

A man and a woman are standing in a field of green plants. The man is holding a laptop and pointing at the screen, while the woman looks on. The background is a lush green field.

2020 GEORGIA AGRICULTURAL LABOR RELATIONS FORUM

Webinar Event Nov 5-19, 2020

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NOVEMBER 5-19

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**Migrant
Seasonal
Protection
Act (MSPA)
and Farm
Labor
Contractors**

**Thursday
November 19,
2020**



**Migrant Seasonal Protection Act
(MSPA) is Alive and Well**

**Ann Margaret Pointer
Fisher Phillips, Atlanta, GA**



**What Every Farmer Should Know
about working with a Farm Labor
Contractor (FLC)**

**Joshua Viau
Fisher Phillips, Atlanta, GA**

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Talking: Liz Davis

Webinar Housekeeping

Organizer: Liz Davis | Presenter: Liz Davis

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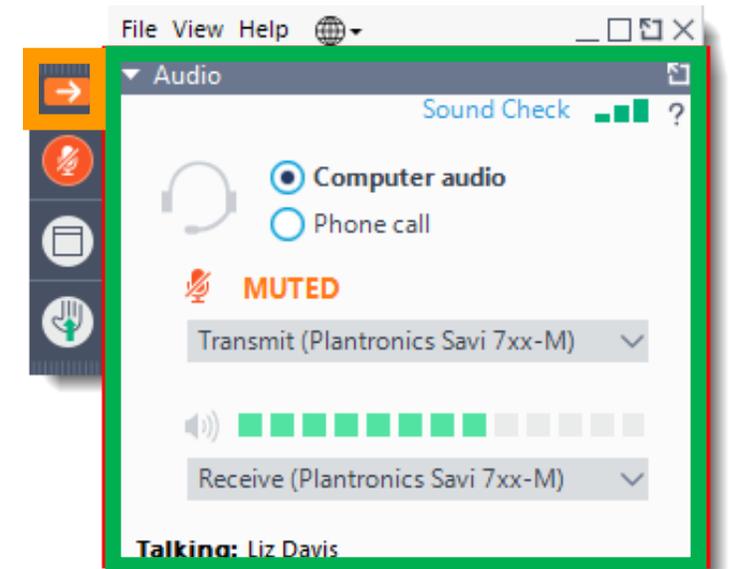
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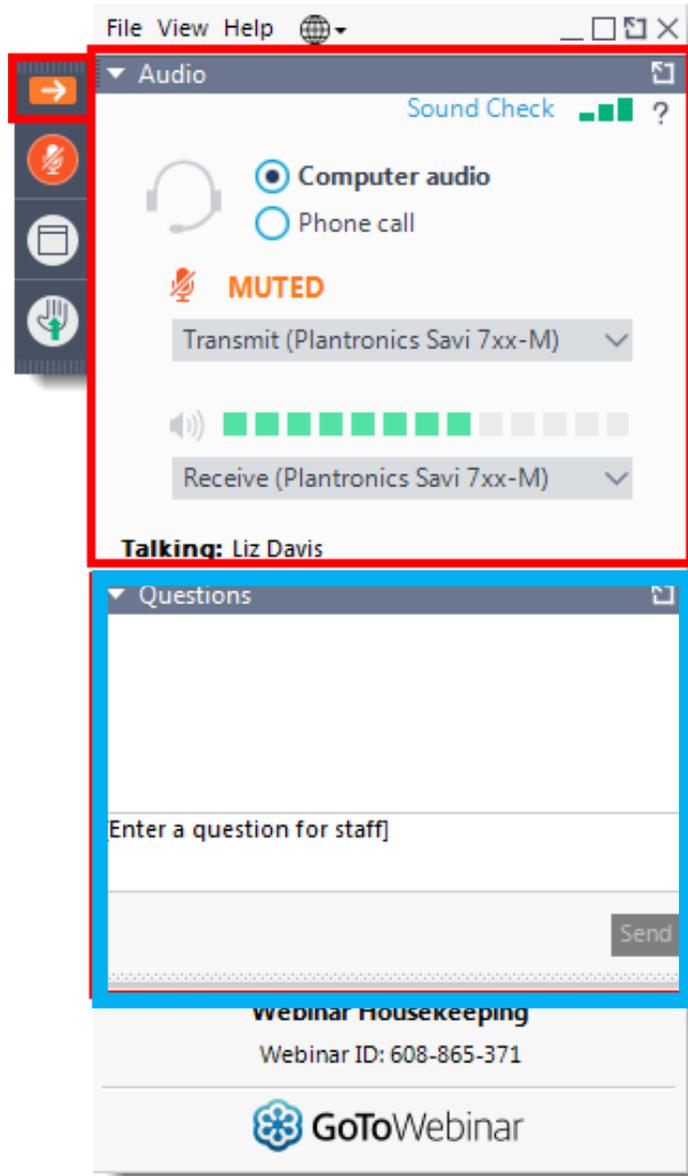
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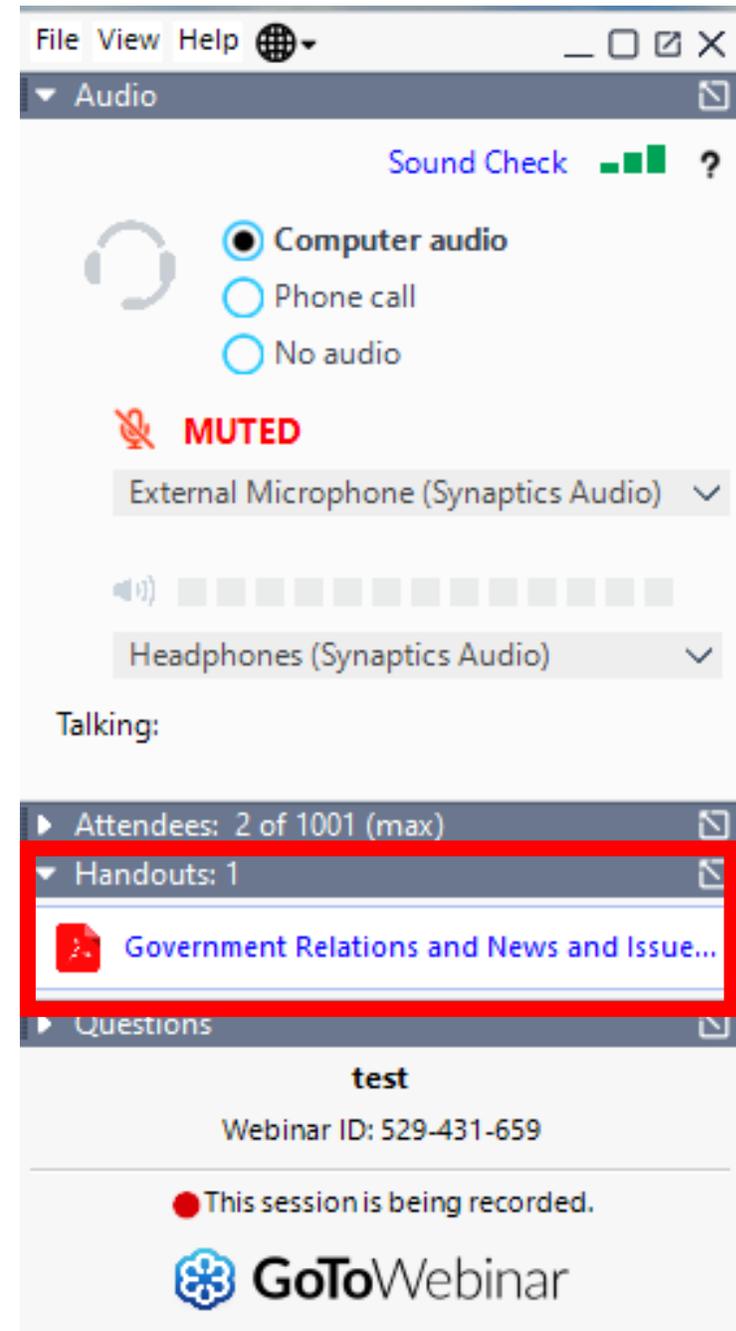
anytime during the session via the Questions panel

* Click SEND to submit the question or comment

HANDOUTS

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Migrant Seasonal Protection Act (MSPA) is Alive and Well



Ann Margaret Pointer
Fisher Phillips, Atlanta, Ga



Joshua Viau
Fisher Phillips, Atlanta, Ga

Georgia Fruit and Vegetable Association 2020 Agricultural Labor Relations Forum

Yes, MSPA Still Matters Even if You or Your Contractor Plans to Employ H-2A Visa-Holders



Ann Margaret Pointer

Phone: (404) 240-4223

Email: apointer@fisherphillips.com

November 19, 2020

Discussions here:

- Not confidential
- Not privileged
- Not technically “legal advice”
- But like website materials, we hope the information and documents will point you in the right direction.
- Check out on-line, no charge materials at:
<https://www.fisherphillips.com/resources>



FP Beyond
the Curve



Fisher Phillips Comprehensive COVID-19 Resource Center for Employers

Fisher Phillips has assembled a cross-disciplinary taskforce of attorneys across the country to address the many employment-related issues facing employers in the wake of the COVID-19 pandemic and as employers move to reopen their business and get employees back to work.

The COVID-19 Taskforce has created numerous resources, available below, which are continually updated as events warrant. We encourage you to check back often.

BACK TO BUSINESS FAQS, LEGAL ALERTS & SBA LOAN GUIDANCE FOR EMPLOYERS

COVID-19 INDUSTRY & PRACTICE AREA INSIGHTS

COVID-19 EMPLOYMENT LITIGATION

COVID-19 DATA BANK (TEMPLATES AND FORMS)

FACE MASKS, TEMPERATURES AND OTHER 50-STATE ISSUES

COVID-19 LABOR RELATIONS FOR UNIONIZED AND NON-UNION EMPLOYERS

<https://www.fisherphillips.com/fisher-phillips-comprehensive-covid-19-resource-center>



Sticking Points: What Employers Need To Know About Flu Shots And COVID-19 Vaccines

DATE AND TIME LOCATION

10.13.20 REGISTER HERE

1:00 - 2:00 pm EST

ATTORNEYS: A. Kevin Troutman, Phillip Bauknight

- **Approved for 1 HRCI/SHRM credit hour.**
 - Discussion of key issues that employers should consider when deciding whether and how to implement a mandatory vaccination program, including shots for this upcoming flu season and for the inevitable COVID-19 vaccine once approved.
-

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U.S. Immigration and the 2020 Presidential Election – What is at Stake?

DATE AND TIME

10.22.20

12:00 – 1:00 pm EDT / 9:00 – 10:00 am PDT

LOCATION

Webinar

ATTORNEY: Davis Bae

This year's presidential election promises to be one for the record books, especially as it comes to determining what is next for immigration reform in the United States as we head into 2021. Please join Fisher Phillips partner and co-chair of the firm's Global Immigration Practice Group, Davis Bae, for a webinar to discuss the issues we expect to see addressed from both parties leading up to election day and what employers should start thinking about now.

Topics to include:

- Where we currently stand
- A look at immigration reform under each candidate's platform
- What to expect if President Trump wins
- What to expect if Former Vice-President Biden wins
- Actions employers can take now in preparation of potential changes

Presented by:

Davis Bae | Regional Managing Partner & Co-Chair, Global Immigration Practice Group, Fisher Phillips

<https://www.fisherphillips.com/newsroom>

Caveat

- All discussions and questions are strictly hypothetical – no admissions against interest.
- Note a key point is that U.S. workers in H-2A covered employment are covered by both MSPA and the H-2A requirements if they meet the applicable definitions.
- Joint employment is alive and well under MSPA and the FLSA.

MSPA definitions are critically important.

- “Agricultural employer” means any person who owns or operates a farm, ranch, processing establishment, cannery, gin, **packing shed** or **nursery**, or who produces or conditions seed, and who either **recruits, solicits, hires, employs, furnishes, or transports *any* migrant or seasonal agricultural worker.**

“Agricultural employment” is:

- “Employment in any service or activity included within the provisions of section 3(f) of the Fair Labor Standards Act of 1938 (29 U.S.C. 203(f)), or section 3121(g) of title 26 *and* the handling, planting, drying, packing, packaging, processing, freezing, or grading prior to delivery for storage of any agricultural or horticultural commodity in its unmanufactured state.
- So MSPA applies to agricultural employment based on H-2A definitions and to other workers.

What is FLSA “agriculture”?

- Farming in all its branches **and among other things includes:**
 - the cultivation and tillage of the soil, dairying, the production, cultivation, growing, and harvesting of **any agricultural or horticultural** commodities ..., the raising of livestock, bees, fur-bearing animals, or poultry ...

FLSA “agriculture is also...

- *any practices* (including any forestry or lumbering operations) *performed by a farmer or on a farm as an incident to or in conjunction with such farming operations*, including preparation for market, delivery to storage or to market or to carriers for transportation to market.
- But FLSA “agriculture” is not packing commodities someone else grew.

Under tax law, 26 USC 3121(g), agriculture is broader than under the FLSA.

- **Check the definition—**

- Includes employment as an employee in connection with raising or harvesting any agricultural or horticultural commodity and the ginning of cotton.
- As an employee of the owner or operator of a farm in connection with maintenance of the farm and its tools.
- As an employee of a farm operator in connection with handling, drying, packing, packaging, processing, freezing, grading, storing, or delivering to storage or to market or to a carrier for transportation to market in its unmanufactured state any agricultural or horticultural commodity *if such operator produced more than 1/2 of such commodity*. It can include handling, bundling and packing *some* plants the nursery operator did not grow.
- As an employee of a group of operators of farms other than a cooperative organization in certain circumstances.
- Study additional provisions not summarized here and details of application in Revenue Rulings and cases.

And remember besides under the FLSA and IRC:

- MSPA “agriculture” includes:
 - the handling, planting, drying, packing, packaging, processing, freezing, or grading prior to delivery for storage of any agricultural or horticultural commodity in its unmanufactured state.
 - This definition is broader than the definition of “agricultural labor or services under the H-2A program.

A “migrant agricultural worker” is:

- Except as provided in subparagraph (B) an individual who is employed in *agricultural employment of a seasonal or other temporary nature*, and who is required to be absent overnight from his permanent place of residence.

A “migrant agricultural worker” does not include:

- The term "migrant agricultural worker" does not include—
 - any immediate family member of an agricultural employer or a farm labor contractor or
 - an H-2A worker—but note, H-2B workers are not excluded. H-2B workers who perform agricultural employment of a seasonal or temporary nature are covered under MSPA. For example, tree planters and pine straw harvesters have been deemed covered by MSPA.

A “seasonal agricultural worker” is:

- an individual who is employed in *agricultural employment of a seasonal or other temporary nature* and is **not** required to be absent overnight from his permanent place of residence—

“Seasonal workers” continued:

- When employed on a farm or ranch performing field work related to planting, cultivating, or harvesting operations or
- When employed in canning, packing, ginning, seed conditioning or related research, or processing operations, and transported, or caused to be transported, to or from the place of employment *by means of* a day-haul operation.
- So local workers who daily commute from their own residence (but not employer-provided housing) who work in these canning, packing and other listed activities are *not* covered by MSPA.
- Note that MSPA *does* apply to “migrant agricultural workers” who work in “packing” type operations.

Persons not legally here:

- If they are engaged in:
 - *agricultural employment of a seasonal or other temporary nature*
 - *under DOL / MSPA regulations, they are “migrant agricultural workers.”*

DOL/MSPA regs say housing provided to ag workers by employers or as an incident of their employment is **NOT** a permanent residence.

- How does an ag employer know if someone is a local, seasonal worker or a migrant?
- At least get a signed document that lists the person's "permanent address" as within commuting distance for "good faith," but
- If your supervisors or crewleaders or others for whose knowledge and actions you and your company are responsible, a signed document won't protect you or your company.

MSPA applies to US workers of H-2A employers.

- MSPA applies to *corresponding* U.S. workers who perform jobs within the definition of covered employment + others who perform work within the definition.
- MSPA requires U.S. employers to provide MSPA “disclosures” and “benefits” to U.S. workers. Meeting H-2A requirements will not fully meet MSPA requirements.
- Giving “recruited” “migrant agricultural workers” a copy of the Job Order or other H-2A contract only once they relocate to perform the job does not meet MSPA requirements. Fines being assessed on this issue. This year MSPA fines are based on \$2,549 up from \$2,505 per violation in 2019 and will likely increase in 2021.
- The ETA 790 form does not include all worker comp information required by MSPA regulations at 29 C.F.R. 500.76(b)(6)(i)-(u).

WH-516 terms of employment.

- As to dates of employment, if not in an H-2A situation, you may want to provide for approximate dates of employment.
- As to wages, *if* your state allows it:
 - Total workweek earnings from all piece rate and hourly tasks will amount to at least the Federal or State minimum wage for all hours worked during the workweek.
 - Specify minimum hourly rate and reference attachment or list piece rates.
 - Describe reasons for all deductions and list all deductions that may be made, including inadvertent overpayments, loan repayments, court and government-ordered garnishments and tax withholdings and others.

What else should be in a WH-516 document-in language in which the worker is fluent?

- Reasons for discharge
- Compliance with work quality (USDA and customer requirements; GAP), housing safety and maintenance, personal and food safety rules
- No personal use of cell telephones during working time; consider outright ban in the field – possible safety and theft considerations
- Production requirements– if you can– note H-2A restrictions
- Consider drug and alcohol abuse policy
- No harassment/no discrimination rules applicable to employees and other persons working on the premises or with whom employees have contact.
- Rules related to avoidance of COVID-19 spread. Possible restrictions on guests and outreach workers inside housing, required mask and glove wearing, and other safety requirements required by governmental authorities, suggested by the CDC and other recognized health experts, and required by the employer.

What else should be in a WH-516 document? (cont'd)

- Whatever is important—you can create a WH-516 as a Word document or include attachments. Look at the H-2A requirements so you can be in tune with those, just in case.
- Be sure you can prove the written requirements were distributed before migrant agricultural workers relocate, and particularly if you intend to enforce the rules, provide the document to seasonal— i.e. local workers in their language.
- Note restrictions in H-2A context on productivity based on pre-H-2A participation and other job-related requirements as “normal and accepted.” 20 CFR 655.122(b) as of September 2019.

For Farm Labor Contractors--

- Be sure your contractor filed a “properly completed and signed [renewal] application... at least thirty days” before the expiration date so he or she or it can continue working as an FLC while the renewed application is being processed by the U.S. DOL. 29 CFR § 500.50(b). Check the rules on the date the application must be in DOL hands and be able to prove it.
- Updated all changes of vehicles and housing and made sure the **flcees** did the same.
- Changed the flcee registration. It is valid ONLY while an employee of the named registered flc. 29 CFR 500.41 – changed in January 2017.
- Make sure liability insurance is in place if worker comp will not cover a circumstance for which you could be held liable.
- Note many disputes of worker comp coverage, especially if the worker comp coverage requires an individual to be on a payroll or actively employed.
- Worker comp may not cover moving employees between Georgia and another state before Georgia employment has begun or after Georgia employment has ended and driving employees to Walmart, the soccer field, etc.

As to pay, be sure you provide all detail required as required as shown on the MSPA WH-501 form and regulations.

- Note pay must be on time, every time, with trust fund deductions deposited.
- If you code the reasons for deductions or other details, make sure people can understand the codes and abbreviations.
- Staffing companies and payroll companies don't always get it all right. A sample worker pay and hours form is in the written materials.
- Even if you as an agricultural entity do not consider yourself or your company to be an employer of the workers, MSPA requires the agricultural entity whose needs are being served to get and keep the payroll records.
- Get the records when you can! You may not be able to get them later.

Workers' pay and financial information.

- Some states require specific actions to protect social security numbers of workers.
- There have been law suits over employers' failures to protect personal financial information.
- That's a problem for ag employers that do not provide paychecks in sealed envelopes and otherwise protect personal information that would be subject to identity theft -- MSPA regs require inclusion of workers' social security numbers on the document that details payroll information for each pay period.

Transportation provided to workers.

- Be sure each vehicle is inspected AND inspect brakes, tires and other safety features regularly. Document that you do.
- Make sure whoever is providing transportation has the proper license for the vehicle and insurance that covers the actual use. There are some pre-season and post-season cases where workers were not then on the payroll, and there was no worker comp coverage. There may be other gaps such as transporting workers to the soccer field.
- Whoever “causes a vehicle to be used” to transport workers must see to driver licensing, including medical examinations for fitness, vehicle inspections and maintenance, and insurance. DOL has filed several recent suits after workers were injured or killed and collected some substantial damages and penalties.
- See Wage Hour Advisory Memorandum 2006-1 here:
https://www.dol.gov/whd/FOH/AdvisoryMemoranda2006_1.htm and
- Its MSPA Fact Sheet No. 50 on “Transportation” here:
<https://www.dol.gov/whd/regs/compliance/whdfs50.pdf>

MSPA and Worker Transportation.

- Under DOT requirements an employer may not permit operation of a vehicle when the driver is under the influence. Prove you or somebody has instructed drivers not to operate vehicles under the influence of drugs or alcohol. But that rule would also apply under DOL/state law. No open containers in the vehicle.
- Operate and use vehicles only as permitted under applicable DOT or for “passenger vehicles,” DOL regulations. But: Remember H-2A regulations make all “transportation” subject to DOT operator, equipment, insurance and inspection requirements. DOT rules do not allow vehicle in which workers are riding to pull a portalet or any other trailer.

Housing under MSPA.

MSPA requires information about housing contained in WH-521 and a certificate of occupancy normally as in WH-520. Include housing rules.

Use the form (and the WH-516 worker information form) to specify that the housing provider may inspect housing to assure continued compliance; provide a means by which residents can make an effective report of any undetected problem and be sure repairs are made promptly. Document your regular inspection of the housing for compliance.

Think screens, standing water, children, electrical and other hazards. Some courts have held that the MSPA private right of action allows persons who are not workers to sue for injuries related to the housing.

Housing under MSPA. (cont'd)

Ask DOL to conduct a housing inspection at least 45 days before the housing will be needed.

Note that unlike under H-2A rules, it appears that under MSPA, worker housing must meet either OSHA or ETA housing standards unless the housing provider meets what is known as the “Holiday Inn” exception. See 29 CFR 500.130

Joint Employment:

- Under MSPA and FLSA, the “joint employer” doctrine is alive and well. That analysis is focused on the “economic realities” of the relationship between the claimed “joint employers” as reaffirmed in *Garcia-Celestino v. Ruiz Harvesting, Inc.*, 843 F.3d 1276 (11th Cir. 2016)
- Joint employment under the H-2A program can be established in the Eleventh Circuit only under common law standards that focus on the “right of control” of the work performance, but that is not the only pertinent factor. *Garcia-Celestino v. Ruiz Harvesting, Inc.*, 2018 WL 3652010 (11th Cir. Aug. 2, 2018). How that analysis will be made will be fought out in connection with many other employment laws including the National Labor Relations Act.

DOL's MSPA Checklist:

- Provides a summary of potential violations under the MSPA law.
- Be alert to issues that trigger complaints—money, housing, discrimination—and be prepared to defend “made up” claims.
- A copy is in your written materials.

Useful US DOL web links:

- All US DOL agency enforcement web links:
<https://enforcedata.dol.gov/views/search.php>
- US DOL Wage-Hour data— theoretically concluded investigations since 2005 and some earlier: <https://enforcedata.dol.gov/views/results.php>
- MSPA overview by US DOL W-H with links to forms, poster, fact sheets, housing regs, and other materials: <https://www.dol.gov/whd/mspa/>
- US DOL registered contactor listing as of October 2018 (updated quarterly):
<https://www.dol.gov/whd/regs/statutes/FLCList.htm>
- US DOL MSPA “ineligible” farm labor contactors, here March 1, 2018. Thinking there should be a later list, but in any event the user should see the contractor’s current registration documents and use histories only as background information:
https://www.dol.gov/whd/regs/statutes/mspa_debar.htm

Potential MSPA Violations Checklist

U.S. Department of Labor
Wage and Hour Division



Name and address of person investigated



Permanent Address



District Office

A review of your business operations subject to the Migrant and Seasonal Agricultural Worker Protection Act (MSPA) disclosed the potential violations of the Act shown on this preliminary report. The investigation report of the Wage and Hour Investigator(s) will be reviewed to establish whether there were MSPA violations and what, if any, further action will be taken by the Wage and Hour Division.
If it is subsequently determined that civil money penalties are to be assessed against you for any or all of the MSPA violations disclosed, you will be advised by letter concerning specific violations involved and the civil money penalty amounts to be assessed. Persons who violate the provisions of MSPA are subject to both criminal and civil sanctions.

		MSPA Sections Violated		FLC	AgEr	AgAs	User	HP
		Migrant Workers	Both					
Employment conditions disclosure	01 Failure to disclose conditions to workers	301(a), 301(g)		301(a), 301(D)				
	02 Failure to post MSPA poster at worksite	301(b)		301(b)				
Working arrangements	03 Misrepresenting conditions to workers	301(c)		301(c)				
	04 Breach of working arrangements with workers	302(c)		302(c)				
Recordkeeping	05 Failure to make/keep employer records	301(e)(1)		301(e)(1)				
	06 Failure to provide wage statement to workers	301(e)(2)		301(e)(2)				
	07 Failure to provide records to AgAs/AgEr	301(e)		301(d)				
	08 Failure to maintain records provided by FLC	301(e)		301(d)				
Prompt payment	09 Failure to pay wages owed when due	302(a)		302(a)				
Worker purchases	10 Restricting workers in purchase of goods/services	302(b)		302(b)				
Housing standards	11 Failure to provide terms and conditions of occupancy of housing	301(e)		NA				
	12 Failure to ensure housing safety and health	303(a) and (b)		NA				
Transportation	13 Failure to provide safe transportation vehicles	401(b)(1)(A),	401(b)(2)(C)		X			
	14 Failure to ensure driver has valid license		401(b)(1)(B)					
	15 Failure to obtain prescribed insurance coverage		401(b)(1)(C)					
General Provisions								
Confirmation of registration	16 Using services of unregistered FLC		402					
Discrimination	17 Discriminate, etc. against workers or identifies, etc.		505					
Investigative interference	18 Interfering with DOL official during investigation		512(e)					
Farm Labor Contractor Violations								
Registration	19 Failure to register as an FLC		101(a)					
	20 Failure to register employee		101(b)					
	21 Failure to exhibit certificate		101(c)					
	22 Knowingly made misrepresentation on application		103(a)(1)					
	23 Failure to comply with court judgment or final order		103(a)(4)					
	24 Was not the real party in interest		103(a)(2)					
	25 Transported workers w/o certificate authorization		101(e)					
	26 Housed workers w/o certificate authorization		105(2)(c)					
	27 Failure to provide change of permanent address		105(1)					
	28 Failure to apply to amend certificate		105(2)					
29a Drove workers w/o certificate authorization		101(a)						
Agreements with users	30 Failure to abide by written agreements with AgEr or AgAs		404					
Wage and Hour Investigator(s)	Date							
Name and title of individual receiving form	Date							

FLC - Farm Labor Contractor
AgEr - Agricultural Employer
AgAs - Agricultural Association
User - User
HP - Housing Provider
WH-517 (11/2014)

Case ID: [Redacted]



Thank You



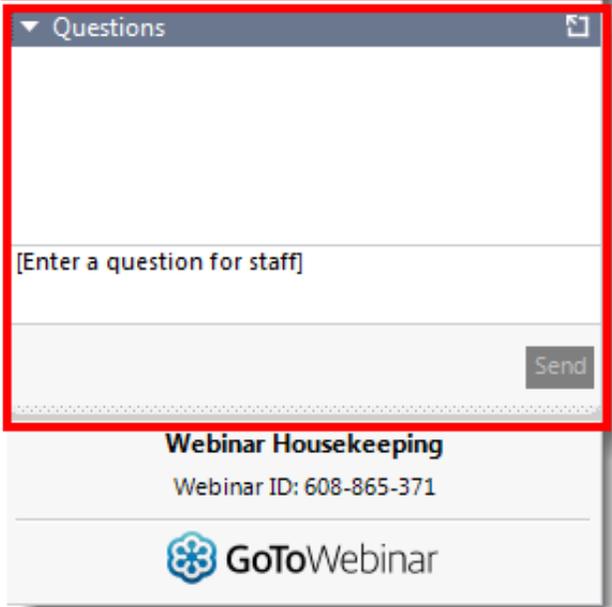
Ann Margaret Pointer

Phone: (404) 240-4223

Email: apointer@fisherphillips.com

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Questions

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What Every Farmer Should Know about working with a Farm Labor Contractor (FLC)



Joshua Viau
Fisher Phillips, Atlanta, GA

2020 Georgia Agricultural Labor Relations Forum

What Every Farmer Needs to Know Before Hiring and Working With a Farm Labor Contractor

Joshua H. Viau

Phone: (404) 240-4269

Email: jviau@fisherphillips.com

November 19, 2020

What is a Farm Labor Contractor (“FLC”) or Farm Labor Contractor Employee (“FLCE”)?



- Someone who receives compensation in return for providing any of the following services to migrant and/or seasonal agricultural workers:
 - Furnishing workers
 - Recruiting workers
 - Employing workers
 - Soliciting workers
 - Hiring workers to work for wages
 - Transporting workers to and from the field
 - Housing workers

What is a Farm Labor Contractor (“FLC”) or Farm Labor Contractor Employee (“FLCE”)?

- Often known as a crew leader, supervisor, or crew boss.
- Does not include an agricultural employer, an agricultural association or an employee of an agricultural employer or agricultural association.
- MSPA requires the FLC (or FLCE) to register with the U.S. DOL and obtain a certificate of registration.
 - Registered FLC Listing:
<https://www.dol.gov/whd/regs/statutes/FLCList.htm>
 - Registered FLCE Listing:
<https://www.dol.gov/whd/regs/statutes/FLCEList.htm>

FLC Legal Requirements



- Certificate of Registration: If driving, transporting, or housing workers, the certificate must have endorsements for those activities.
- Properly pay workers
- Immigration compliance – maintaining completed I-9 forms
- Compliance with wage and hour laws
- Compliant housing
- Compliant transportation

Best Practices:



- Check references of any FLC and any corresponding FLCE before you commit to working with them
- Consider whether you can or should directly manage all or some of the processes
- Consider paying all workers directly to ensure proper payment of wages

Joint Employment

- Due to potential joint employment liability, you should verify compliance with all legal requirements:
 - The “economic realities” of the relationship between the claimed “joint employers.”
 - Common law standards that focus on the “right of control” of the work performance.
 - Include language in the agreement confirming independent contractor status, but will not be determinative.

Human Trafficking / Fee Charging



- Indirect hiring of workers through FLCs can increase exposure to the risk of human trafficking and unlawful fee charging.
- What to look for?
 - Appearance that worker appears threatened or intimidated
 - Deceived about terms and conditions of work
 - Restriction of movement
 - Sub-standard living or working conditions
 - Debt owed, withholding of wages, inability to leave work
 - Excessive hours worked

Human Trafficking / Fee Charging



- Make sure your FLC agreement contains affirmative representation that no illegal fees have been charged.
- Have employees sign acknowledgement at the beginning of employment that they have not been charged any fees and have not otherwise been coerced or threatened as a condition of working.
- Investigate suspicions of charging or other unlawful acts by FLCs, crew leaders, supervisors.



Thank You

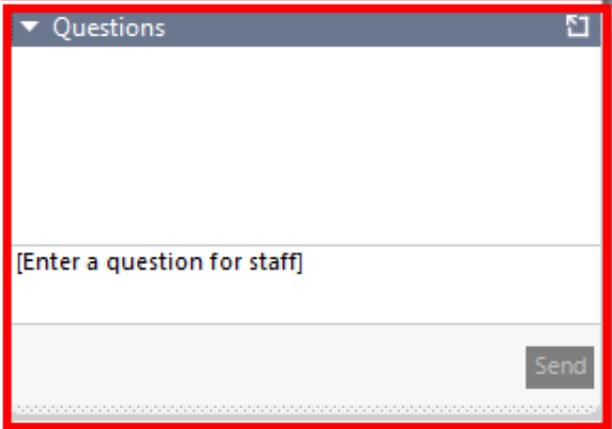
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Ask your Questions

- **Submit written questions:**
Type your question into the QUESTIONS text/chat box and click SEND.
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The screenshot shows a 'Questions' window with a text input field containing the placeholder text '[Enter a question for staff]'. A 'Send' button is located at the bottom right of the input field. Below the input field, the text 'Webinar Housekeeping' and 'Webinar ID: 608-865-371' is displayed. At the bottom of the window, the GoToWebinar logo and name are visible.

2020 GA Ag Labor Relations Forum

This five-part webinar series will be held 9:00 - 11:00 a.m. Eastern Time on each date. Each webinar will be presented live, recorded then available for on-demand access and viewing for all registered attendees.

THURSDAY, NOVEMBER 5

FORECASTING AND TAKE-AWAYS ON POLITICAL CLIMATE AND LITIGATION

- Political Outlook: How the Current Political Climate May Impact Ag Labor and Workforce
- Joint Employment and FLSA Ag Overtime Exemption

TUESDAY, NOVEMBER 10

AG LABOR AND COVID-19

- GA Dept of Public Health Guidance to Manage COVID-19 with Ag Employees
- Preserving Your Company's Brand: Your Business During a Pandemic

THURSDAY, NOVEMBER 12

H-2A AND US DOL

- Issues and Updates from the Office of Foreign Labor Certifications (OFLC)
- Wage and Hour Audit Overview – An Investigator's Perspective

TUESDAY, NOVEMBER 17

H-2A TOOLKIT AND ANSWERS

- How can the H2A Program Work for My Operation
- H2A Panel Discussion to Answer Your Questions

THURSDAY, NOVEMBER 19

MIGRANT SEASONAL PROTECTION ACT (MSPA) AND FARM LABOR CONTRACTORS

- Migrant Seasonal Protection Act (MSPA) is Alive and Well
- What Every Farmer Should Know about working with a Farm Labor Contractor (FLC)

Questions or Comments?

The Georgia Fruit and Vegetable Growers Association
(706) 845-8200



Migrant Seasonal Protection Act (MSPA) is Alive and Well

Ann Margaret Pointer, Fisher Phillips, Atlanta, GA
Office: (404) 240-4223
Email: apointer@fisherphillips.com



What Every Farmer Should Know about working with a Farm Labor Contractor (FLC)

Joshua Viau, Fisher Phillips, Atlanta, GA
Office: (404) 240-4269
Email: jviau@fisherphillips.com