



**H-2A Summit 2024**  
Salem, OR | Nov. 14, 2024



## Agenda

### GENERAL SESSION

**8:30a -8:45a**

#### **Enrique's Insights: Reflecting on the Past Year and Shaping the Future**

**Enrique Gastelum, WAFLA CEO**

Learn about our achievements from the past year and our vision for the future.

**8:45a -9:15a**

#### **Quick Take: Navigating New Labor Laws**

**Roxana Macias, Tim Bernasek**

Follow along with the *provided booklet* as legal experts discuss new and updated state laws, litigation, and federal regulations.

**9:15a - 9:30a**

#### **H2 Organizer**

**Gideon Cooper**

Discover this latest innovative platform, now exclusively available to WAFLA visa members. It is designed to streamline and humanize the relationship with temporary workers.

**9:30a – 10:00a**

#### **The 411 - Farmworker Unionization**

**Tim Bernasek**

This topic covers the exclusion of farm workers from federal labor laws, like the NLRA, and how some states, such as California, have adopted card check laws to support unionization. Learn about recent state efforts, what could be next for the PNW, the card check process, and the legal landscape.

**10:00a – 10:30a**

#### **Premier Sponsor Raffles and Messages | Break**

**10:30a – 11:15a**

#### **Fostering a Positive Workplace Culture Panel**

**Enrique Gastelum, Luis Guitron, Jeane DeLaney, Slated Oregon Growers**

Fostering a workplace where employees feel empowered to voice concerns is vital to avoiding workplace disruptions, violence, and legal disputes. In this panel, growers share their experiences building environments encouraging open communication and where employees feel valued and confident in addressing their concerns.

**11:15a – Noon**

#### **Trivia Challenge: Real Questions, Real Knowledge—Are You Ready?**

**Enrique Gastelum (Host)**

Get ready to test your knowledge of the latest H2/HR regulations with common questions. Are you prepared?

**Noon – 1p**

#### **Lunch |Premier Raffles and Messages**

**Sheldon Brown** | Learn about opportunities for a Jamaican workforce.

Christopher (Chris) Cushing | Learn about opportunities for an El Salvador workforce.

## BREAKOUTS | Three 45 min sessions | 15 min breaks

1:15p – 2:15p

### Track 1 **Getting Ready for a DOL Investigation: Essential Preparation Tips**

**Ruben Lugo**

In 2025, the Department of Labor's Wage and Hour Division is ramping up audits for H-2A program users significantly. Join a newly retired DOL Regional Enforcement Coordinator as he shares insider insights to help you stay compliant and avoid the most common violations. This session will cover essential compliance strategies, key controls for your operation, and how to ensure your records and labor practices meet the latest regulatory standards.

### Track 2 **(Almost) Everyone Loves Leon: Review of Latest H-2A Lawsuits and Rules**

**Leon Sequeira**

The Department of Labor's new H-2A regulations, including the 2024 rule "Improving Protections for Workers in Temporary Agricultural Employment," have sparked legal challenges nationwide. This session will review employer responsibilities, the status of litigation, and other significant H-2A cases. Stay informed with this critical update on H-2A regulations and legal developments.

### Track 3 **Safeguarding Workers: Preventing and Addressing Unsavory Situations**

**Trooper Daniel Mosqueda**

Discover essential outreach resources to tackle issues that could jeopardize your workforce's welfare and visa status, such as exploitation, coercion, online dating scams, prostitution, drug dealers, car fraud (odometer tampering), and traffic stop requirements of minimum English communication skills needed when interacting with law enforcement. Empower your foreign workforce with the knowledge to be prepared to navigate these challenges and not become a victim of unsavory scammers.

## BREAKOUTS | Three 45 min sessions | 15 min breaks

2:15p – 3:15p

### Track 1 **Accurate Farmworker Pay: Navigating PNW Payroll Complexities**

**Enrique Gastelum, Tim Bernasek**

Ensuring farm workers are paid correctly is essential for agricultural businesses, especially in the Pacific Northwest, where payroll regulations are notoriously complex. Many farmers rely on third-party payroll services, but common errors in data entry and pay calculations can lead to legal risks. This breakout will cover essential payroll requirements and common mistakes in field tallies, timekeeping, pay calculations, and pay stubs to help you stay compliant.

### Track 2 **Conducting Fair Investigations: Best Practices and Principles**

**Ryan Kunkel**

Investigations don't have to be overwhelming—they can be as straightforward as documenting a few phone calls. Learn best practices tailored to various scenarios and gain practical strategies for conducting fair, objective internal investigations. Discover how to ensure integrity and fairness throughout the process to maintain the credibility of your investigations while integrating investigations into a progressive discipline framework.

### Track 3 **H2 Program Essentials: Core Fundamentals Explained**

**Ryan Ogburn, Lulu Lopez**

This breakout guides you through the essentials of utilizing the H2 program, from securing H2-compliant housing and drafting your contract to navigating the application process across six government agencies. You'll also learn about recruitment, travel arrangements, onboarding, and mid-season and post-season considerations.

## BREAKOUTS | Three 45 min sessions | 15 min breaks

3:15p – 4:15p

- Track 1**     **Temporary Farmworker Housing Compliance Trends and Proposed Rule Update**  
**Luis Guitron, Sherri Marks**  
Temporary farmworker housing is essential to utilizing the H-2A program. Oregon OSHA recently underwent a several-year agricultural labor housing rule rewrite process that we will update you on. Also, the Department of Labor recently issued new H-2A regulations that mandate guests be allowed in farmworker housing. This session will provide the latest news on these rules, how to prepare for implementing them, and standard compliance issues observed by OR-OSHA and WAFLA field staff.
- Track 2**     **Repeat**  
**(Almost) Everyone Loves Leon: Review of Latest H-2A Lawsuits and Rules**  
**Leon Sequeira**  
The Department of Labor’s new H-2A regulations, including the 2024 rule “Improving Protections for Workers in Temporary Agricultural Employment,” have sparked legal challenges nationwide. This session will review employer responsibilities, the status of litigation, and other significant H-2A cases. Stay informed with this critical update on H-2A regulations and legal developments.
- Track 3**     **Navigating Workers’ Compensation for H-2A Foreign Guest Workers**  
**Kevin Barrett**  
A representative from SAIF, a not-for-profit workers’ compensation insurance provider in Oregon, will offer insights and best practices for handling claims filed by foreign guest workers under the H-2A program.

4:15p – 5:00p

**Networking | Beverages and appetizers**

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**Send enough team members to cover all the breakouts.**

<p>Member + Visa</p> <p><b>\$240</b> per/person</p> <p>Receive \$50 off \$240 rate, expires 9/30.</p>	<p>Member Non-Visa</p> <p><b>\$ 340</b> per/person</p> <p>Receive a special rate if you are a wafila member who does NOT CURRENTLY utilize the H-2A Visa Service but is interested in filing with wafila. Contact Lisanne Bannister at (360) 455-8064 x 114.</p>	<p>New Member + 1 Registration</p> <p><b>\$440</b></p> <p>Includes wafila membership, plus 1 event registration. Contact Lisanne Bannister at (360) 455-8064 x 114 to add additional registrants at the \$240 rate.</p>
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