



# Agricultural and Seasonal Workforce Services Advisory Committee

## Meeting details

**Date:** Wednesday, April 19, 2023

**Time:** 1:00 p.m. – 3:00 p.m.

**Location:** Zoom

### Committee members present

- Jon DeVaney
- Jeff Perrault
- Michele Besso
- Delia Peña
- Victoria Ruddy
- Michael Gempler
- Edgar Franks

### Committee members absent

- Rosalinda Guillen

### Non-voting agency representatives

- Ignacio Marquez
- Uriel Iñiguez
- Juan Gamez, DOH

### Agency Guests:

- Lacey Jacoby, Anthro-Tech

### ESD staff

- Dan Zeitlin
- Bertha Clayton
- Petra Meraz
- Margarito Cabrera
- Tamara Johnson

## Summary

### Welcome and Introductions

Employment Security Department (ESD) Policy Director, Dan Zeitlin, welcomed everyone. Seven voting members were present. Motion to approve March Meeting Minutes from Jon DeVaney; a second from Mike Gempler. Motion approved. February meeting minutes were tabled until the May meeting which will be held via Zoom.

### Agenda

Dan Zeitlin reviewed the agenda for the meeting and asked if anyone had any questions. (Addendum I.)

### Committee Administration – Dan Zeitlin, ESPI Director, ESD (Addendum II) Recording timestamp **00:03:39**

Recording of the in person meetings

Charter Approval

- Motion to adopt the new charter language: Michele Besso, second from Jon DeVaney

**Action Item:** Need to approve February and April minutes in May (Vickie)

**Recording In-person meetings:** No objections to not record at in-person meetings.

Attorney General Training – May 17<sup>th</sup> ASWS Meeting

**ASWS Office – Bertha Clayton, Director, ASWS Office, ESD** (Addendum III.) Recording timestamp **00:12:03**  
ASWS Office update – Bertha Clayton, Director  
FLC Applications – Petra Meraz FLC Program Supervisor Recording timestamp **00:21:43**  
Compliance Team update – Margarito Cabrera, Compliance Supervisor Recording timestamp **00:23:58**

**Mike:**

**Q:** Are we visiting housing during site visits? **A:** No  
**Q:** Who are we receiving complaints from? **A:** workers

**USDOL H-2A WA Employer Forum** (Addendum IV.) Recording timestamp **00:28:57**  
Ignacio Marquez, Regional Assistant to the Director – Eastern/Central WA, Washington State Department of Agriculture

**Michele:**

**Q:** Why weren't worker representatives included?  
**A:** ESD error in not sending out virtual link to the committee  
**Action Item:** ESD will work with labor advocates on potential worker forum

**Customer Experience Study Findings** (Addendum V.) Recording timestamp **01:02:17**  
Olga Kondratjeva, Program Evaluation Research Analysis Manager, ESD  
Lacey Jacoby, User Experience Research Associate, Anthr-Tech, Inc.

**Jon:**

**Q:** What do informal WorkSource referrals look like? **A:** WorkSource staff have contacts to assist, which is easier than navigating technology with workers.  
**Q:** How prevalent is the opinion that WorkSource is not easy to/worth working through? **A:** We have qualitative, though not quantitative, data to suggest this is an issue to address.

**Ignacio:**

**Q:** Were you able to gather any insight into benefits workers do see in ESD? **A:** Many workers weren't familiar with any of the services ESD provides.

**Michele:**

**Q:** How did you connect with workers and where did you interview them? **A:** Through community partners, interviews conducted in WorkSource offices and elsewhere.  
**Q:** Clarify no-financial motives? **A:** In addition to financial incentives there need to be other reasons for workers to engage with government

**TWH Housing Discussion updates** (Addendum VI.) Recording timestamp **00:40:10**  
Juan Gamez, Office of Environmental Health & Safety, Washington State Department of Health

**Jon:**

**Q:** How many hotels/motels are being used to house workers? **A:** 13

**Mike:**

**Q:** Are there any hotels/motels occupied by H2-A workers that don't meet the 50 ft. standard? **A:** Not that we know of.

**Michele:**

**Q:** What is the current plan for inspecting hotels/motels when there is an H-2A clearance order? **A:** ESD reaches out to DOH after looking at facility to see if DOH can inspect if needed to make sure it meets TA standards, but DOH doesn't inspect when occupied by H-2A worker.

**Mike:**

**Q:** Are you going to change state rules; **A:** We may change rules to align with federal H-2A rules.

**Action Item:** We may need to revisit MOU with DOH (perhaps with USDOL) to clarify roles/responsibility depending on DOH decision on rule.

**Public Comments**

Recording timestamp **01:28:18**

None

**Travel Reimbursement Process Review**

Recording timestamp **01:31:08**

Vickie Carlson, Administrative Assistant, ESD

**Adjourned**

Dan Zeitlin thanked everyone for their continued active participation and for their commitment to this work, then ended the meeting at 3:00 p.m.

**2022 Meetings**

The next Agricultural and Seasonal Workforce Services Advisory Committee meeting is on:

- **May 17, 2023 – 1:00 p.m. to 4:00 p.m. – Zoom Meeting**

**Addendums**

**ADDENDUM I.**



**AGENDA**

Agricultural and Seasonal Workforce Services (ASWS) Advisory Committee  
 Wednesday, April 19, 2023 | 1:00 pm – 3:00 pm | Zoom | 212 Maple Park Ave  
 SE Olympia WA 98501

TIME	TOPIC
1:00 pm	Welcome – Dan Zeitlin, Director, ESD Employment System Policy & Integrity Division <ul style="list-style-type: none"> <li>• Roll Call &amp; Committee Member Sharing – Vickie Carlson</li> <li>• Agenda Review – Dan Zeitlin</li> </ul>
1:10 PM	Approval of Meeting Minutes, Dan Zeitlin <ul style="list-style-type: none"> <li>• February and March Meetings</li> </ul>
1:15 PM	Committee Administration, Dan Zeitlin <ul style="list-style-type: none"> <li>• Recording In-Person Meetings</li> <li>• Charter Approval</li> <li>• Attorney General Training – May meeting</li> </ul>
1:25 PM	ASWS Office Updates <ul style="list-style-type: none"> <li>• ASWS Office – Bertha Clayton, Director, ASWS</li> <li>• FLC Applications – Petra Meraz, FLC Lead Program Coordinator</li> <li>• ASWS Compliance Update – Margarito Cabrera, Compliance Unit Supervisor</li> </ul>
1:40 PM	USDOL H-2A Employer Forum Roundtable (4/13/23)– Event report out <ul style="list-style-type: none"> <li>• Ignacio Marquez, Regional Assistant to the Director, Department of Agriculture</li> <li>• Bertha Clayton, Director, ASWS</li> </ul>
1:50 PM	Break
2:00 PM	Customer Experience Study Findings, Lacey Jacoby, User Experience Research Associate, Anthro-Tech
2:30 PM	Updates regarding March 2023 Temporary Worker Housing (TWH) committee discussion, Juan Gamez, Environmental Health and Safety, Department of Health
2:45 PM	Public Comment

ADDENDUM II.

## Committee Administration items



- Approval of March ASWS meeting minutes
- Recording In-person meetings
- Charter approval
- Attorney General Training – May ASWS Meeting

ADDENDUM III.

## Office update –April 2023



### ASWS Staffing

- Status of Compliance Specialist vacancy (Okanogan)

### ASWS-LNI Community Relations Interagency Agreement

- Final draft done
- Undergoing review by Dan Zeitlin and LNI leadership
- Will share with the committee once executed

## Office update (2) – April 2023



### FLC Budget Update

- SWA Annual Plan & Budget Narrative timely filed Friday, April 14, 2023
- Notification of federal allocation to ESD expected Fall 2023

### ASWS-Whatsapp Status (customer texting capability)

- Request undergoing internal IT security review
- Projected decision timeframe

## Office update (3) – April 2023



### U.S. DOL H-2A WA Employer Roundtable Forum – April 13, 2023

- Ignacio will brief the committee

### Commission of Hispanic Affairs Meeting – April 14, 2023

- Virtual presentation of ASWS and H-2A program overview/discussion of common compliance issues



ESD Staff – April 13, 2023  
USDOL H-2A Employer Forum  
Pasco, WA

Front Row (L-R): Olivia Gutierrez, Dan Zeitlin, Craig Carroll, Nona Mallicoat, Margarito Cabrera, Anthony Aceves

Back Row (L-R): Mireya Prieto, Carlos Sandoval-Larios, Alejandra Mendoza, Vickie Carlson, Rebecca Williamson, Bertha Clayton

Not Pictured: Petra Meraz

## FLC Applications Update



Petra Meraz, Lead FLC Program Coordinator, ESD

# FLC Applications update

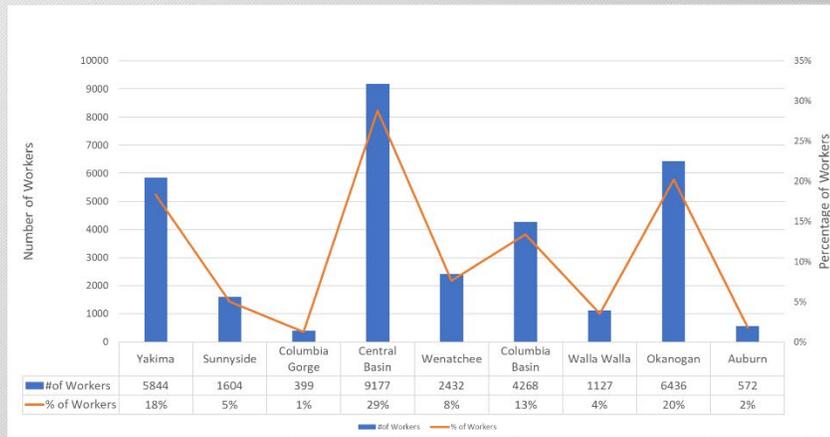


## H-2A Applications & Workers Report

	PY 2023 H-2A Data		PY 2022 H-2A Data	
	10/1/2022	4/7/2023	10/1/2021	4/7/2022
	Applications	Workers requested	Applications	Workers requested
Total processed to date	326	31859	291	28053
Withdrawn/Denied	18	2390	19	2343
Contracts Commenced	175	14672	165	12950
Contract Impossibility	0	0	3	284
Active Cases	193	14985	157	11819

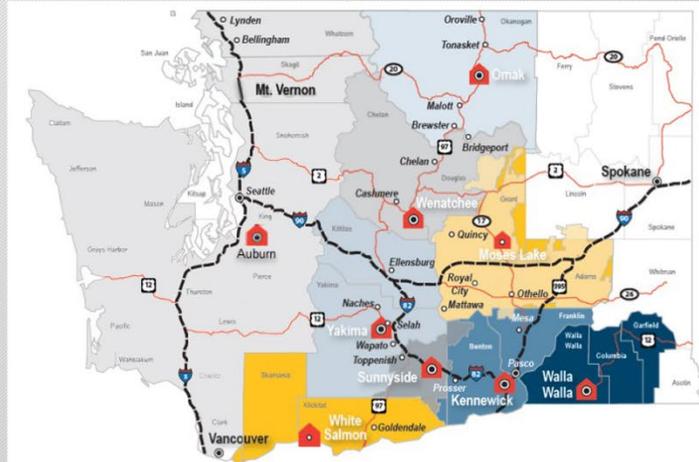
\*The numbers reported are not reflective of the number of foreign workers that arrive in Washington State.

# Main Application Holding Offices



Confirmed by 5 Employers – 188 workers are in Washington

# Main Application Holding Offices Map



# Compliance Team update

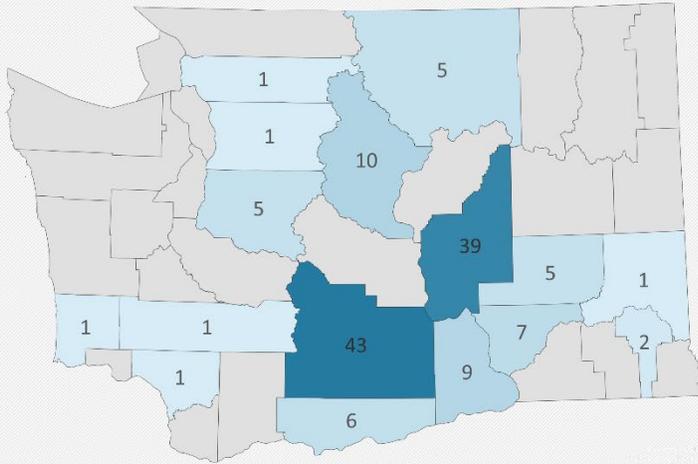


Margarito Cabrera, ASWS Compliance Unit Supervisor, ESD

# Site Visits



By County from Jan-March 2023



Site Visits by Month

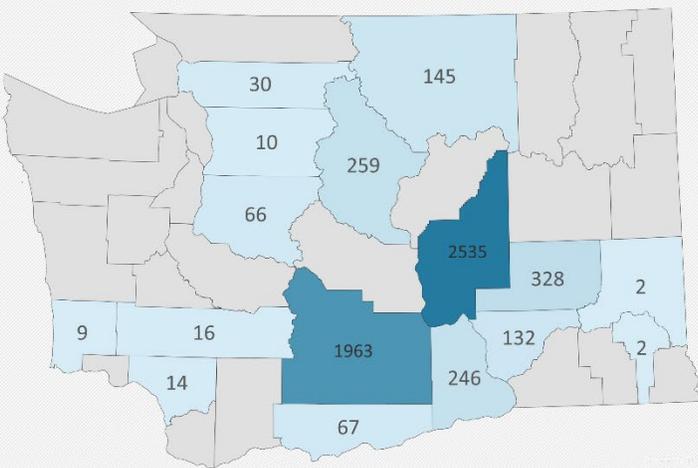
Total Site Visits From Jan-March 139



# Approximate Workers Contacted

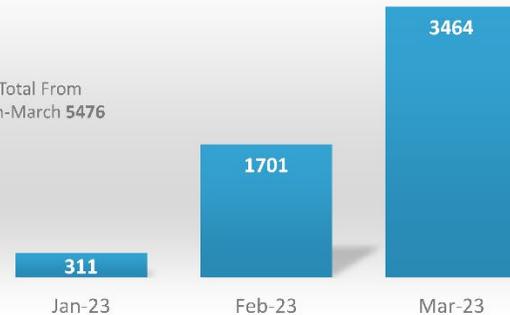


By County from Jan-March 2023



Worker Contacted by Month

Total From Jan-March 5476



## Field Checks – 2023



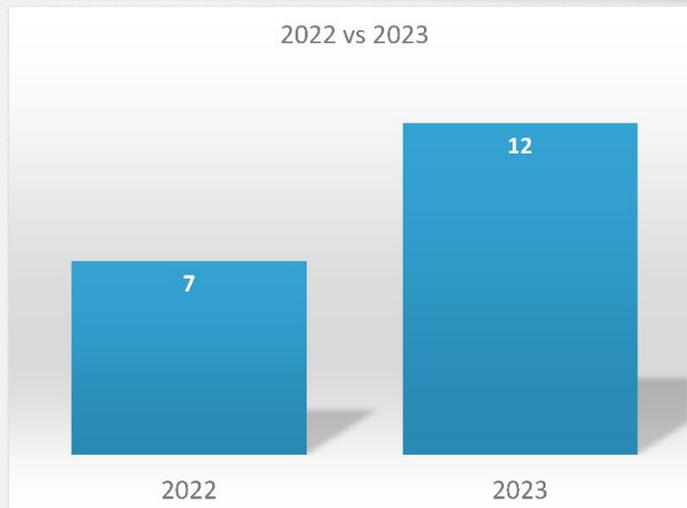
### 20 CFR 653.503 Field Checks

(a) If a worker is placed on a clearance order, the SWA must notify the employer in writing that the SWA, through its ES offices, and/or Federal staff, must conduct random, unannounced field checks to determine and document whether wages, hours, and working and housing conditions are being provided as specified in the clearance order.

(c) Field checks must include visit(s) to the worksite at a time when workers are present. When conducting field checks, ES staff must consult both the employees and the employer to ensure compliance with the full terms and conditions of employment.

Number of Placements <i>(seeker referred and started working)</i>	7
Number of Field Checks Performed by ASWS	2
Number of Field Checks currently scheduled	4

## Complaints / Apparent Violations – 2022 vs 2023



## Complaints / Apparent Violations: Jan - March 23



### ADDENDUM IV.

## USDOL H-2A WA Employer Forum Roundtable – event report out



Employment  
Security  
Department  
WASHINGTON STATE

Ignacio Marquez, WA State Department of Agriculture

## USDOL WHD H-2A employer forum



April 13, 2023 in Pasco, WA

- Agencies that attended: WSDA, WA DOH, ASWS, USDOL ETA CNPC, USDOL WHD, USCIS, CDC, US Consulates (Tijuana, Monterrey, Guadalajara).
- At peak attendance – 115 in person, 54 online
- Positive feedback received, USDOL WHD interested in holding event annually
- Connections fortified with federal partners

*Survey will be sent to attendees for feedback to improve future events*



USDOL H2A Employer Forum Audience





Presenters: WA Department of Health (above), U.S. DOL Office of Foreign Labor Certification (right)



Presenters: Jon Devaney (Left) and Tom Silva, USDOL WHD, Karen Clark, USDOL WHD, above.

ADDENDUM V.

## Customer Experience Study Findings



Olga Kondratjeva, Program Evaluation Research and Analysis Manager, ESD  
Lacey Jacoby, User Experience Research Associate, Anthro-Tech, Inc.

ESD Agricultural Recruitment Customer Experience Study

# Customer Experience Study of Specialty Crop Farmworkers and Growers in Three Regions in Washington State

APRIL 14 2023

anthrotech



ANTHRO-TECH, INC.

We're a human-centered design consultancy focused on government agencies, nonprofits, and enterprises with a social-impact mission.

## Anthro-Tech team

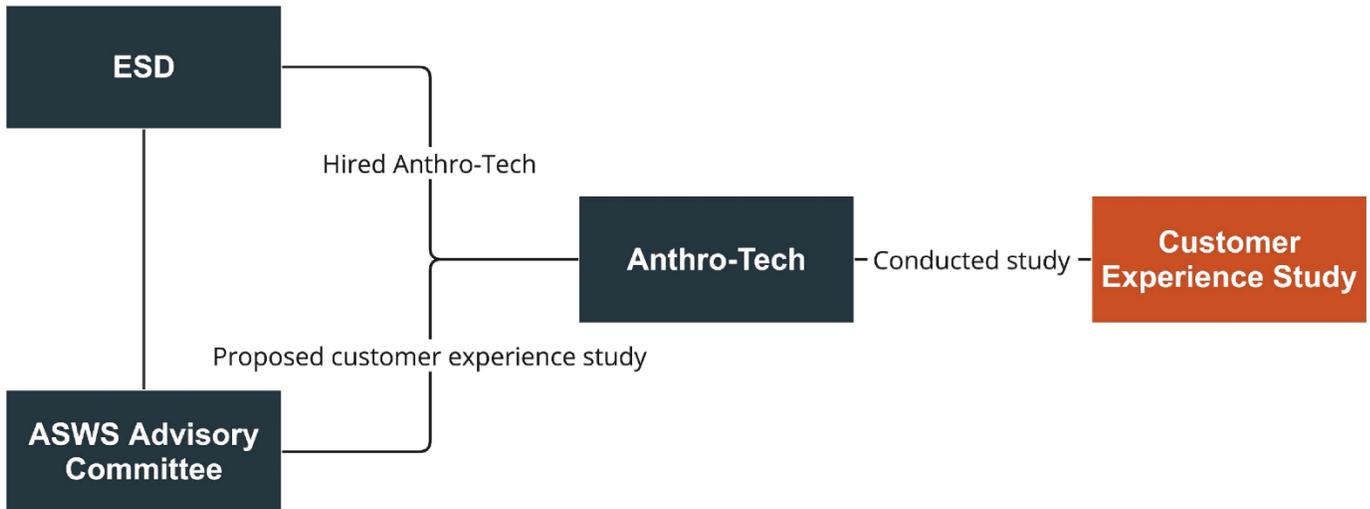
- Ⓧ Krissy Kimura, UX Project Manager
- Ⓧ Camy Naasz, Senior Human-Centered Design Consultant
- Ⓧ Christopher Cabrall, PhD, UX Researcher
- Ⓧ Anusha Yadav, UX Researcher
- Ⓧ Lacey Jacoby, UX Research Associate

## ESD team

- ③ Olga Kondratjeva: Manager, Program Evaluation, Research, and Analysis, Division: Data Architecture, Transformation & Analytics
- ③ Gustavo Aviles: Chief Analytics Officer, Division: Data Architecture, Transformation & Analytics
- ③ Bertha Clayton: Director, Agricultural and Seasonal Workforce Services, Division: Employment System Policy & Integrity
- ③ Vickie Carlson: Administrative Assistant, Agricultural and Seasonal Workforce Services, Division: Employment System Policy & Integrity
- ③ Dan Zeitlin: Director, Division: Employment System Policy & Integrity

ADDENDUM III.

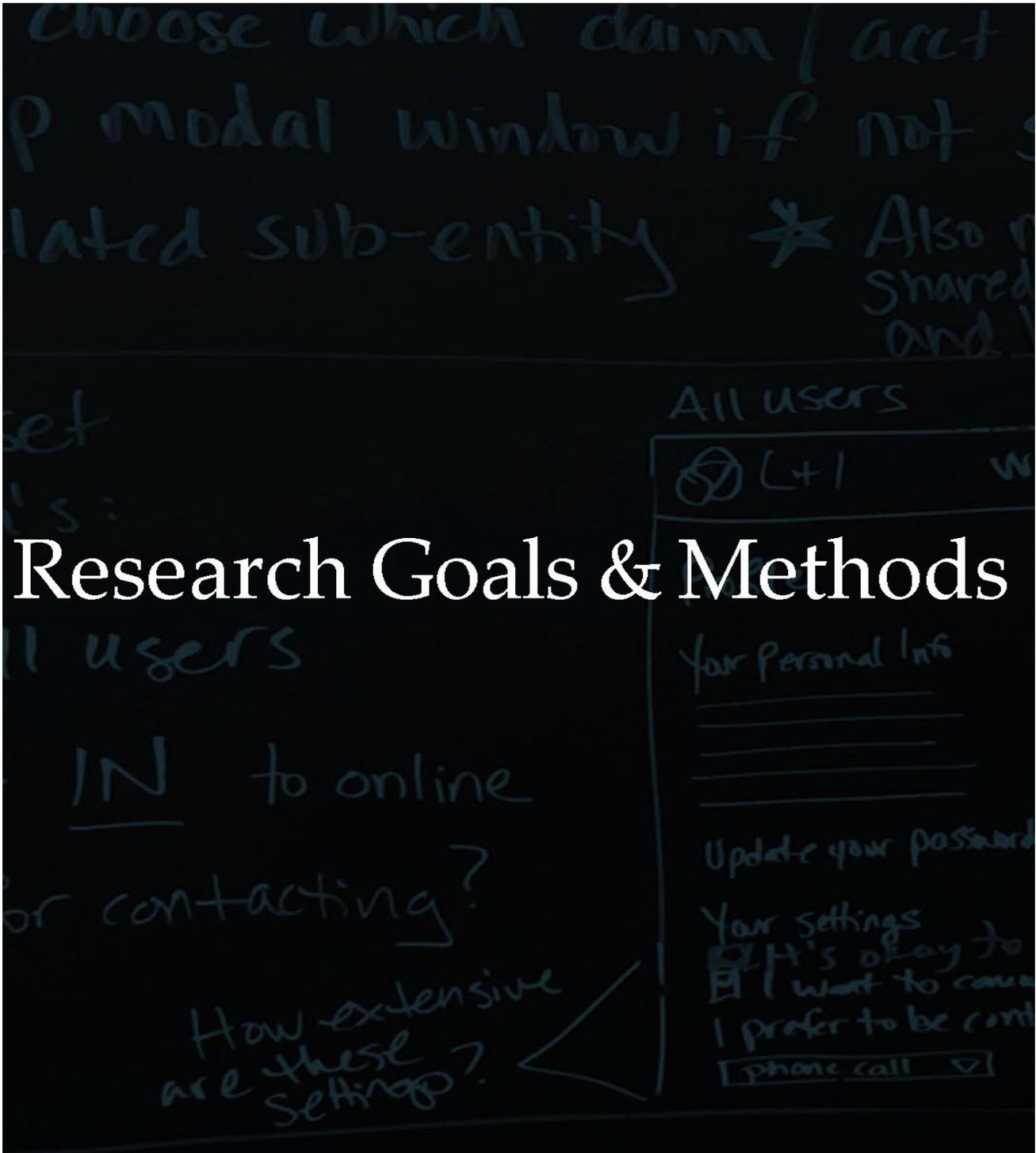
# Stakeholder map



**ADDENDUM IV.**

## Research approach

- ⊗ We already knew "what" but didn't know "why"; these are the methods we used to answer that question
- ⊗ We collected attitudinal data about what participants say, instead of behavioral data about what participants do
- ⊗ We collected qualitative data, which provides rich insights into people's thoughts, perceptions, and attitudes
- ⊗ Qualitative studies require fewer participants and aim to reach saturation
  - Saturation: The "point where themes emerging from the research are fleshed out enough such that conducting more interviews won't provide new insights that would alter those themes" [[Source](#)]



# Research Goals & Methods

## The problem

- ③ The Washington state agricultural recruitment system for U.S. workers (ESD agricultural recruitment system) is intended to help agricultural employers with their recruitment process and to comply with the foreign temporary agricultural worker (H-2A) program
- ③ However, the ESD agricultural recruitment system currently contributes very little to the apple, berry, cherry, grape, and pear production labor markets
- ③ ESD has limited understanding of how agricultural employers and agricultural workers connect with each other outside of the ESD agricultural recruitment system to meet their employment needs

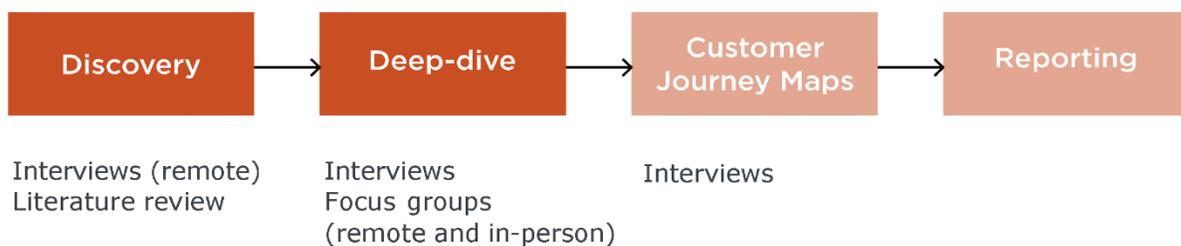
## Research goals

- ③ Better understand the experience of farmworkers and growers with the Washington state agricultural recruitment system
- ③ Identify key areas to improve the Washington state agricultural recruitment system

## Areas of exploration

- ① To learn about agricultural workers' and agricultural employers':
  - Knowledge and opinions of ESD
  - Knowledge and opinions of H-2A program, including perceptions between H-2A and non-H-2A jobs and sites
  - Strategies for job seeking and job recruitment
  - Seasonal workflows of business and recruitment processes
  - Barriers to job seeking and job recruitment

## Project phases

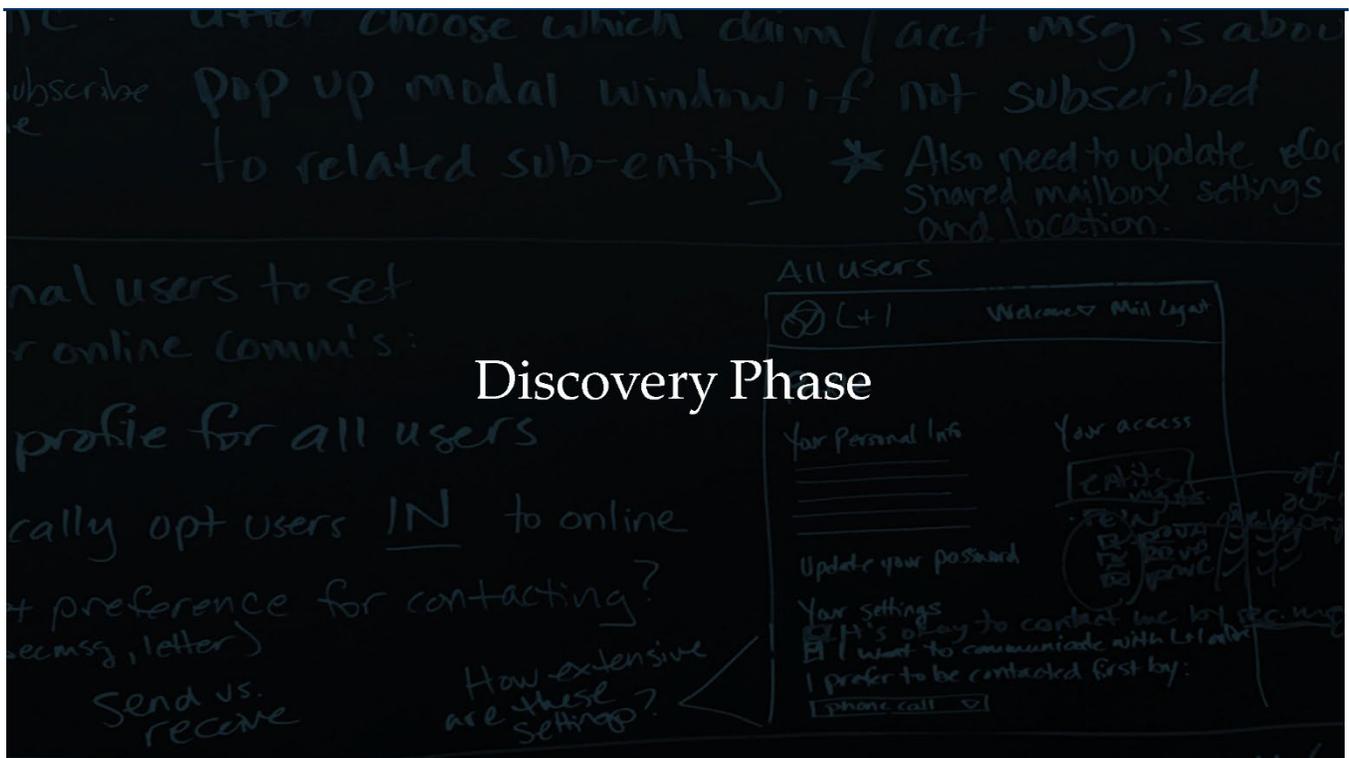


## Topics for today

1. Research Goals & Methods
2. Discovery Phase
3. Research Observations
- 04 Reflections & Next Steps

## Research approach

- ⊗ We already knew "what" but didn't know "why"; these are the methods we used to answer that question
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## Discovery Phase

### Discovery leads to better research

- ⊗ We sought to leverage existing knowledge as a first step
- ⊗ We conducted a discovery phase of research, including interviews and a literature review
- ⊗ Why do a discovery phase?
  - Refine the topic areas and research questions
  - Understand relevant stakeholders and context to help you ask the right questions during the next phase of research
  - Plan for recruitment during the next phase of research
  - Learn about and mitigate potential mistakes, saving time and money

## Discovery phase findings

- ③ A higher than "usual" amount of time and effort will be needed to create trust for participant recruitment and session facilitation
- ③ In-person outreach and community partners will be critical to recruitment
- ③ Many diverse stakeholders participate in the recruitment process, and they have varying knowledge of the H-2A program
- ③ Many employers view participation in the ESD agricultural recruitment system as a legal necessity, rather than a useful resource for recruiting domestic workers
- ③ Knowledge of H-2A program will support effective interviews

letter choose which domain / acct msg is about  
unsubscribe  
pop up modal window if not subscribed  
to related sub-entity \* Also need to update efor  
shared mailbox settings  
and location.

nal users to set  
r online comm's:  
profile for all users  
cally opt users IN to online  
+ preference for contacting?  
(ecmsg, letter)  
Send vs.  
receive

How extensive  
are these  
settings?

The sketch shows a user profile page titled "All users" with a sub-header "L+1" and "Welcome Mail Logat". It is divided into four main sections: "Your Personal Info" (with a form), "Your access" (with a list of items and checkboxes), "Update your password" (with a form), and "Your settings" (with a checkbox "It's okay to contact me by rec. msg" and a dropdown menu "I prefer to be contacted first by:" with "phone call" selected). There are also handwritten notes and arrows pointing to the "Your settings" section.

## Research Observations

## Agricultural Workers

## Participants

- ① We spoke with 42 agricultural workers:
  - Domestic farmworkers
  - Currently living in Washington
  - Previously worked an agricultural job in Washington or currently looking for agricultural work in Washington with apples, berries, cherries, grapes, or pears
  - Mix of experience with and knowledge of H-2A program and ESD

## Most agricultural workers rely on personal networks to find and secure jobs

- ③ Most rely on word-of-mouth communication, within their personal networks and communities, to search for opportunities
- ③ It is common for agricultural workers to visit farms looking for jobs in-person, and directly applying to a role at the location
- ③ Very few use the internet to find jobs, apply for jobs, or communicate about jobs
- ③ Most agricultural workers rely on pre-existing relationships with employers to get hired for the season
  - Those without a pre-existing relationship with an employer often require an employee's recommendation

## Most agricultural workers rely on personal networks to find and secure jobs

"It was easy for us [to find a job] because a close friend of mine was a manager at the ranch and had been working for 20 years and told us to come to the job."

– Participant 5, Farmworker

"I don't have as much family here like they do. I was looking for jobs, go to the job, they would say come back for an interview tomorrow. Then they would ask me if I knew anyone there, and I would say no, then they would never call me back."

– Participant 4, Farmworker

## Language and technology are major barriers preventing agricultural workers from using ESD resources

- ③ Vast majority of agricultural workers' primary language is not English
  - Primary languages spoken among the study participant included Spanish, Mixtec languages
  - A sizeable number lack the skills to read and write in their native language
- ③ Most do not use internet or smartphones to search for information, relying primarily on telephone or in-person communication

## Language and technology are major barriers preventing agricultural workers from using ESD resources

- ③ As most agricultural workers do not use the internet for job searching activities, online ESD resources are not accessible to them
  - Most are not aware of ESD's services and most are unfamiliar with the resources available

## Most domestic agricultural workers prefer non-contract jobs

- ③ Domestic agricultural workers do not always receive higher compensation from H-2A jobs than non-H-2A jobs
- ③ Most agricultural workers prefer non-contract jobs because they provide greater flexibility
  - Ability to move between jobs, explore opportunities to earn more
- ③ Those hired for H-2A jobs experience reduction in wages upon the contract's end
- ③ Domestic workers perceive the physical requirements of H-2A jobs as exclusionary



Agricultural Employers

## Participants

- ③ We spoke with 14 agricultural employers:
  - Owner, CFO, HR, or crew boss
  - Mix of crops: Mostly have labor needs for apples, cherries, and pears
  - Mix of workforce sizes: Mostly Med (100's) or Very Large (1,000's)
  - Most use H-2A: Yes (10), No (4)

## Employer workforce needs are not very stable

- ③ Nature creates uncertainties in schedules, spikes in work needs, and gaps in employment availability
- ③ Agricultural employers often find it difficult to remain competitive with so much not under their full control

## Employer workforce needs are not very stable

"Not a lot of local workers want to work just four to six weeks, then be laid off."

– Participant 2, Agricultural Employer

## Agricultural employers said the domestic workforce is not highly reliable

- ⊗ Agricultural employers shared negative experiences with unreliable domestic farmworkers
- ⊗ Unreliable = "no-show," work for just a few days, or leave with no notice

## Agricultural employers said the domestic workforce is not highly reliable

- ④ Employers suggested many reasons:
  - Nothing ties workers to the work
  - Workers want to make more money elsewhere
  - Workers go where work is easier (indoor jobs, shorter commutes, more stable work, etc.)
  - Workers aren't as hard-working as previous generations
  - Workers have smaller family sizes with more educational opportunities to pull them away from field work

## Agricultural employers said the H-2A program is highly costly but reliable

- ④ H-2A resolves grower/employer concerns of an unreliable local domestic workforce
- ④ Employers said they perceive H-2A foreign workers as more reliable because:
  - They are bound by a contract
  - Transportation and housing are provided by the employer
  - Foreign workers are more invested in the work and have a stronger work ethic

## Agricultural employers prefer a passive approach to labor recruitment

- ③ Employers said returning workers know when to contact the employer, and new workers generally come to employers
- ③ Agricultural employers did not share much self-direction or interest in development of more active labor recruitment strategies or methods other than meeting perceived requirements
- ③ Employers noted more success from relying on the recruitment efforts of others than themselves (i.e., farmworker word of mouth and referrals, H-2A, and/or farm labor contractors or legal entities)
  - Employers said H-2A and Farm Labor Contractors appeal to them because they can avoid risks of legal liabilities if something goes wrong during recruitment

## Agricultural employers prefer a passive approach to labor recruitment

"I am the owner-operator of my company, and to be totally honest, I do zero recruitment. All my workers have a long history working in this area ... is kind of a smaller community. So pretty much everybody, especially in the Hispanic community, knows everybody. And honestly, will kind of transfer between farms here and there. So you know, I just actually re-hired a guy who worked for me several years ago, who came back for some reason. So it's just I pretty much hire whoever will come to my door for the most part."

– Participant 3, Agricultural Employer

## Agricultural employers said they feel like they are being squeezed out

- ① Employers said that Washington State is not friendly to their industry
  - Increasing regulations like minimum wage, overtime, documentation, etc.
  - Certain policies might be well-intentioned but don't work in practice

## Agricultural employers said they feel like they are being squeezed out

- ① Agricultural employers described reasons for a persistent domestic labor shortage
  - Farms have had to get bigger over time in order to compete
  - Increasing regulations like minimum wage, overtime, documentation, etc.
  - There is too much work required at a larger scale
  - The present local agricultural field labor pool is shrinking
  - More migrant workers are settling down and not following the crops like they used to

## Agricultural employers do not rely on ESD/WorkSource for labor recruitment

- ③ Agricultural employers described that worker referrals/placements are ineffective
  - The workers won't show up or stick around
  - If the workers were good they'd have gotten a job another way not through ESD
- ③ Agricultural employers struggled to envision how they might be able to rely on ESD/WorkSource for recruitment in the future
  - They said the referrals were too few and of lower quality

## Agricultural employers do not rely on ESD/WorkSource for labor recruitment

- ③ Agricultural employers said ESD/WorkSource should change their communication and interaction style with them
  - Act less like an enforcer or auditor
  - Act more like a friend checking in or offering support

## WorkSource Staff

### Participants

- ⦿ We spoke with 3 WorkSource office staff:
  - Involved in H-2A referral process
  - Mix of titles and responsibilities
  - Working at ESD for 1-2 years

## Individual WorkSource office staff are the link to ESD

- ② Relationships with specific MSFW Outreach Specialists are often workers' and employers' primary interaction with ESD
  - MSFW = Migrant and Seasonal Farmworker
- ② WorkSource staff have limited capacity and insufficient support
  - Outreach Specialists struggle to balance outreach with in-office support
  - There is insufficient capacity to support customers' language needs

## Individual WorkSource office staff are the link to ESD

"We need to make sure that the materials that are available in English are available in all the languages that we speak to make sure that if people come into our office, it's easy for somebody that doesn't speak our language to pull up something and give them something. There should be equal access. In individual cases, the literacy issues would be a problem, even if it was in their own language, but not being able to go away because you're the only Spanish speaker...is a concern."

– Participant 2, WorkSource office staff

## Training and processes for referrals vary among offices

- ① Many customer-facing staff do not receive training about the H-2A program
- ① Referral process doesn't match workers' needs
  - WorkSource staff do additional time-consuming work to meet workers' needs
  - WorkSource staff create informal referral mechanisms that don't "count" as official referrals



## Reflections & Next Steps

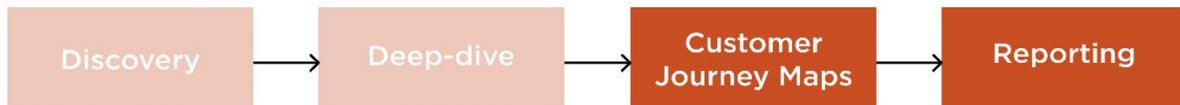
## Recommendations for other researchers and practitioners

- ③ Collaborate with community partners
- ③ Important to gain trust of both agricultural workers and agricultural employers as they are skeptical of government representatives
- ③ Prioritize connecting at a personal level before asking questions
- ③ Both participant groups are very heterogenous, and that diversity needs to be accounted for
- ③ Utilize participant-centric contact methods

## Recommendations for other researchers and practitioners

- ③ Both agricultural employers and agricultural workers have language preferences and prefer plain language to industry jargon
- ③ Focus on motivations to participate beyond financial incentives

## Next Steps



## Acknowledgements

- ⓧ WorkSource Wenatchee office: Elah Israel, Saul Montalvo-Curiel, Ellie Mendoza, Todd Wurl, Daiam Navarro
- ⓧ WorkSource Sunnyside office: Ricardo Arce, Jennifer Ramos, Jesse Diaz
- ⓧ WorkSource Yakima office: Fred Valdez, Angie Mobley, Cesar Castillo, Cindy Espinoza
- ⓧ WorkSource Skagit office: Kevin Logan, Jennifer Lund
- ⓧ ESD, Employment Connections: Juan Martinez, Ana Alcala-Rodriguez
- ⓧ ESD: Craig Carroll

## Acknowledgements

- ③ WorkSource Bellingham office: Michael Arens, Khang Nguyen
- ③ CCS Farmworker Center, Skagit: Marta Martinez Olivera & team
- ③ Washington State Tree Fruit Association: Jon DeVaney
- ③ Good Fruit Grower magazine: Ross Courtney
- ③ WSU / Skagit Ag Summit: Don McMoran
- ③ Northwest Justice Project: Michele Besso; Lorena Perez





ADDENDUM VI.

TWH Housing Discussion Updates from the:  
March 2023 ASWS Meeting



Juan Gamez, WA State Department of Health

## Summary of Discussion (March 2023 Meeting)



1. Issue: Increased use of motels without requiring them to meet TWH requirements. The issue is that under current DOH rules/policy, growers who use hotel/motel housing need only a Transient Accommodation (TA) license. TA licenses do not require the grower to meet TWH standards, which are arguably applicable to TA housing used to house seasonal workers. DOH should make a rule and/or policy change and require TA facilities to meet TWH standards. (Michele)
2. DOH needs to be able to conduct post-occupancy transient housing inspections to see whether it meets TWH standards; FSD has authority to do this (Michele).
3. DOH is looking into changing enforcement interpretation of rule or to change rule with state health board to require a dual license from hotel/motel. DOH is awaiting further guidance and recommendation from its Assistant Attorney General counsel. DOH will update the committee once that guidance is received. (Juan)
4. Hotels/motels should need to meet the core TWH standards (no overcrowding, burners on floor), but 100% alignment should not be the goal. (Mike)

## Good of the Order



Travel reimbursement process for committee members (Vickie)



Agricultural and Seasonal Workforce Services  
ADVISORY COMMITTEE



Employment Security Department  
WASHINGTON STATE

Next Virtual

**ASWS Advisory Committee Meeting**

Wednesday, May 17, 2023

1:00 p.m. – 4:00 p.m.

Zoom

Next In-Person

**ASWS Advisory Committee Meeting**

Wednesday, June 21, 2023

1:00 p.m. – 5:00 p.m.

Community Room, Cosecha Court  
Farmworker Housing

416 E. 5<sup>th</sup> Street, Granger, WA 98932

**Contact information**

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