

Wisconsin Workers' Rights Reference Card

Farmworkers
Food workers
All workers

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Partners UW-Madison Center for Integrated Agricultural Systems (CIAS) and UW-Extension School for Workers

Additional resources

Wisconsin Department of Workforce Development Equal Rights Division:
<https://dwd.wisconsin.gov/er/>

CIAS labor and fair trade: <https://www.cias.wisc.edu/fair-trade>

For more information on the law: Rachel Armstrong, J.D., Farm Commons, 608 616 5319 rachel@farmcommons.org

For general questions and legal advice: Alexia Kulwiec, J.D., UW-Extension, Dept. of Labor Education, 608 262 0593 alexia.kulwiec@uwex.edu

Worker Justice Wisconsin, <http://workerjustice.org>, 608 255 0376 (contact center for help in reporting violation)

All Wisconsin workers' rights

Workers are protected by U.S. and Wisconsin laws. As a worker in Wisconsin, you have a right to:

- A **safe and healthful** workplace with protection from hazards
- A workplace **free from discrimination**
- With enough hours worked, seasonal employees may be eligible for **unemployment benefits**

If working for a large employer (50+ employees), you have a right to:

- **Family medical leave**: Up 12 weeks unpaid leave for your own medical care or that of a family member, or upon birth/adoption of a child
- **Health insurance**: Offered through employer (employer faces a tax penalty if not offering)

WISCONSIN FARM AND FOOD WORKERS' RIGHTS

Wisconsin farmworkers' rights

As a farmworker in Wisconsin, you have a right to:

- **Minimum wage:** \$7.25/hour (narrow exemption for certain interns)
- Receive pay at least **monthly** with a detailed pay stub
- **Right of association:** Join or form a union; engage in collective activity to improve conditions
- Receive **overtime pay** at 1.5 times the hourly pay rate for all hours worked over 40 in that week when performing duties that do not meet the definition of agricultural labor
- **Sanitary** working conditions
- Safe **transportation**, if provided
- Safe and clean **housing**, if provided
- **Protective gear** for pesticide application and training
- Information in **your language** explaining:
 - Job duties, pay, place of employment (work location)
 - Costs you must pay: Transportation, housing, food, tools or work gear like boots and gloves
- If **H-2A visa worker**, payment of transportation, food and lodging costs

Wisconsin food workers' rights

As a food worker in Wisconsin, you have a right to:

- **Minimum wage:** \$7.25/hour (narrow exemption for certain interns)
- If tipped employee: \$2.33/hr (\$2.33+tips must=at least \$7.25/hr)
- Receive pay at least **monthly** with a detailed pay stub
- Receive **overtime pay** at 1.5 times the hourly pay rate for hours worked beyond 40 hours/week
- Engage in **collective activity** to improve working conditions, which includes the right to join or form a union