

An exclusion of farm workers from the Fair Labor Standards Act of 1938 is part of the shameful legacy of racism that initially targeted the 85 percent of southern African Americans who were farm workers in the 1930's. Today, most farm workers are Latinos.

HB 2538:

1. Guarantees overtime pay to hourly and piece-rate farm workers.
2. Guarantees overtime pay for farm workers in a phased out approach.
3. Employers must pay overtime after 50 hours worked in a work week at one and one-half times the employee's regular rate of pay by Jan 1, 2023.
  - After 45 hours worked in a workweek by Jan 1, 2023.
  - After 40 hours worked in a workweek by Jan 1, 2024.
4. Enforcement law mechanism is the same as general overtime law.