



CRITICAL LABOR

securing future prosperity

H-2A Summit 2022

Jantzen Beach, OR | Jan. 20

	GENERAL SESSION 1
8:30-845a	Welcome & Announcements
8:45-9:45a	<p>Keeping Workers Healthy, What we Learned from Covid-19 Despite the continuing challenges COVID-19 has presented farmers, one thing has become clear: H-2A employers have been more successful than their broader communities in getting their workers vaccinated and keeping them COVID-free. This panel explores how employers can keep their workforces healthy and productive from medical, regulatory, and practical perspectives. Moderator: <i>Ryan Ogburn, wafla Visa Director</i> Panel:</p> <ul style="list-style-type: none"> ➤ Vaccine Hesitancy and Creating Testing and Vaccination Protocol <i>Jorge Zapata Martinez and Janet Quiroz, Oregon Health Authority</i> ➤ The New TWH Rules <i>Sarah Rew and Gary Robertson, Oregon OSHA</i> ➤ Legal Services and TWH Housing Challenges <i>Luis Guitron, wafla Field Services Director</i>
9:45-9:50a	AgCode Premier Workforce Sponsorship Message
9:50-10:40a	Quick Hitters
	<p>Testing and Vaccination in Mexico <i>Ryan Ogburn, wafla Visa Director</i></p>
	<p>Clearview/Stronger Together FLC Certification (Video) <i>Veronica Ospina, Clearview</i></p>
	<p>Bringing Payroll into the 21st Century (Video) <i>Jorge Lopez, Intermex</i></p>
	<p>wafla H-2A Field Ambassador - The Bridge to Your Workforce (Video) <i>Dona Cruz, wafla Field Ambassador</i></p>
	<p>Willamette Valley Housing <i>Dan Fazio, wafla</i></p>
10:40-1045a	AgriLabor Premier Workforce Sponsorship Message
10:45-11:00a	BREAK
11:00-12:00p	BREAKOUT 1 <i>*see offerings below</i>
Noon	LUNCHEON
12:30-1:20p	<p>H-2A and the Future of Farm Labor <i>Dan Fazio, wafla Director</i> The consumption of fresh fruits and vegetables (including beer) is rising with affluence, health consciousness, and year-round supplies. Where will Labor come from in the next ten years? What are the options for increasing farm labor costs, and what should farmers do about it?</p>

1:20-1:25p	Silvia's Professional Tax Services Premier Workforce Sponsorship Message
1:25-1:30p	G.S. Long Company Premier Workforce Sponsorship Message
1:45-2:45p	BREAKOUT 2 <i>*see offerings below</i>
3:00-4:00p	BREAKOUT 3 <i>*see offerings below</i>
4:00-5:00p	HAPPY HOUR
	Vendor Booths and Raffle Grand Prize

BREAKOUT SESSION I

Room (11:00-12:00p)

#1	<p>OED Update - Inspections and Wage Surveys <i>Dan Fazio, wafla Director and Ryan Ogburn, wafla Visa Director</i> OED has altered several of its standard procedures due to COVID, notably doing remote housing inspections and field visits for the last two years. However, OED plans on making changes in 2022 to reflect the changing nature of the pandemic. Additionally, the agency has indicated that they will be conducting a prevailing wage survey, which will affect the wages employers in the H-2A program must pay to workers in the coming years. Learn more about what these changes mean and get your questions answered in this breakout session.</p>
#2	<p>Don't Shoot the Messenger! Worker Issues to Avoid <i>Panel: Luis Guitron and Renson Miranda, wafla Field Services and Samantha Mendoza, wafla Visa Account Executive</i> Workers are barraged by outside sources, advocacy groups, and legal services, urging them to file a complaint. On the other hand, sometimes supervisors are not as tactful as they should be when handling worker complaints. Sometimes the solution is for management to listen to workers. At the end of the day, workers want to work hard, feel their issues are addressed, and come back every year. How can you make that happen? This breakout is part informational and part listening session. We will share how we can help and encourage your ideas and input.</p>

BREAKOUT SESSION II

Room (1:45-2:45p)

#1	<p>Pressing Labor Issues: Overtime Exposure & Piece Rate v. Hourly Plus Bonus, Straight-Time <i>Dan Fazio, wafla Director, and Nyika Corbett, Schwabe, Williamson & Wyatt</i> Starting in 2023, farmers in Oregon will likely need to factor in overtime pay. This session explores possible solutions for farmers in the H-2A program to reduce or eliminate overtime exposure. The session explores other pay systems, including piece rate and hourly plus a production bonus. What is the difference between piece rate and hourly plus bonus? Why are some employers choosing hourly plus bonus? <i>Disclaimer: this is not legal advice; please consult with your attorney.</i></p>
#2	<p>H-2A Worker Taxes: Employer Back-up Withholding Requirements and Other Tax Topics <i>Silvia Ramos, Silvia's Professional Tax Service, and Samantha Mendoza, wafla Visa Account Executive</i> Are you aware that if a guestworker does not have a social security number, employers are required to withhold 24% until the worker obtains a social security card and submits a W-4? Learn more about this, other tax facts regarding guestworkers, and how to best communicate these obligations to your workforce.</p>

BREAKOUT SESSION III

Room (3:00-4:00p)

#1	<p>Legal Update: Prior Planning Lessens the Chance of Litigation <i>Timothy J. Bernasek, Dunn Carney LLP, and Oregon Farm Employer Education and Legal Defense Service (FEELDS).</i></p> <p>If you don't know who the Northwest Workers Justice Center, LASO, and the Oregon Law Center all are, you should attend this session. In this legal track, Tim Bernasek ties it together with an update on key areas of emphasis he is seeing for the federal Department of Labor Wage and Hour Division, the Oregon Employment Department, and the alphabet soup of legal services entities that represent farm workers in labor and employment claims.</p>
#2	<p>Northern Triangle for H-2A: Diversifying your Workforce <i>Ryan Ogburn, wafra Visa Director, and Gerardo Perez, Director of Diaspora and Development, Ministry of Foreign Affairs, El Salvador</i></p> <p>Ever wonder about hiring workers from outside Mexico? The current administration has prioritized reducing illegal migration from the northern triangle countries of El Salvador, Guatemala, and Honduras by encouraging legal guestworker programs. This session explores the process, requirements, and advantages of bringing workers from northern triangle countries on H-2A visas in 2022.</p>