

# AGRICULTURAL LABOR RIGHTS & RESPONSIBILITIES: POSTER & NOTICE

*last updated 4/8/22; for updated posters & guidance, see the Division of Labor Standards & Statistics website (below)*

## Water/Rest/Shade: What Employers Must Provide, Based on Heat or Other Conditions ([INFO #12C\\*](#))

### 1) Days 80 degrees or hotter:

- **Water:** **32 ounces** (4 cups) an hour of **clean** and cool (**60 degrees** or colder) water, to drink **during shifts & breaks**
  - *or if you travel most of the day:*  
as much water as possible, or equipment to carry or purify water
- **Shade:** **clean, safe, and close and with enough space** to use on breaks
  - *or if shade can't be given:* personal cooling items or other protection

### 2) Days of 95+ degrees, or 80 plus increased risk conditions\*\*:

- At least **10 minutes of rest** per **2 hours**, &
  - Notice of heat safety rights
- \*\* An increased risk condition is any one of these:*
- unhealthy air quality
  - working over 12 hours that day
  - your first 4 days on the job
  - work requiring heavy clothing/gear

### 3) Workplaces reaching 80 degrees anytime in the year:

- You may take **cooldown rest** if needed
- Employers must: train on heat safety; **help** anyone sick; and have plans to **communicate** if anyone is sick
- Workplaces reaching **95 degrees:** On-site housing must have **fans**

## In Public Health Emergencies (“PHE”s) ([INFO #12C](#))

- Employer-provided **housing** must meet minimum requirements
- Employers must provide safety **training and materials** about the PHE

## For Hand-Weeding/Hand-Thinning Work ([INFO #12C](#))

- Employers must give **15 minutes** of rest per 4 hours worked: 10-minute breaks already required, plus 5 more for weeding/thinning work.
- No **short-handled hoes** are allowed.
- Employers must provide **gloves and kneepads** (for hand-capping too).
- You don't have to **squat, kneel, or stoop**, *unless* it's the only way to do the work, *or less than 20%* of your work time.

## Access to Service Providers at Worksites ([INFO #12B](#))

- You can see **key service providers** (health, legal, education, etc.) **at the worksite when off-duty, or on-duty for health needs**
- In long weeks, employers must give **extra break time:**

<u>Work Hours</u>	<u>Extra break time</u>
Over 40	Employee can extend a 30-minute break to 60 (unpaid)
Over 60	Employer must give <b>one extra 60-minute paid break</b>
Over 70	Employer must give <b>two extra 60-minute paid breaks</b>
- If you live in on-site housing, you can have visitors when off-duty and your employer must provide weekly transport to see service providers

## Complaint & Anti-Retaliation Rights ([INFO #12D](#))

- Complaints can be sent to the Division (which accepts anonymous tips), or to court for some complaints
- Immigration status doesn't matter to labor rights: the Division will not ask, and it's illegal for anyone to try to use it to deny labor rights
- Employers can't interfere with your rights or retaliate if you use them

*\* An “INFO” is guidance on Colorado law, available at the links above to each INFO.*

*INFOS on other other labor rights (wages, hours, breaks, whistleblowing, union activity, etc.) are at [cdle.colorado.gov/infos](http://cdle.colorado.gov/infos)*

*This Poster is a summary. For complete rules, fact sheets, translations, questions, & complaints, contact:*

**DIVISION OF LABOR STANDARDS & STATISTICS**, Colorado Department of Labor & Employment  
**call / email:** 303-318-8441 or 888-390-7936 / [cdle\\_labor\\_standards@state.co.us](mailto:cdle_labor_standards@state.co.us) (*se habla español*)  
**website:** [ColoradoLaborLaw.gov](http://ColoradoLaborLaw.gov) or [LeyesLaboralesDeColorado.gov](http://LeyesLaboralesDeColorado.gov)

*If you want to speak with a lawyer, you may contact anyone you wish, including the following non-government legal aid office:*

[Migrant Farm Worker](#) Division of Colorado Legal Services, 800-864-4330 / [info@coloradofarmworkers.org](mailto:info@coloradofarmworkers.org)