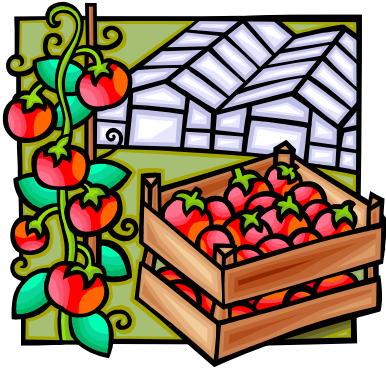


## Work Without Discrimination or Sexual Harassment

The law prohibits discrimination in your employment because of your race, color, sex national origin or disability. Verbal or physical conduct of a sexual nature that creates a hostile work environment is illegal.



## No Retaliation or Discrimination

Your employer should not threaten or fire you or otherwise discriminate against you for asserting your rights under the law.

This Information Provided By:  
South Carolina Legal Services  
Migrant Worker Division  
1-888-720-2320

## Services Offered to Agricultural Workers

Free legal assistance to low income person  
with legal problems including:

- **WAGERS AND WORKING CONDITIONS**
- **HOUSING**
- **UNEMPLOYMENT BENEFITS**
- **OTHER ISSUES INCLUDING DENIAL OF PUBLIC BENEFITS**

Open Monday to Friday 8:30 AM – 5:00 PM

Other times, including weekends by appointment.

**Call us at**

**1-888 720-2320**

There are thirteen offices of SCLS in South Carolina.  
For the location nearest you call us at 1-888-346-5592.



**South Carolina  
Legal Services**

## Know Your Rights

The Legal Rights of  
Agricultural Workers

**1-888-720-2320**

We offer referrals, community education and free representation to qualified applicants.

[www.sclegal.org](http://www.sclegal.org)

[www.lawhelp.org/sc](http://www.lawhelp.org/sc)



## Attention Agricultural Workers



### ➤ Minimum Wage of \$5.15 in South Carolina

For most kinds of work, you should receive at least the federal minimum wage of \$5.15 per hour, even if the work is “by contract” or “piece rate.”

### ➤ Job Information in Writing

You should be given specific information in writing about wages and working conditions before starting most farm employment. If you do not migrate, you will get this information only if you ask.

### ➤ Written Pay Receipts

Your employer must give you a written receipt every time you get paid. It should show the amount of pay, hours worked, rate of pay, piece rate and number of pieces, pay period and all deductions.

### ➤ Safe and Decent Housing

You have the right to housing that complies with the federal and state safety standards.

### ➤ Unemployment Benefits

You may be eligible if you are working legally in the United States. Farmworkers are eligible for unemployment compensation even if your employer has not reported your work. If your employer has not reported your work, you may request an investigation by the South Carolina Employment Security Commission.



### ➤ Pesticide Protection

In most cases, it is illegal to make you work in an area where pesticides are being sprayed. Your employer must tell you which pesticides are being used, train you about how to protect yourself, and provide protective clothing and equipment to workers who mix or apply pesticides.



### ➤ Workers Compensation

South Carolina Workers Compensation law does not cover agricultural workers. If you are injured on the job, you may be entitled to recover damages from your employer to pay for your medical expenses and lost wages by filing a lawsuit. If you would like to speak to a private attorney about the possibility of representation call the South Carolina Bar Lawyer Referral Service at 1-800-868-2284. The Lawyer Referral Service can direct you to an attorney in your area who accepts cases like yours for a small consultation fee to the attorney.

### ➤ Water and Bathrooms in the Fields

Within ¼ mile of where you are working, your employer must provide cool, clean drinking water with cups, sanitary bathroom facilities and hand washing facilities with water, soap and individual towels.