MFB Ag Labor Initiative
Labor Supply Issues

- MFB Commodity Advisory Committees
- MACMA Study Committee
- MFB Policy Resolutions
- MFB Board Actions

- Determine what can be done and act upon those findings
Labor Supply Issues

- Significant tonnage of asparagus mowed
- Tomato/vegetable plantings never touched
- Machine harvested blueberries on second picking
- Apple harvest delayed causing significant out of condition fruit – many orchards not harvested
## Gala 2014 Packout Value By Fresh %

<table>
<thead>
<tr>
<th>PACKOUT</th>
<th>RETURN PER BIN</th>
<th>TOTAL VALUE FOR 71 BINS</th>
<th>TOTAL VALUE 250 BINS</th>
<th>TOTAL VALUE 1000 BINS</th>
</tr>
</thead>
<tbody>
<tr>
<td>95%</td>
<td>$ 265.68</td>
<td>$ 18,863.28</td>
<td>$ 66,420.00</td>
<td>$ 265,680.00</td>
</tr>
<tr>
<td>90%</td>
<td>$ 250.38</td>
<td>$ 17,776.98</td>
<td>$ 62,595.00</td>
<td>$ 250,380.00</td>
</tr>
<tr>
<td>85%</td>
<td>$ 235.08</td>
<td>$ 16,690.68</td>
<td>$ 58,770.00</td>
<td>$ 235,080.00</td>
</tr>
<tr>
<td>80%</td>
<td>$ 219.78</td>
<td>$ 15,604.38</td>
<td>$ 54,945.00</td>
<td>$ 219,780.00</td>
</tr>
<tr>
<td>75%</td>
<td>$ 204.48</td>
<td>$ 14,518.08</td>
<td>$ 51,120.00</td>
<td>$ 204,480.00</td>
</tr>
<tr>
<td>70%</td>
<td>$ 189.18</td>
<td>$ 13,431.78</td>
<td>$ 47,295.00</td>
<td>$ 189,180.00</td>
</tr>
<tr>
<td>65%</td>
<td>$ 173.88</td>
<td>$ 12,345.48</td>
<td>$ 43,470.00</td>
<td>$ 173,880.00</td>
</tr>
</tbody>
</table>
The Cost of Condition

- Galas harvested but late – pack out declines from 90% to 70%

- Value difference per load:
  
  $17,776.98
  
  - $13,431.78
  
  $4,348.20
New Initiative

- 2013
  - Postcards sent out – Who to call?
  - Work with SWA
  - Information meetings
  - Work with various Agencies on options

- Immigration reform
New Initiative

• 2013
  – Immigration Reform stalled
  – May barriers identified to current recruiting system – not resolved
  – Identification of options

  – H2-A Guestworker Program
Barriers

• Monitor Advocate Training. “To ensure continued compliance with the program regulations, and to improve states’ capacity to deliver services to farmworkers that are qualitatively equivalent and quantitatively proportionate to services provided to other jobseekers. . .”
2014 MI SWA Projections

<table>
<thead>
<tr>
<th>Career Type</th>
<th>Expected Orders</th>
<th>Projected to be Filled</th>
<th>Percentage</th>
<th>Estimated ICOs Received</th>
<th>Estimated ICOs Initiated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture Mechanics and Machine Operators</td>
<td>164</td>
<td>21</td>
<td>15%</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Agriculture Services and Supplies</td>
<td>152</td>
<td>23</td>
<td>15%</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Farming</td>
<td>200</td>
<td>80</td>
<td>40%</td>
<td>45</td>
<td>1</td>
</tr>
<tr>
<td>Food Processing / Production</td>
<td>221</td>
<td>89</td>
<td>40%</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Hand Harvesting</td>
<td>30</td>
<td>21</td>
<td>40%</td>
<td>50</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>767</strong></td>
<td><strong>234</strong></td>
<td><strong>33%</strong></td>
<td><strong>105</strong></td>
<td><strong>3</strong></td>
</tr>
</tbody>
</table>
MFB New Initiative

• Labor Assistance Project – 2014
  – Cooperating with existing H-2A “Agency” organizations in pilot program
  – Reduce H-2A “learning curve” time
  – On-farm assistance
H-2A Basics

- Domestic Recruitment
- Foreign Recruitment
- Application
- Wages
- Meals, Tool & Supplies
- Housing
- Transportation
- Work Comp
- ¾ Guarantee
- 50 Percent Rule
- Government Fees
- Taxes
- Reporting
- Record Keeping

2013 H-2A Certified Workers, MI - 600
H-2A Guestworker Program

- Individual Applications
- Joint Applications
- H-2A Contractor Application
- Association Application

- National Models be reviewed for implementation
MFB New Initiative

- Work to an on-going program
- Cooperate with existing national programs
- Private/Public options?