

**MCRC - 2017 Update Report  
Recommendations on the Conditions of  
Migrant & Seasonal Farmworkers in Michigan**

2010 Status	2017 Status	Original 2010 MCRC Recommendations
URGENT	GOOD	1. Migrant Housing
URGENT	URGENT	2. Enforcement as a Deterrent
URGENT	URGENT	3. Minimum Wage
GOOD	GOOD	4. IMSC Engagement
STABLE	GOOD	5. Government Realignment of Program & Services
STABLE	GOOD	6. Cross-Training & Interagency Referrals
STABLE	STABLE	7. Educational Outreach & Field Sanitation Concerns
URGENT	STABLE	8. Law Enforcement & Immigration Concerns
STABLE	GOOD	9. Amendments to MI Law
URGENT	STABLE	10. Enumeration Study
URGENT	GOOD	11. Secretary of State & County Clerks
URGENT	URGENT	12. Child Labor
URGENT	URGENT	13. Bilingual State Employees & LEP Access
STABLE	STABLE	14. Soliciting Input on Solutions from Farmworker Experts
GOOD	GOOD	15. MDCR Liaison to IMSC

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<b>URGENT</b>	<b>GOOD</b>	<p><b>1. <u>MIGRANT HOUSING:</u></b></p> <p><b>Identify ways to improve migrant housing inspections. This includes both ensuring that present inspection levels are maintained and finding ways to inspect housing after occupancy to ensure that it is not allowed to fall below minimum legal requirements while in use, ensuring enforcement of maximum occupancy limits for individual units, preventing minors from living in a unit with unrelated adults, or any other changes that can be identified to better protect the occupants of such housing. The percentage of total seasonal migrant labor housing that is inspected must be maintained, or even better, increased.</b></p>	<p>*Urgent concerns regarding a rapidly deteriorating Migrant Labor Housing Inspection Program in state government triggered the request for MCRC hearings in 2009.</p>	<p>(A) Most recent calendar year data from MDARD's Migrant Labor Housing Program indicates a strong and steady volume of inspections taking place during both pre-season occupancy and in-season occupancy. MDARD reports a steady increase in housing inspections in 2016 that included 2,400 inspections representing 400 more than those conducted in 2015. MDARD also report work on 8 enforcement cases related to "occupancy without a license." (See attached)</p> <p>(B) MDARD's program is fully staffed and well-managed (with 1 manager &amp; 7 inspectors), with strong engagement at IMSC &amp; subcommittee meetings. The MDARD Program Manager currently Chairs the IMSC Housing Subcommittee.</p> <p>(C.) A highly functional Interagency MSFW Referral Form was developed in 2010 to streamline communications with MDARD regarding housing complaints from partner agencies &amp; farmworkers. The tool is highlighted in cross-agency training of front-line staff every year and reviewed regularly to improve its functionality.</p> <p>(D) Any interagency referrals or complaints regarding migrant housing safety concerns are addressed quickly and professionally by the MDARD team, and enforcement data updates are provided every month at IMSC meetings.</p>	<p>*Michigan Department of Agriculture and Rural Development (MDARD) Migrant Labor Housing Program.</p> <p>*Interagency Migrant Services Committee (IMSC) Housing Subcommittee; Migrant Child Taskforce; Outreach &amp; Education Subcommittee; and the Policy, Advocacy and Civil Rights Subcommittee.</p>

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<b>URGENT</b>	<b>URGENT</b>	<p><b>2. <u>ENFORCEMENT AS A DETERRENT:</u></b></p> <p><b>Ensure swift, certain, systemic and sufficient fines for housing, health and/or other violations as a deterrent to bad conduct.</b></p>	<p>*Deteriorating enforcement capacity in the Migrant Labor Housing Inspection Program had led to a thinly-staffed state program with 3 Inspectors that encouraged “self-inspection” and corrective action by Migrant housing owners.</p> <p>*The changing enforcement practices of LARA’s Wage and Hour Division regarding the farmworker Minimum Wage issue give this recommendation its current “Urgent” status.</p>	<p>(A) Improved staffing and inspection capacity by MDARD’s Migrant Labor Housing Inspection Program has led to increased volume of inspections and swift response to housing complaints. (See item #1.)</p> <p>(B) IMSC partners requested compliance with federal regulations that mandate ongoing state and federal enforcement consultation on farmworker issues. A "Public Meeting of the Midwest Regional Farm Labor Coordinated Enforcement Committee" has now been scheduled to allow federal and state law enforcement authorities an opportunity to receive and provide information and/or suggestions on enforcement activities in the Midwest Region. The consultation is now scheduled for January 26, 2017 in Benton Harbor, MI.</p>	<p>*Interagency Migrant Services Committee (IMSC)</p> <p>*LARA Wage &amp; Hour Division</p> <p>*USDOL</p> <p>*MDARD Migrant Labor Housing Inspection Program</p> <p>*MIOSHA</p> <p>*MDHHS</p> <p>* IMSC Policy, Advocacy, &amp; Civil Rights Subcommittee</p> <p>* MDCR</p> <p>* Talent Investment Agency (TIA) Office of State Monitor Advocate</p> <p>* Farmworker Legal Services (FLS), Migrant Legal Aid (MLA), Michigan Immigrant Rights Center (MIRC).</p>

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<b>URGENT</b>	<b>URGENT</b>	<p><b>3. <u>MINIMUM WAGE</u>:</b> <b>Ensure migrant seasonal farmworkers are not paid less than the required minimum wage due to insufficient 'piece rates' or other reasons.</b></p>	<p>*Non-payment of wages, lack of written employment contracts, and 'piece rate' concerns surfaced repeatedly as urgent legacy concerns during the course of the MCRC hearings &amp; consultations in 2009.</p> <p>*New urgency surfaced in this issues area in 2016 after the release of the administrative decision by LARA's Wage &amp; Hour Division in February of 2016 stating they have <u>no jurisdiction</u> to investigate and enforce State Minimum Wage protection for farmworkers on small Michigan farms.</p>	<p>(A) Governor Snyder issues Executive Order 2016-3 abolishing the Wage Deviation Board and transfers all rights/responsibilities/duties of that board to LARA. This EO allowed LARA to issue a rule clarifying that farmworkers paid by piece-rate should still receive the equivalent of the hourly State Minimum Wage. The EO and new rule provided important clarification on the farmworker Minimum Wage debate in 2016 even though the larger issue of state enforcement jurisdiction is still unresolved.</p>	<ul style="list-style-type: none"> <li>* MI Department of Licensing and Regulatory Affairs (LARA) Wage &amp; Hour Division</li> <li>* U.S. Department of Labor (USDOL) Wage &amp; Hour Division</li> <li>* Talent Investment Agency (TIA) Office of State Monitor Advocate;</li> <li>* MDCR;</li> <li>* Farmworker Legal Services (FLS), Migrant Legal Aid (MLA), &amp; Michigan Immigrant Rights Center (MIRC)</li> <li>* IMSC Policy, Advocacy, &amp; Civil Rights Subcommittee.</li> </ul>

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<b>GOOD</b>	<b>GOOD</b>	<p><b>4. <u>IMSC ENGAGEMENT:</u></b> <b>Build upon the efforts of the Interagency Migrant Services Committee (IMSC) to coordinate the actions of state agencies who deal with migrant farmworker programs, growers, migrant support service providers &amp; other community leaders with the continuing goal of improving services to all parties, avoiding duplication of effort, and improving the living and working conditions of migrant farmworkers and their families.</b></p>	<p>*MDCR is a founding member and strong supporter of the collaborative efforts of the IMSC. The MCRC and MDCR staff wanted to maintain that legacy moving forward and avoid duplication of efforts to address farmworker concerns.</p>	<p>(A) Largest IMSC membership roster in IMSC history with 29 partner agencies representing an increase of 7 new partner agencies (or 24%) from 2010 to the present attributed to the increased visibility generated from the MCRC's farmworker hearings and report. (See attached membership roster)</p> <p>(B) Legacy of 39 years of IMSC statewide collaboration (dating back to a mandate by Governor Milliken in 1978) is unique among top farm labor states in the U.S. and unparalleled by federal counterparts.</p> <p>(C) Michigan's DHHS Office of Migrant Affairs is the only office of its kind in state government among top farm labor states in the U.S.</p> <p>(D) Regular IMSC meetings take place on a monthly basis 12 months out of the year with standing committee reports, agency reports, and exploration of urgent impact issues.</p>	<p>*Michigan Department of Health and Human Services (MDHHS) Office of Migrant Affairs</p> <p>*MDCR</p> <p>*IMSC</p>

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<b>STABLE</b>	<b>GOOD</b>	<p><b><u>5. Government Realignment of Program &amp; Services:</u></b></p> <p><b>Work with the IMSC to determine whether the goal of improving the living and working conditions of migrant farmworkers and their families could be better met by reassigning specific functions from one department/agency to another.</b></p>	<p>*The Office of Migrant Affairs and the IMSC have historically been charged with advancing recommendations to the Governor's Office and Cabinet Members regarding the most productive alignment of state programs and services to meet the needs of farmworkers in Michigan. MDCR staff and MCRC members wanted to give visibility to this mandate &amp; responsibility while avoiding duplication of efforts.</p>	<p>(A) MDCR &amp; IMSC partner agencies weighed in vocally in the fall of 2015 to the unexpected reassignment of the Agricultural Employment Specialists (AES) from their state civil service work inside the Workforce Development Agency (WDA) to private employment in the Michigan Works! agencies. Three (3) Managers and 12 AES workers were pink-slipped from state employment and 8 AES workers were subsequently hired at Michigan Works! in a transfer of the federal staffing allocation. This staffing/program reassignment was done without appropriate authorization from federal funders or any prior conversation at IMSC meetings. Advocacy by the legal services organizations of the IMSC led to the intervention of the U.S. Department of Labor (USDOL) resulting in the reinstatement of 8 AES staff as state employees (now titled Migrant Service Workers) to the Talent Investment Agency (TIA) in the spring of 2016.</p> <p>(B) Relentless IMSC input to MI's Workforce Innovation and Opportunity ACT (WIOA) Unified State Plan has led to renewed engagement by the State Monitor's Advocate Office and Migrant Service Workers along with their renewed commitment to agency cross-training and leadership engagement at the IMSC and Migrant Resource Council level.</p> <p>(C.) As a result of the 2010 MCRC Report, the MI Department of Human Services (DHS) recognized the need for increased staffing at the Office of Migrant Affairs to improve the internal and external training capacity of the office; support the ongoing collaborative work of the IMSC and Migrant Resource Council network; and grow the local outreach efforts of DHHS &amp; partner agencies. Audra Fuentes was hired in September of 2012 as the new Departmental Analyst at the Office of Migrant Affairs and continues to serve in this critical civil service role at MDHHS.</p>	<p>*MDCR &amp; MCRC</p> <p>*MDHHS Office of Migrant Affairs</p> <p>*IMSC Policy, Advocacy, &amp; Civil Rights Subcommittee</p> <p>*Hispanic Latino Commission of Michigan</p>
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				(D) The IMSC Policy, Advocacy, and Civil Rights Subcommittee has reminded IMSC members of the need to conduct this critical discernment on the operational structure of state agencies & programs. Several important observations have surfaced and are being carefully discussed in the Subcommittee setting.	

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<b>STABLE</b>	<b>GOOD</b>	<p><b>6. <u>Cross-Training &amp; Interagency Referrals:</u></b> Identify how, &amp; where necessary implement, cross-training of State employees working on site with growers and/or farmworkers in one area of expertise, to also function as additional observers on behalf of other departments and agencies.</p>	<p>*Limited cross-training of state employees and partner agency staff was taking place in the years leading up to the 2010 report and there was no formal mechanism to conduct IMSC interagency referrals when concerns were identified by partner agencies during outreach activities.</p>	<p>(A) Annual IMSC Cross-Training for Outreach Workers from all partner agencies has been held successfully in the past two years (June 2015 &amp; June 2016). There was experimentation with a training webinar series in 2014, but the IMSC switched back to the in-person training format based on surveys of IMSC members and participant evaluation feedback. An IMSC Outreach Worker training is expected to take place in June of 2017.</p> <p>(B) An IMSC Interagency Referral Form for outreach staff has been developed and used successfully by partner agencies for the past several years &amp; continuous to be reviewed and refined annually to improve effectiveness.</p> <p>(C) The Statewide Farmworker &amp; Grower Conference continues to take place every two years with the most recent conference taking place successfully in October of 2016.</p> <p>(D) In the absence of a full conference, a statewide "Breaking the Barriers Farmworker Summit" was held successfully in 2015.</p> <p>(E) IMSC partners requested the opportunity to host a "Midwest Enforcement Consultation on Farmworker Issues" in Michigan to encourage dialogue between federal and state enforcement agencies and the Consultation is now scheduled to take place on January 26, 2017 in Benton Harbor, MI</p> <p>(F) The National Farmworker Migrant Health Stream Conference will be hosted by Michigan for the first time in September of 2017 in Grand Rapids, MI and provides an ideal opportunity for cross-training of partner agency staff.</p>	<p>*IMSC Outreach &amp; Education Subcommittee</p> <p>*MDHHS Office of Migrant Affairs</p>

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<b>STABLE</b>	<b>STABLE</b>	<p><b>7. <u>Educational Outreach &amp; Field Sanitation Concerns:</u></b></p> <p><b>Ensure workers, growers and crew leaders are regularly informed about the legal rights of farmworkers including, but not limited to, the right to drinking water, handwashing facilities and bathrooms in the field.</b></p>	<p>*Lack of drinking water and appropriate field sanitation pose life-and-death risks for farmworkers and the general public and represent an ongoing legacy concern for IMSC partner agencies.</p>	<p>(A) "Know Your Rights" tools and training curriculum are reviewed regularly by partner agencies &amp; updated as needed with special focus on the accuracy of information about legal rights, field sanitation, housing issues, etc.</p> <p>(B) Successful cross-training of agency partner staff happens regularly (See #6) to ensure most updated information circulates to farmworkers &amp; growers.</p> <p>(C.) Extensive utilization of statewide Migrant Resource Council network &amp; IMSC Speaker's Bureau to conduct educational outreach at Migrant Welcome events, Grower meetings, Migrant parent meetings, etc.</p> <p>(D) The Migrant Child Taskforce coordinated a specialty training in 2014 regarding pesticide exposure and workplace injuries led by a national expert from MSU for IMSC partners and the Michigan Migrant Health Network partners.</p> <p>(E) The IMSC focused increased educational outreach efforts on issues of Human Trafficking in 2016 to improve the understanding of the contemporary challenges in Michigan as well as opportunities for legal relief for victims.</p> <p>(F) Migrant Legal Aid and MDARD received an EPA Environmental Justice Pesticide Training Grant in 2016 that allowed for expanded outreach regarding field sanitation issues as well.</p>	<p>*Michigan Occupational Safety and Health Administration (MIOSHA)/LARA</p> <p>*IMSC Outreach &amp; Education Subcommittee</p> <p>*MDCR</p> <p>*Michigan Primary Care Association (MPCA) Migrant Health Network</p> <p>*Talent Investment Agency (TIA) Office of State Monitor Advocate</p> <p>*Michigan Farm Bureau</p> <p>*MSU Extension</p> <p>*Farmworker Legal Services (FLS), Migrant Legal Aid (MLA), &amp; Michigan Immigrant Rights Center (MIRC)</p>

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<b>URGENT</b>	<b>STABLE</b>	<p><b>8. <u>Law Enforcement &amp; Immigration Concerns:</u></b></p> <p><b>Work with Michigan State Police to clarify, and to inform both the public and law enforcement agencies about, the laws and regulations effecting the enforcement of immigration laws by police officers.</b></p>	<p>*Extensive enforcement activity in Michigan by Homeland Security was an urgent concern for the farmworker community leading into 2010 along with concerns regarding racial profiling in routine traffic stops and the impact of the 2008 changes to the requirements to obtain MI Driver’s License and State I.D.</p>	<p>(A) A Michigan Traffic Law Guide for Migrant Farmworkers is being created in collaboration with MI Office of Highway Safety Planning, MDHHS Office of Migrant Affairs, MDOS, FLS, and Michigan State Police which will be ready for distribution by May 2017.</p> <p>(B) Law enforcement presenters added in 2015 to Migrant Resource Council (MRC) Speaker's Bureau for statewide presentations, which have resulted in MRC membership by law enforcement in some of the councils and their participation in MRC and other outreach events in the camps to improve the relationship between law enforcement and the migrant workers and children.</p> <p>(C.) Migrant Resource Council (MRC) partners requested creation of ALPACT groups in Holland and Traverse City to address ongoing concerns with law enforcement. Holland ALPACT became operational in 2016 with strong MRC participation and Traverse City ALPACT is expected to be fully operational in 2017.</p>	<p>*MDCR</p> <p>*MDHHS Office of Migrant Affairs</p> <p>*IMSC Policy, Advocacy, &amp; Civil Rights Subcommittee</p> <p>*Farmworker Legal Services (FLS), Migrant Legal Aid (MLA), &amp; Michigan Immigrant Rights Center (MIRC)</p>

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<b>STABLE</b>	<b>GOOD</b>	<p><b>9. Amendments to MI Law:</b></p> <p><b>Identify specific amendments to MI law that could be made to address concerns raised in the report.</b></p>	<p>*MDCR staff and the MCRC wanted to push partner agencies to be less reactive and think more proactively about the solutions that could be pursued to address urgent needs for farmworkers.</p> <p>*In 2017, the legal and policy challenges facing farmworkers continue to be extensive, complex, and urgent; but MDCR and IMSC partners have established a strong and steady collaborative approach to this work since 2015.</p>	<p>(A) MDCR’s work with IMSC partners has historically focused on issues of administrative procedure, implementation of federal and state public policy, staffing and program allocations, etc. versus pursuit of legislative changes.</p> <p>Key accomplishments have included:</p> <ul style="list-style-type: none"> <li>-Improved staffing and enforcement capacity at MDARD’s Migrant Labor Housing Inspection Program since 2010.</li> <li>-The reestablishment of the AES workforce to state civil service employment in the spring of 2016.</li> <li>-The reestablishment of categorical eligibility for farmworker families to state Child Day Care (CDC) dollars in January of 2016.</li> </ul> <p>(B) The IMSC Policy, Advocacy, &amp; Civil Rights Subcommittee was created in fall of 2015 to address urgent issues and in some cases take a stance on pending legislation, abusive practices, and pending policy changes with the force of law, such as: the anti-immigrant policies of SB 445 and HB 4891; expanded out-of-state housing assignments for H2A workers working in Michigan to avoid MI housing enforcement; Driver’s License Bills HB 5940, 5941 &amp; SB 501; Unemployment Fraud bill HB 4982; E-verify proposal HB 4926; Improving Language Access HB 4891; Anti-Sanctuary Cities proposal SB 445; and minimum wage enforcement jurisdiction for farmworkers paid piece rate and those who work on small farms.</p>	<p>*MDCR</p> <p>*IMSC Policy, Advocacy, &amp; Civil Rights Subcommittee</p> <p>*Hispanic Latino Commission of Michigan</p> <p>*Farmworker Legal Services (FLS), Migrant Legal Aid (MLA), &amp; Michigan Immigrant Rights Center (MIRC)</p>

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<b>URGENT</b>	<b>STABLE</b>	<p><b>10. <u>Enumeration Study:</u></b></p> <p><b>Find funding for and conduct an Enumeration Study to update the 2006 information.</b></p>	<p>*MDCR staff and IMSC partners were concerned about securing new funding and completing an updated Farmworker Enumeration.</p>	<p>(A) The most current Farmworker Enumeration Study was funded, published and released by the IMSC in 2014.</p> <p>(B) Formal meetings to explore the funding and structure of an updated Farmworker Enumeration Study were started by Director Arbulu in the summer of 2016. Meetings with IMSC &amp; new government partners are ongoing to commission a new study in 2017.</p> <p>(C.) Special attention is being paid to the ways we might imbed the mandate for a Farmworker Enumeration into the routine work of state government to ensure the consistent release of new data every two years with continued oversight from the Office of Migrant Affairs and the IMSC.</p>	<p>*IMSC Data Subcommittee</p> <p>*MDHHS Office of Migrant Affairs</p> <p>*IMSC</p>
<b>URGENT</b>	<b>GOOD</b>	<p><b>11. <u>Secretary of State &amp; County Clerks:</u></b></p> <p><b>Work with the Secretary of State to clarify the documentation and status requirements for both drivers and marriage licenses and ensure uniform enforcement by all county clerks.</b></p>	<p>*Changes to MI Driver's License law in 2008 requiring proof of US Citizenship or legal immigration status in order to obtain a Driver's License or State I.D. were urgent concerns at the time of the original report along with ongoing concerns with accusations of racial profiling by 2 county clerks in MI targeting the Latino population.</p>	<p>(A) Concerns raised in the 2010 Report regarding the application process and documentation required for both Drivers and Marriage Licenses have been resolved. There are currently no major concerns with disparate treatment or racial profiling by local county clerks in the state.</p> <p>*Restoring access to a MI Driver's License for the immigrants and farmworkers impacted by the immigration/citizenship provisions of current MI law continues to be an urgent concern for farmworker advocates and farmworker families.</p>	<p>*IMSC Policy, Advocacy, &amp; Civil Rights Subcommittee</p> <p>*Farmworker Legal Services (FLS), Migrant Legal Aid (MLA), &amp; Michigan Immigrant Rights Center (MIRC).</p>

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<b>URGENT</b>	<b>URGENT</b>	<p><b>12. <u>Child Labor:</u></b> <b>Eliminate any illegal use of child labor in agriculture.</b></p>	<p>* An ABC News Investigates piece titled “The Blueberry Children” airs on Oct. 30, 2009 and features child labor practices at Adkin Blue Ribbon Packing Company in South Haven, MI. National visibility and legacy concerns by MDCR staff and IMSC partners regarding child labor in agriculture led to this recommendation.</p> <p>*This recommendation is impacted in 2017 by the LARA Minimum Wage decision that remains unresolved and potentially encourages the expanded use of child labor in Michigan agriculture.</p>	<p>(A) As a result of the partnership with ABC News, the Carnegie Foundation, and Human Rights Watch that led to “The Blueberry Children” expose featuring child labor in Michigan agriculture, Migrant Legal Aid (MLA) worked with several major retailers to establish the current Fair Food Project. The project currently has 100 signed Fair Food Project Pledges from stores that include Meijer, Walmart, &amp; Kroger and expects 100 additional pledges to be signed by the end of January 2017. The Project uses expedient dispute resolution and collaboration with corporate responsibility departments to shed light on child labor concerns on Michigan farms and rapidly address concerns with major wage violations, housing concerns, or workplace safety issues, etc.</p> <p>(B) USDOL tracks data on complaints, investigations, and fines related to illegal use of child labor.</p> <p>(C) The Office of Migrant Affairs worked successfully with MDE counterparts to re-establish "categorical eligibility" for child care assistance for farmworker families. It is hoped that expanded access to child care dollars will reduce the number of children in the fields in 2017-2018.</p> <p>(D) An important stakeholder meeting took place at MSU in the fall of 2016 to discuss Youth Employment, Work Permits, Child Labor Law, and MDE policy for compulsory school attendance. Commitment was made among stakeholders to update materials to growers and farmworkers with appropriate vetting by MDE's Youth Employment Specialist prior to publication of materials.</p> <p>(E) The IMSC Migrant Child Task Force continues to do outreach to migrant camps across the state each year to distribute materials to families &amp; assess child care needs, safety issues &amp; potential gaps in service.</p>	<p>*IMSC Migrant Child Taskforce</p> <p>*IMSC Policy, Advocacy, &amp; Civil Rights Subcommittee</p> <p>*MDE Youth Employment Division</p> <p>*U.S. Department of Labor (USDOL)</p> <p>*Michigan Occupational Safety &amp; Health Administration (MIOSHA)/LARA.</p> <p>*Farmworker Legal Services (FLS), Migrant Legal Aid (MLA), &amp; Michigan Immigrant Rights Center (MIRC).</p>

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<b>URGENT</b>	<b>URGENT</b>	<p><b>13. <u>Bilingual State Employees &amp; LEP Access:</u></b></p> <p><b>Increase the number of State employees working with seasonal migrant farmworkers who speak Spanish and provide tools to facilitate communication between non-Spanish speaking State employees and non-English speaking workers.</b></p>	<p>*Farmworkers across the state expressed concern with ongoing LEP challenges accessing basic services, and IMSC partners were urgently concerned with shrinking number of bilingual staff in key programs.</p> <p>*The decreased Agricultural Employment Specialist (AES) staffing at the Talent Investment Agency (TIA) keeps this issue as an urgent concern at the start of 2017.</p>	<p>(A) A Bilingual Needs Assessment was conducted across MDHHS offices in 2013 and is being done once again in 2017. The statewide survey will gather information from all DHHS offices regarding the language skills of their local staff and the language needs they see in their offices. Results will be compared with census data to ensure LEP needs are met in DHHS local offices.</p> <p>(B) As a result of the Bilingual Needs Assessment, the Bilingual Initiative Partners email listserv was created for communicating job openings within MDHHS to groups representing Spanish-speakers as well as several other languages.</p> <p>(C) MDHHS job postings requiring Spanish-speaking skills are emailed to IMSC and MRC networks, which have increased the applicant pools for these positions.</p>	<p>*MDHHS Office of Migrant Affairs</p> <p>*IMSC Education &amp; Outreach Subcommittee</p> <p>*IMSC Policy, Advocacy, &amp; Civil Rights Subcommittee</p> <p>*MDCR</p>
<b>STABLE</b>	<b>STABLE</b>	<p><b>14. <u>Soliciting Input on Solutions from Farmworker Experts:</u></b></p> <p><b>Solicit recommendations from organizations with expertise on farmworker issues for ways these next steps may be accomplished, and provide submitted suggestions to the Commission and the IMSC.</b></p>	<p>*Recognition of the systemic legacy challenges faced by farmworkers in Michigan led to this recommendation that we make a regular effort to solicit input from farmworker experts in our national peer networks.</p>	<p>(A) The Civil Rights Subcommittee was reestablished under the IMSC framework in the summer of 2016 and now meets regularly as the IMSC Policy, Advocacy, and Civil Rights Subcommittee. This committee regularly requests input from statewide, regional, and national experts on a wide range of impact issues impacting farmworker families.</p> <p>(B) Consultation with national farmworker experts and federal counterparts is taking place in January of 2017 in the arena of wage and labor enforcement. Consultation with national experts on farmworker health will take place in September of 2017 when Michigan hosts the National Farmworker Migrant Health Stream Conference in Grand Rapids, MI.</p>	<p>*MDCR</p> <p>*IMSC Policy, Advocacy, &amp; Civil Rights Subcommittee</p> <p>*IMSC Migrant Child Taskforce &amp; Data Taskforce</p> <p>*MDHHS Office of Migrant Affairs</p> <p>*Hispanic Latino Commission of Michigan</p> <p>*MSU, MSU Extension, and the MSU Julian Samora Research Institute (JSRI)</p>

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<b>GOOD</b>	<b>GOOD</b>	<p><b>15. <u>MDCR Liaison to IMSC:</u></b></p> <p><b>Designate an employee of the Department as the Commission's liaison on protecting migrant and seasonal farmworkers, and assign this person with the duty of coordinating the above efforts with the IMSC and reporting back to this Commission on progress.</b></p>	<p>*IMSC partners wanted a commitment from MDCR to advance solutions for the recommendations with the assistance of dedicated MDCR staff and continued engagement with IMSC collaborative work.</p>	<p>(A) MDCR &amp; Commission liaison, Alberto Flores, retired in December of 2014. Martha Gonzalez-Cortes was hired to replace Mr. Flores in July of 2015 with 16 years of experience as an MDCR volunteer, 5 years of experience as Director of the Office of Migrant Affairs, and 6 years of experience as former Chair of the IMSC.</p> <p>(B) Farmworker &amp; IMSC liaison work was built into the position description for Mrs. Gonzalez-Cortes at MDCR.</p> <p>(C.) Assigned support for IMSC work and legal expertise provided to the Community Relations Unit by MDCR through loan of attorney Marcelina Treviño-Savala (with her own previous experience as Migrant Affairs Director &amp; IMSC Chair).</p> <p>(D) The Civil Rights Subcommittee was reestablished in the summer of 2016 &amp; now meets regularly as the current IMSC Policy, Advocacy, &amp; Civil Rights Subcommittee with Martha Gonzalez-Cortes serving as elected Co-Chair.</p> <p>(E) MCRC explores farmworker Minimum Wage issue at Dec 5, 2016 Commission meeting and reaffirms commitment to the 2010 MCRC Farmworker Recommendations as continued areas of concern.</p>	<p>*MDCR and MCRC</p> <p>*MDHHS Office of Migrant Affairs</p> <p>*IMSC</p>