

H-2A WA WORKFORCE SUMMIT

Wednesday, January 17, 2018 (9:00 a.m. to 4:00 p.m.)

Wenatchee Convention Center – First Floor



AGENDA

8:00 am to 9:00 am	Registration & Booths (Red Lobby – First Floor)
9:00 am to 9:30 am	WELCOME (Orchard Hall) What's new for Your State and Nationwide. <i>Dan Fazio, wafila</i>
9:30 am to 11:00 am	GENERAL SESSION ONE (Orchard Hall) Labor Unrest – H-2A <i>Hosted by Dan Fazio of wafila</i> <i>Guests: John B. Dudrey, Stoel Rives, LLP; Rick Anderson, wafila; Roxana Macias, CSI Visa Processing</i> In 2017, H-2A workers enlisted the assistance of labor unions to help them address workplace concerns. Can they do that? Absolutely. Do you need to hire them back next year? It depends. The more important question is why would workers ask labor unions to help them resolve disputes, when we know that the vast majority of H-2A workers merely want to work hard and preserve the opportunity to return next year. First, John Dudrey of Stoel Rives, LLP examines the laws regarding concerted activity as it relates to seasonal agricultural workers. Next, Roxana Macias of CSI VP, the largest recruiter in Mexico, discusses the issue of returning worker lists in the context of blacklisting. Finally, wafila director Rick Anderson reviews the

best practices for an agricultural employer when you are notified that workers are on strike.

MORNING BREAKOUTS (3 Choices)

BREAKOUT 1 – Hot Topics (Orchard Hall)

Various Speakers

We selected our three most frequently asked questions, and wrapped them up in a tidy one-hour breakout session!

- **Can Foreign Workers Drive?**

Dan Fazio, wafla

The short answer is yes – but you should know how to do it.

This topic will be covered in all three breakouts.

- **Navigating Workers' Comp. Claims for Foreign Workers**

Lori Evans, WA State Dept. of Labor & Industries

Workers' comp. claims are different for foreign workers because they need to go home. How does L&I take this into account?

- **Verifying Worker Departure**

Ryan Ogburn, wafla

Employers are required to instruct workers to leave, and workers are required to inform DHS that they have left. How does this work, or does it?

11:00 am to Noon

BREAKOUT 2 – Preventing Labor Unrest Through Leadership (Red Delicious Room)

Heri Chapula, wafla

It is a fact of life that supervisors and workers sometimes don't get along. Setting up pathways to resolve issues is key –workers don't contact outside groups if they feel their complaints are being addressed in-house.

Note: Includes Can Foreign Workers Drive from Breakout 1

BREAKOUT 3 – Preventing Labor Unrest Through Procedures (Golden Delicious Room)

Rick Anderson, wafla

In addition to leadership in the fields, workers respect employers that have solid procedures in place. We will explain the importance of having procedures in place and give simple concrete ways to address the major DOL concerns.

Note: Includes Can Foreign Workers Drive from Breakout 1

Noon – 1:15 pm

LUNCHEON (Grand Apple Ballroom – Second Floor)

Immigration Reform – What is Happening now and in 2018.
Leon R. Sequeira, Employment Attorney

EARLY AFTERNOON BREAKOUTS (2 Choices)

**BREAKOUT 1 – Recruiting – ABC to XYZ
(Orchard Hall)**

Juliet Tapia & Veronica Zabaleta, Labormex

A complaint from employers about the H-2A program is that foreign workers are sometimes not as productive as domestic workers. Learn what one agent is doing to turn that around – and the other steps agents take to make your life easier.

1:30 pm – 2:30 pm

**BREAKOUT 2 – H-2A Essentials for Newbies
(Red Delicious Room)**

George Zanatta & Heri Chapula, wafla

It takes two to three years to feel comfortable in the H-2A program. How can you accelerate the process of becoming an H-2A expert? In this presentation we assemble the top ten tips to make your H-2A experience run smoothly.

2:30 pm – 2:45 pm

BREAK & REFRESHMENTS (Orchard Hall)

GENERAL SESSION TWO (Orchard Hall)

Accountability: Workers/Employers

Hosted by Evan Jaeger of wafla

Guests: George Zanatta, wafla; Rene Maldonado, WA State Employment Security Dept.; and Leon R. Sequeira, Employment Attorney

The lesson learned from General Session One is that workers have issues, and when you fail to address them, there are others who will help the worker – or tell the worker they can help.

2:45 pm – 4:00 pm

- **Grading System for Workers**

If you are going to deny seasonal workers the right to return next year, you should have a good reason. Here is the best system we have seen to accomplish this.

- **Worker Complaints**

The Employment Security Department understands that the H-2A regulation is not easy, and they want to help you comply. They are also obligated to assist workers who

complain, and most important, to make sure that the regulation is followed. We can learn a lot from what workers tell them.

- **Legal Services Visits Rights and Responsibilities**

Outreach workers from Northwest Justice Project visit every farm. What are your obligations to them? What are they telling workers? What should you do to prepare for this visit?

RECEPTION (Fountain Hall – First Floor)

5:00 pm – 6:30 pm

Join us for a wine and cheese reception with live entertainment from the Harlan Davis Project. Mingle with speakers from the Workforce Summit and incoming speakers for the Labor Conference, other wafla members and staff.