

H-2A Best Practices

to Support Employer Operations

These best practices for employers using H-2A labor complement day-to-day operations, help avoid disruptions, and protect agricultural businesses through effective program management. They recognize the essential role agricultural employers play in sustaining the agricultural economy, feeding our communities, and the importance of a reliable workforce to successful operations. By adopting these practices, employers can reduce **noncompliance** risk, support their workers, and keep operations running smoothly throughout the season.



Protect U.S. Workers

Do not terminate U.S. workers to hire H-2A workers



Communicate Directly

Employers should communicate directly with workers to ensure transparency and avoid misinformation



Address Recruitment Illegalities

Communicate to workers that recruitment fees are illegal and that they should never pay these fees to recruiters, supervisors, foremen, or anyone for jobs



Verify Payroll

Verify payroll accuracy and completeness



Confirm Proper Licensing

Ensure all drivers transporting workers have valid licenses



Ensure Passport & Visa Retention

Communicate with workers that they must retain their own identification documents



Review Contracts

Review Employment and Training (ETA) Form ETA-9142A details including the accuracy regarding number of workers, dates of employment, work locations, and housing listed/locations



Inspect Housing Regularly

Ensure safe and compliant living conditions



Check For Debarments

Avoid hiring **debarred** contractors and unregistered farm labor contractors (see registered farm labor contractors)



Verify Meals Requirement

Workers need to be provided with free and convenient cooking facilities or three meals per day (cost to the worker does not exceed the allowable rate)



Ensure Workers Have Potable Water

Good hygiene practices are important including clean toilets and accessible handwashing stations

To learn more, please review our [H-2A Resources page](#)



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