



H-2A Summit 2024

Pasco, WA | Nov. 21, 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, Adam Belzberg, Sean Worley

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

Robert Hock

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

Adam Belzberg

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, Washington 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), Expert Panel

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.

1:15p – 2:15p BREAKOUTS | Three 45 min sessions | 15 min breaks

- Track 1** **ESD Agricultural and Seasonal Workforce Services: Insights and Updates for Employers**
Bertha Clayton
The ESD Agricultural and Seasonal Workforce Services (ASWS) office will share key insights from the 2024 season, highlighting common challenges they encountered and how they collaborated with employers to resolve them. The session will also cover ASWS's new responsibilities under the recent Farmworker Protection Rule and provide an overview of priority areas employers should be aware of for 2025.
- 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.
- Track 4** **Temporary Farmworker Housing Compliance Trends and Rule Updates**
Luis Guitron, Gerald Caird
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 is now considered the final rule. 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.

2:15p – 3:15p BREAKOUTS | Three 45 min sessions | 15 min breaks

- Track 1** **Farm Labor Contractor Compliance and Joint Employer Scenarios with L&I**
Yocelin Martinez, Samantha Mendoza, Doug Hartfield
This breakout covers FLC licensing and the most common compliance issues faced by farm labor contractors, including the complexities of joint employment and agricultural overtime regulations. Employers often question how L&I determines joint employment status, especially for overtime obligations. We'll explore the key factors L&I considers when deciding if two or more farmers are joint employers of a single worker and who is responsible for paying overtime. We'll also discuss which employer is responsible for PPE during joint employment.
- Track 2** **Conducting Fair Investigations: Best Practices and Principles**
Sarah Wixson
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** **Understanding H2 Worker Tax Obligations: Key Insights and Considerations**
Bob Wunderle (remotely), Roxana Macias
Employers are responsible for ensuring proper tax deductions for H2 workers. This course provides resources to help employers inform workers about their tax obligations and connect them with trusted, low-cost tax clinics. Learn about employer responsibilities for federal tax withholdings for H2 workers and how to ensure compliance with tax regulations.

Track 4 **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.

3:15p – 4:15p BREAKOUTS | Three 45 min sessions | 15 min breaks

Track 1 **Getting Ready for a DOL Investigation: Essential Preparation Tips**
Ryan Ogburn, Diana Fernandez, Leon Sequeira

This session will examine the key factors that may trigger a Department of Labor audit, how to ensure compliance if you're audited, and the most common violations discovered. We'll discuss the essential controls your operation needs to ensure your records and labor practices meet regulatory standards.

Track 2 **Repeat**
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.

Track 3 **Accurate Farmworker Pay: Navigating PNW Payroll Complexities**
Sean Worley

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 4 **H2 Program Essentials: Core Fundamentals Explained**
Jacob Boston, 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. We'll cover everything you need to know to manage the H2 program, step by step, successfully.

4:15p – 5:00p
Networking | Beverages and appetizers

Send enough team members to cover all the breakouts.

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

Learn more and register today [here](#).