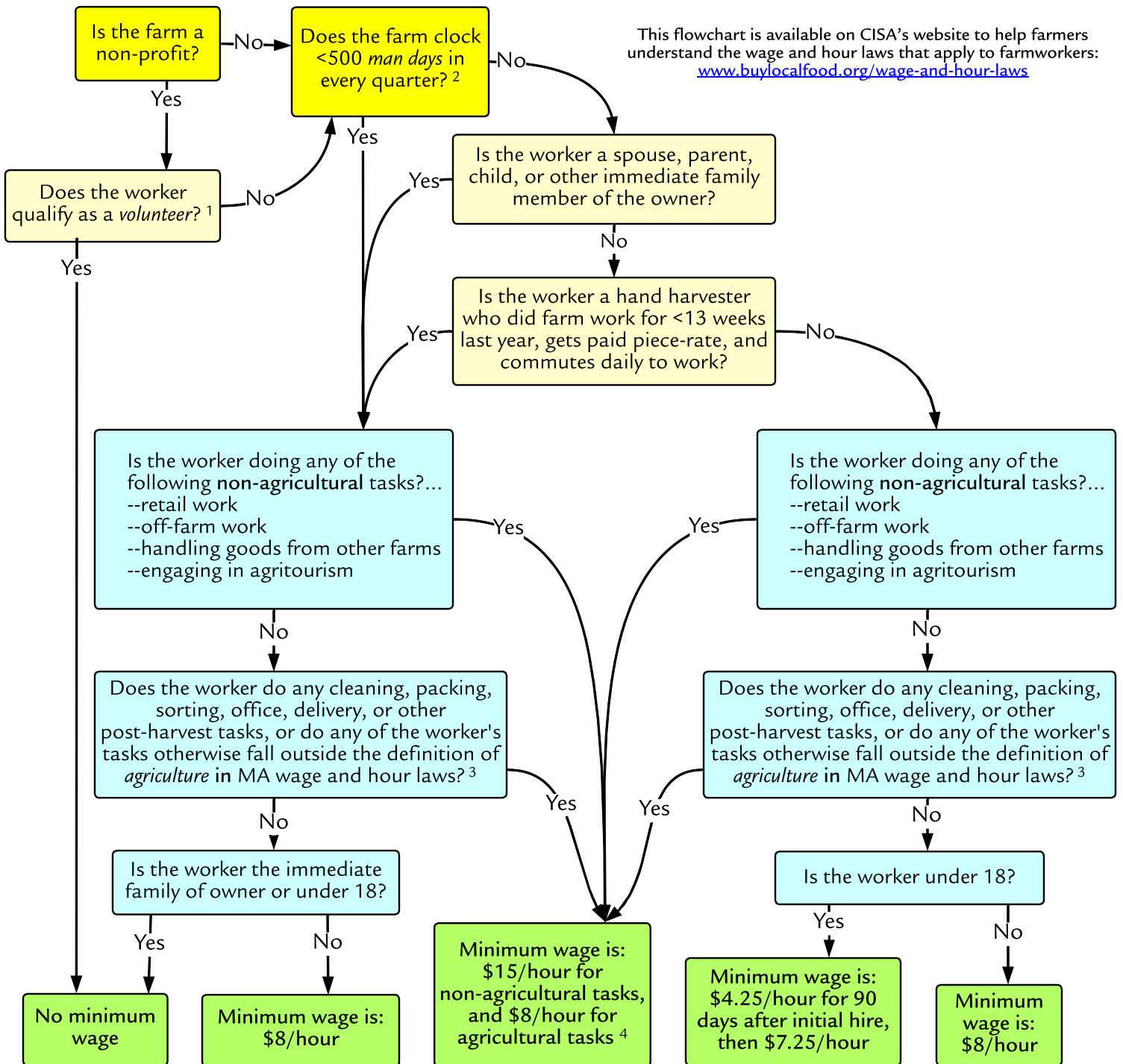


**Figure 1. Which minimum wage applies to farm workers?**

This flowchart is available on CISA's website to help farmers understand the wage and hour laws that apply to farmworkers: [www.buylocalfood.org/wage-and-hour-laws](http://www.buylocalfood.org/wage-and-hour-laws)



<sup>1</sup> 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.

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

<sup>3</sup> 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](http://www.buylocalfood.org/what-is-considered-farm-work).

<sup>4</sup> Note: workers performing both agricultural and non-agricultural tasks should be paid at least \$15/hour unless agricultural and non-agricultural hours are tracked separately.