

A-3 AND G-5 VISAS

HUMAN TRAFFICKING

If your employer is physically or sexually abusing you, holding your documents or passport, threatening you or your family members, restricting you from leaving the house or talking on the phone, depriving you of food or sleep, or otherwise using force, fraud, or coercion to keep you working, you can be connected to help. These are possible indicators of human trafficking. Contact your local NDWA member organization for more information and assistance:

FOR MORE INFORMATION AND ASSISTANCE

For more information, to get help, or to meet other domestic workers, contact your local NDWA affiliate:

OTHER RESOURCES

**National Human Trafficking Resource Center's 24
Hour Toll-Free Hotline at 1-888-373-7888**

**Trafficking in Persons and Worker Exploitation
Task Force Complaint Line at 1-888-428-7581**

If you are in immediate physical danger Call 911

National Domestic Workers Alliance Anti-Trafficking Campaign
www.domesticworkers.org/anti-trafficking-campaign



NATIONAL DOMESTIC WORKERS ALLIANCE

BEYOND SURVIVAL

A-3 AND G-5 VISAS

SOURCE:

Adapted from U.S. State Department Rights and Protections for Temporary Workers
<http://www.travel.state.gov/pdf/Pamphlet-Order.pdf>
http://travel.state.gov/visa/temp/types/types_1286.html

A-3 AND G-5 VISAS

WHAT IS THE A3/G5 VISA?



- The A3 visa is a temporary non-immigrant employment visa for domestic workers employed by Diplomats.
- The G5 visa is also a temporary visa for domestic workers employed by officials of international organizations like the International Monetary Fund, World Bank, and United Nations.
- Applicants for both types of visas require a consular interview and to meet certain requirements outlined and monitored by the Department of State

EMPLOYMENT CONTRACT

An Employment Contract signed by both the employer and the employee must include the following:

- The contract must be in both English and the employee's native language in order to ensure the employee understands his or her rights regarding salary and working conditions;
- A guarantee that the employee will be compensated at the state or federal minimum or prevailing wage, whichever is greater;
- No more than 20 percent of the employee's wages may be withheld/deducted for food (a minimum of 3 daily meals).

Notice:

As of March 2011, housing and other expenses (including the provision of medical care, medical insurance, and travel) are excluded from these deductions. (Fair prevailing wage is determined by the consular officer)

EMPLOYMENT CONTRACT CONTINUED

- A statement by the employee, promising not to accept any other job while working for the employer;
- A statement by the employer, promising to not withhold the passport of the employee; and
- A statement indicating that both parties understand that the employee cannot be required to work over-time without compensation.

The employer must pay the domestic worker's initial travel expenses to the United States, as well as his/her return to his/her country of normal residence at the end of any employment.



If the employer does not carry the rank equivalent to Minister or higher, he/she must show that sufficient funds to provide a fair wage and working conditions will be provided.

IMPORTANT TIPS

- You should always keep your passport and a copy of your contract with you or in a safe place at all times. Never give your passport to your employer to keep.
- Both you and your employer are covered by US laws while in the United States
- When you arrive, take time to learn about your rights in the US as a domestic worker. The NDWA organization listed in this pamphlet can help you with more information.

The U.S. Government considers "involuntary servitude" of domestic workers, as defined under the Trafficking Victims Protection Act (TVPA), to be a severe form of trafficking in persons (TIP) and a serious criminal offense.

• "The term 'involuntary servitude' includes a condition of servitude created with intent to cause a person to believe that, if the person did not engage in a certain condition, that person or another person would suffer serious harm or legal abuse.