



U.S. Department of Labor  
Wage and Hour Division

This card provides summary information on legal protections for H-2B workers. If you would like more information call toll-free: **1-866-4US-WAGE (1-866-487-9243)** or visit our web site at **[www.wagehour.dol.gov](http://www.wagehour.dol.gov)**

**Legal Protections for H-2B Workers**

Temporary immigrants who enter the United States as H-2B workers to perform non-agricultural work, such as work in hotels/motels, landscaping, reforestation, and meat packing plants, are entitled to at least the same wage protections provided to U.S. workers.

**Minimum Wage:** You must be paid at least the higher of the applicable minimum wage, or the wage the employer has promised the government he/she will pay, for all the hours you work. Work on federal government contracts and work in certain states may provide a higher minimum wage.

**Overtime:** Normally, you must receive time and one-half of your regular rate of pay after 40 hours of work in a 7-day workweek. Some states may require overtime for hours worked in excess of 8 in a day.

**Illegal Deductions:** You must be paid the minimum wage free and clear. An employer may not take deductions from your pay for business expenses—such as for the tools required to do the job—to the extent that such deductions would take your pay below the applicable minimum wage.

**Recordkeeping:** Your employer must keep records of all hours worked and wages paid. You should keep a record of the hours you worked and your employer's name, address and phone number.