

NAVIGATING AGRICULTURAL OVERTIME LAWS IN NEW ENGLAND

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Overview of Today's Presentation

- Overtime Law General Rules
 - Connecticut
 - Maine
 - Massachusetts
 - New Hampshire
 - Rhode Island
 - Vermont

- Open Discussion/Questions

Table of New England States

State	Exempt from overtime laws?	Applicable state laws	Further Information
Connecticut	Yes	CONN. GEN. STAT §§ 31-76c, 76i(k)	
Maine	Yes	26 M.R.S. §§ 663(3)(A), 664(3), 1043(1)	However, overtime is required for egg processing facility that has over 300,000 laying birds.
Massachusetts	Yes, but strict restrictions on exemption	M.G.L. c. 151, § 1A	See printed materials for further discussion of current laws. Also, pending legislation may impact overtime for agricultural workers.

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New Hampshire	Yes, for seasonal establishments	N.H. R.S.A. § 279:21	“Seasonal establishments” either do not operate for >7 months in any calendar year or during the preceding calendar year, average receipts for any 6 months were not >33.3% of its average receipts for the other 6 months of such year.
Rhode Island	Yes	28 R.I. GEN. LAWS §§ 12-4.1, 4.3(a)(9)	See 28 R.I. GEN. LAWS §§ 12-4.3(a)(9) for specific exemptions relating to agricultural enterprises

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Vermont	Yes	Vt. STAT. ANN. tit. 21, § 383(2)(A), 384(a)-(b)	See printed materials for more information about Act No. 117 (relating to efforts for seasonal workers collective bargaining).

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Questions?

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