

SUBCHAPTER A—REGULATIONS

PART 500—MIGRANT AND SEASONAL AGRICULTURAL WORKER PROTECTION

Subpart A—General Provisions

- Sec.
- 500.0 Introduction.
- 500.1 Purpose and scope.
- 500.2 Compliance with State laws and regulations.
- 500.3 Effective date of the Act; transition period; repeal of the Farm Labor Contractor Registration Act.
- 500.4 Effect of prior judgments and final orders obtained under the Farm Labor Contractor Registration Act.
- 500.5 Filing of applications, notices and documents.
- 500.6 Accuracy of information, statements and data.
- 500.7 Investigation authority of the Secretary.
- 500.8 Prohibition on interference with Department of Labor officials.
- 500.9 Discrimination prohibited.
- 500.10 Waiver of rights prohibited.
- 500.20 Definitions.

APPLICABILITY OF THE ACT: EXEMPTIONS

- 500.30 Persons not subject to the Act.

Subpart B—Registration of Farm Labor Contractors and Employees of Farm Labor Contractors Engaged in Farm Labor Contracting Activities

REGISTRATION REQUIREMENTS: GENERAL

- 500.40 Registration in general.
- 500.41 Farm labor contractor is responsible for actions of his farm labor contractor employee.
- 500.42 Certificate of Registration to be carried and exhibited.
- 500.43 Effect of failure to produce certificate.

APPLICATIONS AND RENEWAL OF FARM LABOR CONTRACTOR AND FARM LABOR CONTRACTOR EMPLOYEE CERTIFICATES

- 500.44 Form of application.
- 500.45 Contents of application.
- 500.46 Filing an application.
- 500.47 Place for filing application.

ACTION ON APPLICATION

- 500.48 Issuance of certificate.
- 500.50 Duration of certificate.
- 500.51 Refusal to issue or to renew, or suspension or revocation of certificate.
- 500.52 Right to hearing.

- 500.53 Nontransfer of certificate.
- 500.54 Change of address.
- 500.55 Changes to or amendments of certificate authority.
- 500.56 Replacement of Certificate of Registration or Farm Labor Contractor Employee Certificate.

ADDITIONAL OBLIGATIONS OF FARM LABOR CONTRACTORS AND FARM LABOR CONTRACTOR EMPLOYEES

- 500.60 Farm labor contractors' recruitment, contractual and general obligations.
- 500.61 Farm Labor contractors must comply with all worker protections and all other statutory provisions.
- 500.62 Obligations of a person holding a valid Farm Labor Contractor Employee Certificate of Registration.

Subpart C—Worker Protections

GENERAL

- 500.70 Scope of worker protections.
- 500.71 Utilization of only registered farm labor contractors.
- 500.72 Agreements with workers.
- 500.73 Required purchase of goods or services solely from any person prohibited.

RECRUITING, HIRING AND PROVIDING INFORMATION TO MIGRANT AGRICULTURAL WORKERS

- 500.75 Disclosure of information.

HIRING AND PROVIDING INFORMATION TO SEASONAL AGRICULTURAL WORKERS

- 500.76 Disclosure of information.

EMPLOYMENT INFORMATION FURNISHED

- 500.77 Accuracy of information furnished.
- 500.78 Information in foreign language.

WAGES AND PAYROLL STANDARDS

- 500.80 Payroll records required.
- 500.81 Payment of wages when due.

Subpart D—Motor Vehicle Safety and Insurance for Transportation of Migrant and Seasonal Agricultural Workers, Housing Safety and Health for Migrant Workers

MOTOR VEHICLE SAFETY

- 500.100 Vehicle safety obligations.
- 500.101 Promulgation and adoption of vehicle standards.
- 500.102 Applicability of vehicle safety standards.
- 500.103 Activities not subject to vehicle safety standards.

Pt. 500

29 CFR Ch. V (7-1-04 Edition)

- 500.104 Department of Labor standards for passenger automobiles and station wagons and transportation of seventy-five miles or less.
- 500.105 DOT standards adopted by the Secretary.

INSURANCE

- 500.120 Insurance policy or liability bond is required for each vehicle used to transport any migrant or seasonal agricultural worker.
- 500.121 Coverage and level of insurance required.
- 500.122 Adjustments in insurance requirements when workers' compensation coverage is provided under State law.
- 500.123 Property damage insurance required.
- 500.124 Liability bond in lieu of insurance policy.
- 500.125 Qualifications and eligibility of insurance carrier or surety.
- 500.126 Duration of insurance or liability bond.
- 500.127 Limitations on cancellation of insurance or liability bond of registered farm labor contractors.
- 500.128 Cancellation of insurance policy or liability bond not relief from insurance requirements.

HOUSING SAFETY AND HEALTH

- 500.130 Application and scope of safety and health requirement.
- 500.131 Exclusion from housing safety and health requirement.
- 500.132 Applicable Federal standards: ETA and OSHA housing standards.
- 500.133 Substantive Federal and State safety and health standards defined.
- 500.134 Compliance with State standards.
- 500.135 Certificate of housing inspection.

Subpart E—Enforcement

- 500.140 General.
- 500.141 Concurrent actions.
- 500.142 Representation of the Secretary.
- 500.143 Civil money penalty assessment.
- 500.144 Civil money penalties—payment and collection.
- 500.145 Registration determinations.
- 500.146 Continuation of matters involving violations of FLCRA.
- 500.147 Continuation of matters involving violations of section 106 of MSPA.

AGREEMENTS WITH FEDERAL AND STATE AGENCIES

- 500.155 Authority.
- 500.156 Scope of agreements with Federal agencies.
- 500.157 Scope of agreements with State agencies.
- 500.158 Functions delegatable.
- 500.159 Submission of plan.

- 500.160 Approved State plans.
- 500.161 Audits.
- 500.162 Reports.

CENTRAL PUBLIC REGISTRY

- 500.170 Establishment of registry.

Subpart F—Administrative Proceedings

GENERAL

- 500.200 Establishment of procedures and rules of practice.
- 500.201 Applicability of procedures and rules.

PROCEDURES RELATING TO HEARING

- 500.210 Written notice of determination required.
- 500.211 Contents of notice.
- 500.212 Request for hearing.

PROCEDURES RELATING TO SUBSTITUTED SERVICE

- 500.215 Change of address.
- 500.216 Substituted service.
- 500.217 Responsibility of Secretary for service.

RULES OF PRACTICE

- 500.219 General.
- 500.220 Service of determinations and computation of time.
- 500.221 Commencement of proceeding.
- 500.222 Designation of record.
- 500.223 Caption of proceeding.

REFERRAL FOR HEARING

- 500.224 Referral to Administrative Law Judge.
- 500.225 Notice of docketing.
- 500.226 Service upon attorneys for the Department of Labor—number of copies.

PROCEDURES BEFORE ADMINISTRATIVE LAW JUDGE

- 500.231 Appearances; representation of the Department of Labor.
- 500.232 Consent findings and order.

POST-HEARING PROCEDURES

- 500.262 Decision and order of Administrative Law Judge.

MODIFICATION OR VACATION OF ORDER OF ADMINISTRATIVE LAW JUDGE

- 500.263 Authority of the Secretary.
- 500.264 Procedures for initiating review.
- 500.265 Implementation by the Secretary.
- 500.266 Responsibility of the Office of Administrative Law Judges.
- 500.267 Filing and Service.
- 500.268 Final decision of the Secretary.
- 500.269 Stay pending decision of the Secretary.

Wage and Hour Division, Labor

§ 500.1

RECORD

500.270 Retention of official record.
500.271 Certification of official record.

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Subpart A—General Provisions

§ 500.0 Introduction.

(a) The Migrant and Seasonal Agricultural Worker Protection Act (MSPA), hereinafter referred to as MSPA or the Act, repeals and replaces the Farm Labor Contractor Registration Act of 1963, as amended, hereinafter referred to as FLCRA or the Farm Labor Contractor Registration Act. Prior judgments and final orders obtained under FLCRA continue in effect as stated in § 500.4.

(b) These regulations include provisions necessitated by the Immigration Reform and Control Act's (IRCA) amendment to the Immigration and Nationality Act (INA). IRCA amended MSPA to remove section 106 thereof prohibiting the employment of illegal aliens. Matters concerning certificate actions or the assessment of civil money penalties, for a violation of section 106 of MSPA which occurred prior to June 1, 1987, continue through final administrative determination as stated in § 500.147.

[48 FR 36741, Aug. 12, 1983, as amended at 54 FR 13328, Mar. 31, 1989]

§ 500.1 Purpose and scope.

(a) Congress stated, in enacting the Migrant and Seasonal Agricultural Worker Protection Act that "[I]t is the purpose of this Act to remove the restraints on commerce caused by activities detrimental to migrant and seasonal agricultural workers; to require farm labor contractors to register under this Act; and to assure necessary protections for migrant and seasonal agricultural workers, agricultural associations, and agricultural employers." It authorized the Secretary to issue such rules and regulations as are necessary to carry out the Act consistent with the requirements of chapter 5 of title 5, United States Code.

(b) These regulations implement this purpose and policy. The regulations contained in this part are issued in accordance with section 511 of the Act and establish the rules and regulations necessary to carry out the Act.

(c) Any farm labor contractor, as defined in the Act, is required to obtain a Certificate of Registration issued pursuant to the Act from the Department of Labor or from a State agency authorized to issue such certificates on behalf of the Department of Labor. Such a farm labor contractor must ensure that any individual whom he employs to perform any farm labor contracting activities also obtains a Certificate of Registration. The farm labor contractor is responsible, as well, for any violation of the Act or these regulations by any such employee whether or not the employee obtains a certificate. In addition to registering, farm labor contractors must comply with all other applicable provisions of the Act when they recruit, solicit, hire, employ, furnish or transport or, in the case of migrant agricultural workers, provide housing.

(d) Agricultural employers and agricultural associations which are subject to the Act must comply with all of the worker protections which are applicable under the Act to migrant or seasonal agricultural workers whom they recruit, solicit, hire, employ, furnish, or transport or, in the case of migrant agricultural workers, provide housing. The obligations will vary, depending on the types of activities affecting migrant or seasonal agricultural workers. Agricultural employers and agricultural associations and their employees need not obtain Certificates of Registration in order to engage in these activities, even if the workers they obtain are utilized by other persons or on the premises of another.

(e) The Act empowers the Secretary of Labor to enforce the Act, conduct investigations, issue subpoenas and, in the case of designated violations of the Act, impose sanctions. As provided in the Act, the Secretary is empowered, among other things, to impose an assessment and to collect a civil money penalty of not more than \$1,000 for each violation, to seek a temporary or permanent restraining order in a U.S.