



**H-2A OR WORKFORCE SUMMIT**  
**Monarch Hotel Conference Center (Clackamas)**  
**January 17, 2019 (10:00 a.m. – 4:00 p.m.)**

**AGENDA**

10:00 a.m. – 10:30 a.m.	Welcome – State of H-2A Nationally and Locally Where does Oregon fit in with California vs. the rest of the nation? Solving the Willamette Valley Housing Shortage.
10:30 a.m. – 11:30 a.m.	<b>Recruiting &amp; Onboarding</b> Pauline Mollard, Reddes Sociales para Desarrollo; Jeff McLean, David Guzman, Luis Guitron, wafLa <ul style="list-style-type: none"><li>• Recruiting 2.0: Getting the Best</li><li>• Onboarding</li><li>• Managing Expectations</li></ul>
11:30 a.m. - Noon	<b>Foreign Worker Income and Taxes</b> Steve Davis, Ryan Ogburn, wafLa <ul style="list-style-type: none"><li>• Best Practices if Workers Require Social Security Account</li><li>• Social Security and Taxes: Mandatory Withholding, W-2s, 1099s</li></ul>
Noon – 1:30 p.m.	<b>Lunch – Federal Legislation</b> Jon Wyss, Vice President, USA Farmers <ul style="list-style-type: none"><li>• The Truth about the 2018 AG Guestworker Bill</li><li>• Legislation in the 116<sup>th</sup> Congress</li><li>• What can we do about AEWB?</li></ul>
1:30 p.m. – 2:15 p.m.	<b>Oregon Labor Law Update</b> Ryan S. Kunkel, Stoel Rives LLP <ul style="list-style-type: none"><li>• Get Updated on Need-to-Know state Labor Laws</li></ul>
2:15 p.m. – 2:45 p.m.	<b>Informal Discussion about Housing and Shared Contracts</b> Samantha Mendoza, wafLa
2:45 p.m. – 4 p.m.	<b>A Tale of Three Farms. Blacklisting and other Leadership Issues</b> Dan Fazio, Jeff Mclean, David Guzman, wafLa; Taylor Atkinson, AgriLabor, LLC <ul style="list-style-type: none"><li>• Labor Unrest in 2017 &amp; 2018 hits Washington Farms</li><li>• Are you Blacklisting?</li><li>• Supervisory Leadership Panel</li></ul>

## Agenda Details

### **Recruiting and Onboarding.** 10:30 a.m. – 11:30 a.m.

The most important concern is to find workers who want to work hard, learn your processes, and continue to work hard for many years to come, and that is what this session is about. We kick off the session with a presentation from Pauline Mollard, Program Coordinator of Reddes Sociales para Desarrollo, an agency who works with employers in Mexico to identify the social and political conditions in a given region that are most likely to produce the best workers. Next wafla Field Services Director Jeff McLean presents an onboarding checklist to prepare workers to excel. Field Services Manager David Guzman shares his experiences operating a family farm in Guerrero, Mexico where he recruited workers, and Field Services Manager, Luis Guitron, has run crews of domestic and foreign workers. David and Luis share tips for effective communication and progressive discipline once the work begins.

### **Foreign Worker Income and Taxes.** 11:30 a.m. – Noon

Social Security Withholding, W-2s, 1099s, and other tax issues.

A foreign worker shows up and does not have a social security number. Is this person subject to backup withholding? Do they need to get a 1099? What happens when the person receives a social security number? Do you issue a 1099 and W-2 to the same worker? Get answers to these and other H-2A tax issues.

### **Lunch: Federal Legislation.** Noon – 1:30 p.m.

They say legislation is about making sausage, so what better time to discuss it than over lunch? We kick off by asking the question: Why didn't the Ag Guestworker Bill advance this summer? Many growers received conflicting information about it. Jon Wyss is a board member of several agricultural organizations, and a Vice President and founding member of USA Farmers, a leading advocate of the AG Act. After reviewing how close we got in 2018, Jon provides a look at what you can expect in 2019. We end with an understanding of the AEWR, and why it must be fixed.

### **Oregon Labor Law Update.** 1:30 p.m. – 2:15 p.m.

Ryan S. Kunkel of Stoel Rives, LLP Portland office provides an update on state labor laws impacting farms and nurseries.

### **Informal discussion of housing and shared contracts.** 2:15 p.m. – 2:45 p.m.

Samantha Mendoza, wafla's transfer coordinator, reviews the transfer opportunities available in Willamette Valley and in the wafla system.

### **Returning Workers and Leadership:** 2:45 p.m. – 4:00 p.m.

In 2017, workers struck at a farm in Whatcom County and six weeks later in Quincy, WA. In 2018, workers walked out at another Whatcom berry operation. Were these isolated incidents or failures in leadership? A group claiming to be a labor union that represented the workers sued alleging blacklisting. Labor law attorney Leon Sequeria explains blacklisting, what is it, and how to avoid it. Dan Fazio of wafla explores how you can make sure that your list of preferred workers is helpful to your recruiters. We conclude with a discussion of leadership as it relates to H-2A workers – from selecting the right workers, setting expectations, and responding to outside agitation.