Ag Employment, Workforce and Immigration Issues
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Topics

- Ag employment challenges/solutions
- Workforce shortage/prospects
- Immigration hurdles/opportunities
Ag employment challenges

- Heavily regulated
  - Several agencies/laws govern
    - DOL (FLSA, MSAWPA, OSHA)
    - MDARD (housing)
    - USICE (work authorization)
  - Time intensive compliance and audit work
  - Significant customer impact
- Farmworker advocacy groups
- Media
Ag employment solutions

- Coordination of requirements
- Training seminars
- Resources
- Commodity group outreach to regulators
- Objective regulator investigations
- Certification program?
Workforce shortage

- Why?
  - Seasonal work
  - Physically difficult
  - Outside
  - Long hours
  - Not viewed as career path
  - Traditional migrant labor reduced
    - Year round jobs
    - Aging
    - Immigration law barriers
Workforce prospects

- Refugee workers
  - Work authorized
  - Limited employment options
- Youth employment
  - Limited employment options
  - Scheduling difficulties
  - Child labor compliance
- Coordination with off season growers
- H-2A workers
Immigration hurdles

- Large percentage of unauthorized workers
- I-9 audits
  - Result in do not hire list
  - E-Verify
  - Competitive issue
- Very few options to correct status
  - DACA
  - Family-based application/waiver
Immigration opportunities

- H-2A Program
  - Complex application process/timing issues
  - Processing costs and increased wage cost
  - Different payroll withholding/reporting/rules
  - Increased scrutiny by government agencies
  - Claims by domestic workers/applicants
  - No agency currently operating in Michigan

- Support immigration reform efforts
Questions?