



Labor Standards: Agricultural Workers and Food Processing Workers

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Specific legal protections for agricultural workers in Minnesota

- **Minnesota Migrant Labor Act (Minn. Stat. §§ 181.85 – 181.91)**
 - Applies to recruited migrant cannery workers
 - Right to written employment statement in English and Spanish at time of recruitment including:
 - Date of arrival at place of employment, start date of employment, approximate hours of employment, and minimum period of employment
 - Crops and operations on which migrant worker will be employed
 - Wage rate and information regarding 70-hour guarantee
 - Whether housing will be provided and related deductions
 - Guarantee of at least 70 hours of pay for every two weeks of work
- **Overtime protections after 48 hours in a workweek (limited exceptions at Minn. Stat. 177.23(7))**

Specific legal protections for food processing workers in Minnesota

- **Food Processing Employment Recruitment (Minn. Stat. § 181.635)**
 - Applies to recruited meat or poultry processing workers
 - Right to written disclosure in English and Spanish at time of recruitment including:
 - Nature of work to be performed
 - Wage rate and deductions; benefits
 - Hours per week and anticipated slowdowns or shutdowns
 - Workers' comp coverage information
 - Housing availability and cost
 - DLI has standard disclosure form

Challenges and opportunities related to these specific legal protections

- Limited employee and employer awareness of requirements
- Limited compliance with requirements
- Low penalties and damages
- Limited enforcement authority
- Additional challenges and opportunities?

Questions?

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