



Agricultural and Seasonal Workforce Services Advisory Committee

Meeting details

Date: Thursday, October 1, 2020

Time: 8:30 a.m. to 11:30 a.m.

Location: Skype meeting due to COVID-19

Committee members present

- Michele Besso
- Jonathan DeVaney
- Michael Gempler
- Erik Nicholson
- Delia Peña
- Rosalinda Guillen
- Rosella Mosby

Non-voting agency representatives

- Uriel Iniguez
- Ignacio Marquez
- Todd Phillips

Committee members absent

- Ramon Torres

ESD staff

- Dan Zeitlin
- Alberto Isiordia
- Norma Chavez
- Rene Maldonado
- Tamara Johnson
- Gustavo Aviles
- Sara Crosby

Summary

Meeting Recorded

This meeting was recorded and is available on <https://esd.wa.gov/newsroom/Ag-committee>

Welcome and Introductions

Employment Security Department (ESD) Policy Director, Dan Zeitlin, welcomed everyone and asked Tamara Johnson to take roll. All committee members were present except Todd Phillips and Ignacio Marquez.

Agenda

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

Meeting Minutes

Meeting minutes for September 17, 2020 are in progress and will be sent to the committee for review prior to the next meeting.

H-2A Application Data Report

Norma Chavez reported on H-2A application data.

Status of Applications	# of Applications	# of Workers Requested/ Labor Certifications*
Received/Processed	314	29,117
Commenced	288	26,407
Withdrawn	21	2,639
Impossibilities	4	235

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

ASWS ReportRecording Timestamp: **00:14:00**

The Committee continued its work on the report, namely reviewing and revising the section pertaining to the budget. Advisory Committee members provided extensive feedback for the budget section of the report. They also submitted written feedback for inclusion in the minutes. (See Addendum II)

Covid-19/Smoke UpdateRecording Timestamp: **01:43:03**

Uriel Iniguez provided an update from L&I/DOSH.

Dave Gifford provided an update from DOH.

Rene Maldonado provided an update on the request for assistance at the last meeting.

Action Items

- Schedule additional meeting on October 29, 2020 - 8:30 a.m. - 11:30 a.m.

Agenda Items for Next Meeting

- ASWS Report 2020

Public Comments

Ryan Ogburn, WAFLA

Adjourned

Dan Zeitlin thanked everyone for their continued active participation and for their commitment to this work, then ended the meeting at 11:33 a.m.

2020 Meetings

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

- **October 15, 2020 – 8:30 a.m. to 11:30 a.m.***
Skype meeting

*Meeting was cancelled.

ADDENDUM I



AGENDA

Agricultural and Seasonal Workforce Services (ASWS)
Advisory Committee

Thursday, October 1, 2020 | 8:30 am – 11:30 am | SKYPE

Agenda Items

TIME	TOPIC
8:30 am	Introductions <ul style="list-style-type: none"> Welcome from Dan Zeitlin, Director, ESD Policy, Data, Performance and Integrity Division & Norma Chavez, Director – Agricultural and Seasonal Workforce Services Agenda Review
8:40 am	Update on FLC Applications – Norma Chavez
8:45 am	ASWS Report – Sara Crosby <ul style="list-style-type: none"> Budget section briefing – Alberto Isiordia
10:00 am	Break
10:15 am	ASWS Report – Sara Crosby
10:50 am	COVID-19 & Wildfire Updates <ul style="list-style-type: none"> L & I DOH ESD
11:05 am	Closing Discussion <ul style="list-style-type: none"> Discuss next agenda
11:10 am	Public Comments
11:30 am	Adjourn

GROUND RULES

No side conversations | Phones on silent | Let people speak without interruption | Respect the opinion of others | Strive for understanding | Speak your mind | Strive for common ground | Assume good intent | Stay focused on task at hand and be willing to come back to the topic | Make sure everyone understands | Look out for each other | Take care of your own comfort | Ask for what you need

ADDENDUM II



Northwest Justice Project

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Toll Free 1-888-201-1018
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César E. Torres
Executive Director

To: ASWS Committee
From: Michele Besso
Date: September 28, 2020
Re: Comments to September 18, 2020 draft of the 2020 Agricultural and Seasonal Workforce Services Report

Please find below suggested edits to the 2020 Agricultural and Seasonal Workforce Services Report:

1. The work of the committee has demonstrated an important gap in the availability of data needed to understand the agricultural labor market, wages and hiring patterns impacting agricultural worker recruitment. In the course of ASWS advisory committee meetings, the committee has learned that the State lacks basic data necessary to address the challenges posed by the growth of the H-2A program in Washington State, such as:
 - a. The number of local workers that are referred by ESD to employers with H-2A contracts.
 - b. The number of local workers who seek out these jobs directly with agricultural employers without going through ESD.
 - c. The number of local workers who are hired by ag employers with H-2A contracts.
 - d. The number of local workers who are not hired for H-2A contract jobs, and the reasons why not.
 - e. The number of foreign workers brought to Washington state to work on H-2A visas, and their location within the state. (This information is crucial to respond during emergencies such as wildfires and pandemics.)
 - f. The number of foreign workers transferred from one contract to another.
 - g. The number of foreign workers who are fired during the contract and sent home.
 - h. The number of foreign workers who are not brought back on contracts the following year and the reasons why not.
 - i. During the pandemic: How many H-2A workers got sick with COVID-19? How many of them got medical treatment? What was the incidence of COVID-19 among residents of temporary worker housing? How many actually got tested?
 - j. Accurate data as to agricultural wages. It was a mistake to eliminate the monthly agricultural wage survey. It has left the state without current, accurate information about the wages being earned in agriculture.

ASWS Committee
September 28, 2020
Page 2

The Committee recommends that the Employment Security Department develop the capacity to gather this data, the availability of which is essential to the Department's effective implementation of ESSSB 5438.

2. The extensive narrative on page 13-14 regarding conditions on the ground in Brewster and elsewhere does not belong in this report, particularly regarding findings of outreach workers. The narrative should be focused on listing activities undertaken by the ASWS office, and eliminate scattered findings as to what was and was not being done correctly by various parties. In the second paragraph on page 14, it is unclear what meetings this refers to.
3. On page 14 the report states that hiring should be completed for the 4 ASWS compliance positions by October, 2020. In the next sentence it states that all hiring will be complete by April 2021. The report should clarify what positions will be hired on that timeline.
4. Page 15, Recruitment and Verification Process:
 - a. Paragraph 2 should state the facts as of October, 2020 rather than October, 2019
 - b. Verification Process: Add that currently, ESD does not have mechanisms in place to verify the outcomes of local worker referrals and job applications to employers.
5. Gaps:
 - a. Add to #2: H-2A Contract periods have grown over time, and at present many H-2A contracts last over 6 months long and cover multiple crops and activities. This presents a significant change to the local seasonal labor market.
 - b. Add to #4 that to date ESD has not adequately staffed these oversight activities.
 - c. Lack of effective coordination among the state agencies with responsibility to address health and safety and working conditions in agriculture. This failure has become even more apparent during the pandemic. Examples: the lack of worker testing at warehouses; the fact that none of the state agencies with responsibilities to protect farmworker health and safety have had access to complete and current information as to where there have been farmworker outbreaks of COVID-19. A mechanism to strengthen and require such coordination should be added to the recommendations.
6. Committee Recommendations for ESD Recruitment Processes and Systems:
 - a. Referral tracking and Follow-Up:
 - i. Add specific language recommending that the barriers imposed by the WorkSource WA system be addressed. The referral system must be

ASWS Committee
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accessible to workers who do not have the capacity to open and operate a Worksource WA account.

- ii. One of the gaps identified earlier in the report was in ESD Verification efforts. The recommendation should include a recommendation to require that employers share a copy of their recruitment reports with ESD. That is the only feasible way for ESD to be able to track the hiring of local workers on H-2A contracts.
 - b. Customer Experience Study: Add that farmworker participants in focus groups will be compensated for their time. Farmworkers should not be expected to donate their time to these efforts without compensation.
7. Addressing Identified Gaps in Compliance:
- a. The Committee recommends that ESD address the gap in ESD Oversight listed as #4 on page 18. This gap is not addressed elsewhere in the report.
 - b. Culture of Retaliation: Recommend steps to address the pervasive and founded fears of H-2A workers that if they speak up about labor violations that they will not be rehired in the following year. This barrier must be addressed for any progress to be made in H-2A working conditions in the state.
8. Recommendations to Strengthen the Prevailing Wage survey: On page 9 the department acknowledges that the legislature acted out of recognition of the need to confirm that the dramatic growth in the H-2A program does not hurt the domestic agricultural labor force. Accurate determination of the prevailing wages for agricultural labor is a necessary step to protecting the wages of Washington workers. Washington State is a leader in conducting these surveys, and must continue to do so. However, ESD has failed to adequately protect the survey design and analysis from outside manipulation. Most recently, the department misapplied guidance from the ETA Handbook so as to dilute piece rate data in the 2019 employer wage responses. The result was a finding that the prevailing wage for cherry harvest was the state minimum wage, counter to the long history of workers earning high piece rate wages in Washington's cherry harvest.

Employers Rosella Mosby, Jon Devaney, and Mike Gempler met to discuss changes to draft 3, which we received on 9/18/2020. Here are the changes that we are requesting.

Page 8: INSERT #1 Staffing Issues

Please remove this language:

The current state of ESD staffing has not allowed for sufficient field checks as required by 20 CFR 653.503. CFR 653.503 Field Checks (H2A)

Please insert this language:

Committee members unanimously agree that agencies should offer a robust program of inspections (such as field checks) and outreach programs (such as field visits) that exceed federal mandates and comply with the guidelines set forth in RCW 50.75.020

Reason:

Employer members disagree that the current level of staffing is insufficient to conduct required inspections. Employer members believe that the agency could conduct more inspections if they were prioritized.

Page 9 INSERT #2 Field Checks and Field Visits Conducted

Please remove this language:

When conducting field checks, ESD staff must consult both the employees and the employer to ensure compliance with the full terms and conditions of employment.

Please insert this language:

*Below is a chart summarizing the number of field checks and field visits performed in the last five years. A **field check** is a formal, unannounced inspection where ESD staff inspects employer records and speak to workers to check compliance with the terms and conditions of employment. A **field visit**, on the other hand, is an informal outreach meeting that is scheduled in advance with the employer and is designed to inform workers of their rights, responsibilities, and the services available to them.*

Year	Field Checks Conducted	Field Checks Required by Regulation	Field Visits Conducted
2015	4		
2016	5		
2017	2		
2018	0		
2019	1		

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NOTE: In 2018, L&I conducted 34 comprehensive inspections of H-2A workplaces. (See next Section (Responsibilities of the ASWS Office).

Committee members are disappointed that only 1 field check was conducted in 2018 and 2019 and urge ESD to prioritize these important inspections.

Reason for change: Although the statement currently in the report is true, it is badly out of place in this section and does not provide necessary context or information. Employer members are concerned with the chart as currently written because it does not discuss field checks and field visits as required in RCW 50.75.020

PAGE 9 INSERT #3 Field Visits

Please remove this language:

Field Checks - Conduct random, unannounced field checks to determine and document whether wages, hours, working, and housing conditions are being provided as specified in clearance orders (20 CFR 653.503)

Please insert this language:

Field Check and field visits: conduct field checks and field visits as required by the department of labor. Coordinate these inspections with other state agencies to limit disruption to employers.

Reason: The governing statute (RCW 50.75.020) provides that the duties of the office are to provide field checks **and field visits**. Employer members would like to know why ESD staff removed field visits from this list of duties of this division when it is clearly stated in the law? In addition, the requirement in the law for ESD to coordinate with other agencies should be reflected.

PAGE 9 INSERT #3A. Field Visits

Please remove this language:

None.

Please insert this language:

One of the responsibilities of the ASWS office is to coordinate field check and field visit inspections with other state agencies. (See RCW 50.75.020(2)(c)). In 2018, L&I conducted 34 targeted inspections of H-2A employers. The federal field check regulation (20 CFR §653.503) encourages agencies like ESD, who are not enforcement agencies, to enter into agreements with appropriate enforcement agencies like L&I or federal DOL to conduct field check inspections.

Had ESD coordinated with L&I, it is likely that the 34 inspections conducted by L&I would be considered field checks, and more than satisfied ESD's field check requirement for 2018. The L&I inspections included worker interviews, meal and rest break inspections, housing, and workplace safety inspections and generally showed that H-2A employers were in compliance with applicable laws.

Reason:

It is important to point out the 5 duties of the ASWS office and to provide examples of how the office could leverage state funding by involving enforcement agencies.

PAGE 14 INSERT #4 Workers Recruited.

Please remove this language:

None

Please insert this language:

The chart below indicates the number of workers recruited to, and hired for, H-2A positions since 2016. ESD has had issues implementing a new database during this time period, and therefore the figures may not be accurate, but they are directional.

Year	Total Applications	Total Referrals	Unique Workers Referred	Workers Hired
2016	151	11	9	4
2017	286	120	89	19
2018	243	56	35	4
2019*	314	127	87	23

Reason:

This chart was presented to the committee in November 2019. Employers believe it is an essential component of the report and request that it be inserted.

PAGE 29 INSERT #5 MSFW Outreach Staff

Please remove this language:

None.

Please insert this language:

Migrant/Seasonal Farmworker Outreach Staff

As the chart above indicates, there are currently 12.4 FTEs funded by the Wagner-Peyser grant serving migrant and seasonal farm workers and the employers who employ these workers. These include full time ESD staff designated as MSFW outreach staff. Since employers who use the H-2A program also employ large numbers of domestic workers, ESD MSFW outreach staff are currently working with these employers. Additionally, H-2A workers are seasonal workers, and therefore MSFW outreach staff are also responsible to assist H-2A workers.

The chart below indicates the nine (9) agriculturally significant WorkSource Offices which house MSFW outreach staff.

Reason:

MSFW outreach staff should be assigned to the ASWS office.

PAGE 32 INSERT #6 Data on Surveys

Please remove this language:

None

Please insert this language:

The committee debated but could not decide whether the federal government requires employers to conduct state surveys. ESD stated its belief that states are required to conduct surveys, and presented several regulations which point out that states are required to review H-2A applications to determine that employers are paying locally prevailing piece rates and otherwise following local prevailing practices.

*Employers stated that there is no regulation which requires states to conduct survey. **Employer representatives have asked ESD to contact DOL to ask them if DOL requires states to conduct surveys.***

The federal Office of Foreign Labor Certification Online Wage Library provides information from each state relative to state surveys. The information is summarized as follows:

- *The majority of states (30 of 50) apparently do not submit survey results to the U.S. DOL because they have nothing at all listed in the Online Wage Library.*
- *The DOL Agriculture Online Wage Library lists 20 states that have conducted surveys. Fifteen of those indicate "NO FINDINGS." The remaining five states actually report survey findings.*
- *Of the top five H-2A states, only Georgia and Washington conduct surveys, and only Washington actually reports results. The DOL listing for Georgia indicates "No results." There is no data or listing for California, Florida, and North Carolina.*

9/28/2020 Employer Requested Changes.

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The top five H-2A states account for greater than 50 percent of all foreign workers requested. The chart below summarizes resources spent on surveys for each of these states, and also includes Oregon. (Oregon is not within the Top 10 H-2A states).

State	Approximate Annual Survey Budget	Notes
Florida	0	Top H-2A state in the nation
Georgia	???	Second
Washington	\$600,000	
California	0	Fourth
North Carolina	0	Fifth
Oregon	0	Not in the top 10

Reason:

Information regarding surveys is extremely important because of the large amount of ESD resources that are expended on the survey. Employers request that ESD contact the state of Georgia to inquire about that state's survey experiences.



Community to Community

De Comunidad a Comunidad

Empowering People and Respecting the Land that Sustains Us

September 28, 2020

TO: ASWS Committee
FROM: Rosalinda Guillen
DATE: 9/28/2020

Comments to September 18, 2020 draft of the 2020 Agricultural and Seasonal Workforce Services Report

The report lacks the recognition of the fundamental inequity that runs through the entire agricultural industry in WA State, but specifically even worse in the H-2A system. From the application processes for individual workers to the barriers for adequate representation in the State's regulatory agencies to this committee itself. Farmworkers face a number of structural barriers to accessing and receiving fair treatment in the workplace, including language barriers, fair wages, poverty, health disparities, and a culture of retaliation by employers. The structure of the H-2A system itself, which ties workers to a single employer and a single job over long periods of time. This background is necessary for any reader of this report to understand, especially Legislators, why the work of the committee – and why oversight of the program itself – is so important; and not yet where it needs to be. This is clearly a first attempt at this process and more time building relationships and understanding the breadth and scope of regulation and data collection is needed.

For now the focus of these recommendations are that in addition to a section focused on the barriers for farmworkers, the report should specifically address:

- Technology barrier to using Worksource that has emerged during hours of meeting with State Agencies and the industry. On page 17, the report recognizes that having a worksourcewa.com account is a significant barrier to many domestic farmworkers who might otherwise seek H-2A jobs. The report should make a recommendation that farmworkers be able to seek jobs through worksource without using this system. While this may require significant resources, the agency should not have adopted a system without regard for the significant number of job seekers it would cut out of the process, and this inequity must be remedied.
- Barriers to customer experience study. The recommendation to study the user experience in the ESD referral systems is a good one, but it must recognize explicitly and make a plan to remedy the economic, cultural, and language barriers that workers face in even participating in a study. Farm workers are already living in poverty; they must be paid for their time.
- Barriers to representation on the ASWS committee: while the legislature wanted a "farmworker representative" on the committee, it did not provide for resources that would allow such a representative to participate fully in the process. The meetings are frequent and long. Any farmworker representative on the committee needs compensation for his or her time in order to participate without endangering his or her economic wellbeing. And effective, professional, knowledgeable interpreters must be engaged to provide interpretation services consistently. This may include ESD making changes in process to allow the farmworker representative to choose the interpreter. The disparity in resources and daily worklife between a farm worker and an industry representative paid by a powerful and wealthy association has revealed inequitable representation. The farmworker representative should also be allowed to have an alternate attend the meetings as a proxy. The lack of these resources has impaired the farmworker representative's full participation in the committee to date.

Lack of Data: We supported the creation of this committee, in large part, in the hope that we could finally get some answers about what the numbers really say is happening within the agricultural workforce.

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Community to Community

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Instead, we have found out again and again that the state doesn't have access to the data we need to answer our questions. If they do have access to the data, the State's systems are not set up to adequately incorporate it into easily understood reports. It is difficult to make much needed improvements if we cannot get the data we need in the format we need it in. A central part of the recommendations in the report should focus on data gathering.

That should include:

- Data about wages. The prevailing wage survey has to be adequately funded, and the state has to ensure integrity in that the data provided in the survey answers is free from meddling by industry associations attempting to drive down wages. There should be monthly wage surveys, like there were until about 2014.
- The number of local workers referred to H-2A employers and the number of those workers who are hired (or if they are not hired, why not)
- The number of local workers contacting H-2A employers directly looking for work
- How many H-2A workers are actually in the state, and their work locations, which requires knowing:
 - o The number of H-2A workers brought in
 - o The number of foreign workers transferred from one contract to another.
- Outcomes for H-2A workers:
 - o H-2A workers who are fired during contracts
 - o H-2A workers who seek H-2A jobs the following year but are not brought back (and the reasons why not)
- For emergency response and for calculations about actual need for workers: the location of H-2A workers in the state
- COVID-19 information: number of H-2A workers diagnosed with the disease; in which housing those workers lived; how many inspections were carried out, how many got tested, total number of deaths and final results of how the State and the employers dealt with all these COVID related issues

There is a very real fear of Retaliation in the workplace in the WA State Agricultural industry, especially in the structure of the H-2A system. For years farm workers have tried to call attention to the culture of retaliation in the workplace. For workers to be able to speak up—to make complaints on their own, or even for them to speak openly with investigators from the state—we have to provide them with comprehensive and effective protections against retaliation, both in the immediate term and for future years. The report should recommend legislation that stops retaliation and provides whistleblower protections for workers.

Clear Requirement for Employers to Report on Referrals and they should be required by statute to report back about the status of the referrals made by worksource, including whether workers were hired, and the reasons for failure to hire. This report should include a recommendation for legislation to that effect.

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September 28, 2020

Please accept the following comments on Draft ASWS Report to the Legislature.

1. Fundamental Inequity: The report lacks the recognition of the inequity that runs through the entire H-2A system, from the application processes for individual workers through to the barriers to adequate representation on this committee itself. Farmworkers face a number of structural barriers to getting fair treatment in the workplace, including language barriers, poverty, health disparities, and a culture of retaliation by employers. These factors made worse for H-2A workers by the structure of the H-2A system itself, which ties workers to a single employer and a single job over long periods of time (in an industry where it is to a workers' advantage to regularly seek better employment opportunities). This background is necessary for any reader of this report to understand why the work of the committee – and why oversight of the program itself – is so important.

2. Barriers to representation on the ASWS committee. While the legislature wanted a “farmworker representative” on the committee, it did not provide for resources that would allow such a representative to participate fully in the process. The meetings are frequent and long. Any farmworker representative on the committee needs compensation for his or her time in order to participate without endangering his or her economic wellbeing. And effective, professional, knowledgeable interpreters must be engaged to provide interpretation services consistently. This may include ESD making changes in process to allow the farmworker representative to choose the interpreter. The farmworker representative should also be allowed to have an alternate attend the meetings as a proxy. The lack of these resources has impaired the farmworker representative's full participation in the committee to date.

3. Fear of Retaliation. The structure of the H-2A system results in a consistently documented, real, and powerful fear of retaliation for workers if they consider speaking up about bad conditions or other workplace violations. In particular this fear comes from the fact that their visas are tied to their employer, who can take away their legal status to work at any moment, and the way that H-2A workers are recruited in their home countries (by recruiters who keep lists of workers not to be invited back and who have other power in their communities). For workers to be able to speak up—to make complaints on their own, or even for them to speak openly with investigators from the state—we have to provide them with comprehensive and effective protections against retaliation, both in the immediate term and for future years. The report should recommend legislation that improves retaliation and whistleblower protections for workers.

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4. Clear Requirement for Employers to Report on Referrals. The report recognizes the likelihood that referrals may not be successful for many reasons, most of which are unknown. Employers should be required by statute to report back about the status of the referrals made by Worksource, including whether workers were hired, and the reasons for failure to hire. This report should include a recommendation for legislation to that effect.

Thank you.

Ramon Torres
President

P.O. Box 1206, Burlington, WA 98233

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From: [Erik Nicholson](#)
To: [DeVaney, Jon \(ESD Partner\)](#)
Cc: [Chavez, Norma \(ESD\)](#); [Guillen, Rosalinda \(ESD Partner\)](#); [Mosby, Rosella \(ESD Partner\)](#); [Besso, Michele \(ESD Partner\)](#); [Gempler, Michael \(ESD Partner\)](#); [Iniguez, Uriel \(LNI\)](#); [Marquez, Ignacio \(AGR\)](#); [Pena, Delia \(ESD Partner\)](#); [Phillips, Todd J \(DOH\)](#); [Torres, Ramon \(ESD Partner\)](#); [Goldmark, Wendy \(ESD\)](#); [Zeitlin, Daniel \(ESD\)](#); [Johnson, Tamara \(ESD\)](#)
Subject: Re: DRAFT - 2020 ASWS Report - AC
Date: Wednesday, September 23, 2020 5:13:04 PM

Hi All.

Two related issues I'd like to raise with the committee. As I understand, the WA legislature has charged our committee with three deliverables; 1) recommendations to increase effectiveness of the Department's recruitment process; 2) Analyze the cost incurred by the Department to administer the H-2A and other farmworker programs and 3) Analyze the amount of funds allocated by the federal government to administer the H-2A program and all other programs within the Department.

As we push to complete our report, I'm feeling we're much closer to completing the first objective and have a way to go on objectives #2 and #3. As part of our agenda for our meeting next week, I'd very much appreciate a process check about how we're going to complete the financial portion of our oversight and if/how the committee will be making any budgetary recommendations as part of our overall findings. For me, this includes getting to a point where we can indicate, as imperfect as it may be, what the cost to ESD is to administer the H-2A program and how much the Department receives to conduct this work.; or ESD spends \$xx and receives \$yy.

As I review the second draft of the report, I'm also finding that I'm confused about the allocation of the Wagner-Peyser grant. I'd appreciate including further discussion of this grant is allocated on an upcoming agenda.

Finally, I'd like to reiterate the call others have made to get this and other related information out to us committee members with as much lead time as possible (which for me would ideally be no less than a week before a meeting) so we have time to review and consult with our respective constituencies.

Thanks,
Erik

Contact information

Dan Zeitlin, Director of Policy, Data, Performance & Integrity Division DZeitlin@ESD.WA.GOV

Employment Security Department • Policy, Data, Performance and Integrity
