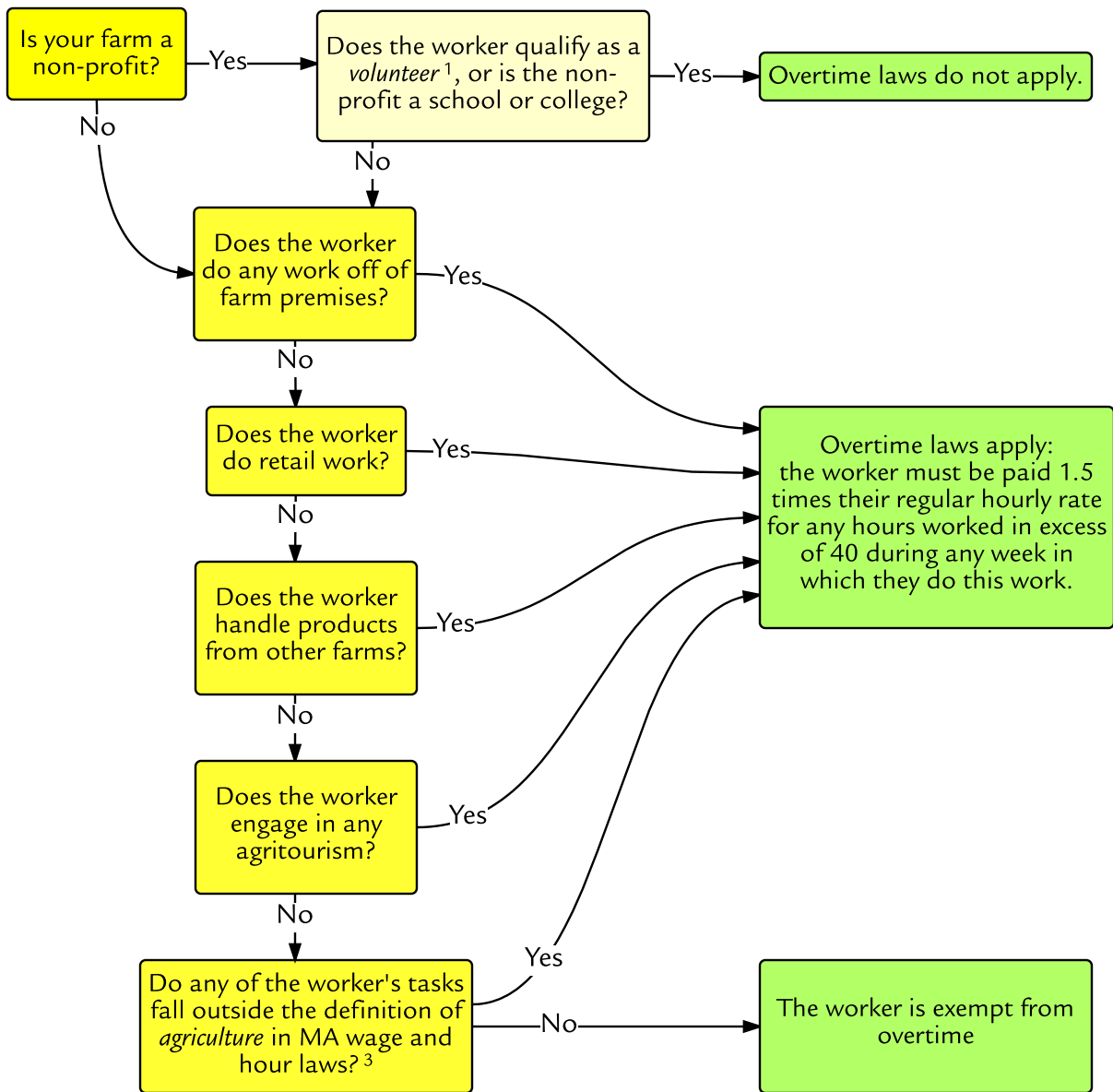


Figure 1. When does overtime apply to farm workers?



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 MA wage and hour laws define *agriculture* as "labor on a farm and the growing and harvesting of agricultural, floricultural, and horticultural commodities." Where this leaves room for interpretation by courts, federal laws would likely guide court rulings. Federal law defines *agriculture* as "farming in all its branches when performed by a farmer or on a farm as an incident to or in conjunction with such farming operations." This includes field work, tractor operation, preparation for market, delivery, and office work. Processing, on the other hand, is often excluded from the federal definition of agriculture, with the explicit exception of cider-making, and the likely exception of processing products with no added off-farm ingredients.

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