

The H-2A visa program is an essential tool for agricultural employers to meet their labor needs. This visa program allows U.S. employers or U.S. agents who meet specific criteria to bring foreign nationals to the United States to fill temporary agricultural jobs they are unable to fill with domestic workers while allowing these foreign nationals the opportunity to work in the United States on a seasonal basis and then return home at the end of their employment period without taking up permanent residency in this country.

H-2A reporting is critical for agricultural payroll as it helps ensure that all legal requirements related to wages and benefits for H-2A employees are met before any payments are made by employers under this program. Proper reporting can also help protect against potential abuses by ensuring that all required taxes and contributions from employee earnings, such as Social Security taxes (FICA) and Medicare deductions, have been correctly calculated and withheld from employee paydays before payments are issued. Accurate documentation of hours worked helps ensure compliance with applicable labor regulations. This includes overtime rules which require payment of 1½ times regular hourly rates after 40 hours of work in any given week.

Good recordkeeping practices associated with H-2A reporting help verify wages paid versus what was reported. This helps reduce discrepancies between actual paychecks received by employees compared against published wage data when comparisons are made across firms utilizing H-2A programs over similar timeframes within states or regions where labor costs may vary considerably due to market conditions or geographic constraints.

Finally, reports generated through proper H-2A recording also provide valuable insight into hiring trends throughout the year, allowing businesses involved in agriculture production cycles greater ability to plan ahead accordingly, so they can stay profitable. At the same time, they can provide the necessary resources needed to support ongoing operations-related activities during peak periods.



## *H-2A Reporting for Agriculture Explained*

All in all, H-2A reporting provides numerous advantages, including:

- Legally mandated protections afforded employees under this program.
- Helpful data for those who seek to maximize cost savings associated with sourcing labor abroad, given the current economic climate facing producers today.

CenterPoint Payroll for Agriculture can handle **H-2A reporting for your farm** and keep you compliant with the tracking and reporting of H-2A information. Contact Red Wing Software for more information, visit **CenterPoint Payroll for Agriculture**, call 800-732-9464, or email [sales@redwingsoftware.com](mailto:sales@redwingsoftware.com).