

# wafila

## H-2A WA WORKFORCE SUMMIT AGENDA

Central Washington University (Student Union Building)  
ELLENSBURG

Thursday, January 26, 2017 | 9 a.m. - 4:00 p.m.

### ATTENTION: Current wafila H-2A Member Program Participants!

Please stop by the wafila booth and pick up an UPDATED  
*Guide to the Legal Worker Program AND resource thumb drive*  
for your reference and use!

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## AGENDA

**8:30 - 9:00 REGISTRATION**

**9:00 - 9:20 WELCOME (Ballroom C & D, Floor 2)**

*George Zanatta Chief Operating Officer, wafila*  
Agenda overview.

**9:30 - 10:45 Things that can go right.**

**Breakout 1 - How to succeed with H-2A. (Ballroom C & D, Floor 2)**

*Cynthia Gonzalez, Guestworker Programs Manager, wafila*  
(first time H-2A users)

Learn about the program and requirements as well as how wafila can help you improve and revise your Human Resource practices, policies and procedures.

**Breakout 2 - Comparing Shared and Sequential Programs. (137a, Floor 1)**

*Eric Levesque, Plant Sciences*  
*Dave Burnett, Burnett Orchards*  
*Michael Azzano, Azzano Orchards*  
*Dan Fazio, Director, wafila*

Hear from employers how they have made both the shared and sequential programs work.

**Breakout 3 - Trending Federal and State Issues, learn how to comply.  
(137b, Floor 1)**

*Leon Sequeira, Employment Attorney*  
*Montse Walker, Compliance Director, wafila*  
(experienced H-2A employers)

In depth discussion of trending issues in H-2A.

**11:00 - 11:30 SWA Outreach Visits & Investigations (Ballroom C & D, Floor 2)**

*Craig Carroll, Ag Programs Director, Employment Security Department*  
*Bertha Clayton, State Monitor Advocate, Employment Security Department*

Craig Carroll and Bertha Clayton will discuss Agency Field Checks & Field Visits. They will provide an overview of the most common violations and procedures for managing worker complaints.

**11:30 - Noon Speed Dating/Visit Booths (Mezzanine, Floor 2)**

Hear from booth vendors why you should visit their booth.

**12:00 - 1:15 LUNCH - Continuous Improvement in H-2A (Ballroom A & B, Floor 2)**

*Dan Fazio, Director, wafila*

*Itzam De Gortari, Managing Partner, International Logistic Services*

**1:15 - 2:00 Things that can go wrong.**

**Breakout 1 - How should I handle foreign and domestic worker recruiting? (Ballroom C & D, Floor 2)**

*Roxana Macias, Director of Compliance, CSI Visa Processing*

*Leon Sequeira, Employment Attorney*

Roxana Macias will explain the foreign recruitment process to the border crossing process.

Leon Sequeira will explain best practices for domestic worker recruitment.

**Breakout 2 - What do you need to know about transporting H-2A workers? (137a, Floor 1)**

*Dan Fazio, Director, wafila*

*Michael LaPonte, Highway Accident Investigator, National Transportation Safety Board*

*Itzam De Gortari, Managing Partner, International Logistic Services*

(employers with 1-2 years of experience in H-2A)

Dan Fazio will walk you through the various transportation requirements established by various government agencies. Michael LaPonte will explain best practices and trending issues.

Itzam De Gortari will discuss new transportation options.

**Breakout 3 - Self-audit: The best type of audit (137b, Floor 1)**

*Montse Walker, Compliance Director, wafila*

*Craig Carroll, Ag Programs Director, Employment Security Department*

*Bertha Clayton, State Monitor Advocate, Employment Security Department*

We will walk you through the various government agencies' roles in H-2A and explain how to conduct a self-audit.

**2:00 - 2:15 BREAK**

**2:15 - 3:15 What will Guestworker programs look like in 2017 and beyond? (Ballroom A & B, Floor 2)**

*Leon Sequeira, Employment Attorney*

*Dan Fazio, Director, wafila*

We will discuss the changing political climate and what type of changes we may see with immigration legislation and the H-2A program.

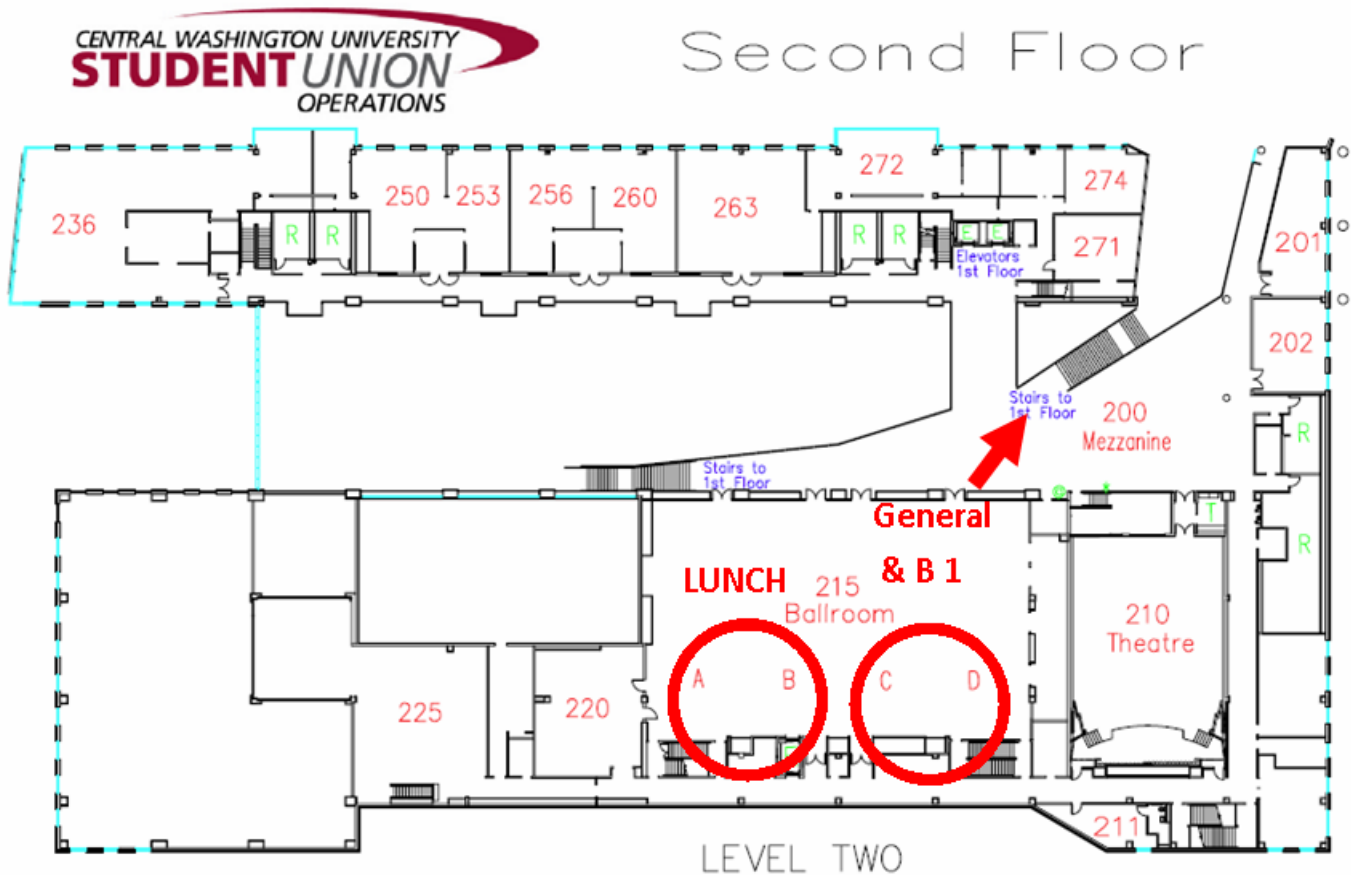
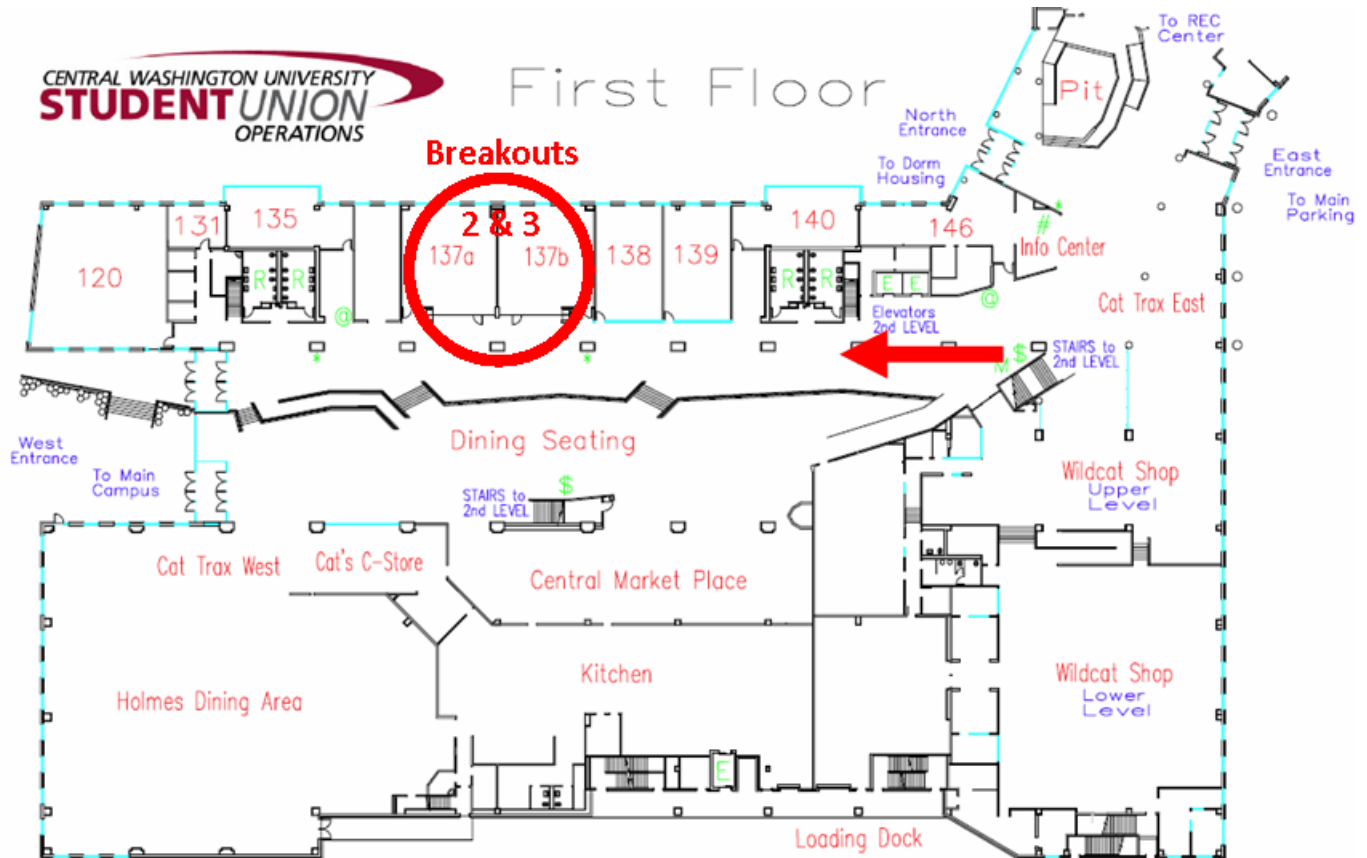
**3:15 - 4:00 Housing: Construction Review to Certification. (Ballroom A & B, Floor 2)**

*Kim Moore, Supervisor of Housing Programs, Department of Health*

*Craig Carroll, Ag Programs Director, Employment Security Department*

The Department of Health will provide an overview of how to license housing. The State Workforce Agency will discuss the new procedures for licensing housing for H-2A.

# Student Union Building Map - Free Wi-Fi - No password required



# Speaker Bios



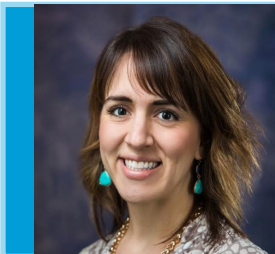
**Michael Azzano** Michael Azzano is a second generation farmer living and working in Omak WA. Michael received his Bachelors degree from Washington State University in 2004. Michael, along with his wife returned to Omak to manage and take over the family business. Azzano Farms Inc. has been in business since 1976 and now boasts a diverse mix of apples, both organic and conventional, pears and cherries. Due to labor shortages, Michael began working with a large grower in Eastern Washington and wafla to secure H-2A workers for the 2016 season and because of the satisfaction with the program, Michael is preparing paperwork for the 2017 season.



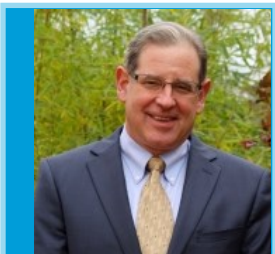
**Dave Burnett** is the owner and operator of 200 acres of pear, cherry and apple orchards from Royal City to Peshastin. He was a former field rep for Wilbur Ellis, Northwest Wholesale, and operated a private consultant and orchard management company, CWHS, Inc. for 20+ years.



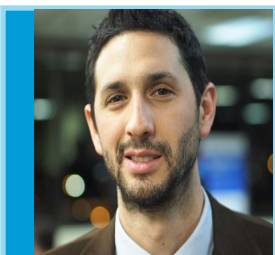
**Craig Carroll** is the Director of Agricultural Programs and the Interim State Monitor Advocate for the Washington State Employment Security Department. In his capacity as the Director of Ag Programs, Craig serves as a subject matter expert and oversees the Migrant and Seasonal Farmworker and Foreign Labor Certification (H-2A and H-2B) programs. He also serves as the Administrator of WorkSource Okanogan. Prior to beginning his career at the Employment Security Department, he was an apple, pear and cherry orchardist for 25+ years in Okanogan and North Douglas Counties.



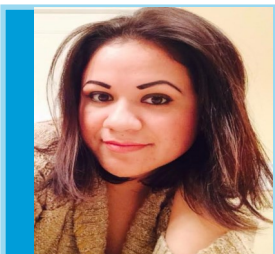
**Bertha Clayton J.D.** is the Washington State Monitor Advocate. In this role, she monitors the WA Employment Security Department's delivery of employment services to migrant seasonal farmworkers (MSFWs). She is very active in advocating for the improvement of services to MSFWs within the agency and among agricultural employers and stakeholders. Bertha also conducts field checks and receives farmworker complaints. Prior to working for ESD, Bertha practiced insurance law in Walla Walla, Washington.



**Dan Fazio** is the Director of wafla, a nonprofit trade association he founded in 2007. Prior to working at wafla, Dan was the Director of Employer Services at the Washington State Farm Bureau Federation, where he led a team that developed HR programs and advocated for farm employers concerning labor and employment issues at the state and federal level. He is a member of the AgForestry Leadership Program, the American Immigration Lawyers Association, and the Washington Society of Association Executives.



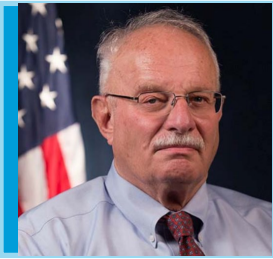
**Itzam De Gortari** obtained his PhD in physics at the University of Cambridge and worked in Research and Development in prestigious research institutions. He raised capital and founded a Biotech company after consolidating his business expertise through a top MBA in Europe. The last seven years he contributed with his scientific, technological and business experience to the economic development of his country, Mexico, as the CEO of the TechBA program in Seattle. He is currently implementing logistic and travel solutions for temporary workers in the United States to improve and reduce risks to their travel experience.



**Cynthia Gonzalez** Cynthia Gonzalez is wafla's Guestworker Programs Manager where she oversees the H-2 programs. Cynthia grew up in San Diego, and was on active duty in the Army for four years as Human Resources Specialist. After a successful term in the military, Cynthia pursued higher education and received her Bachelor's in Business at University of Phoenix. Cynthia is dedicated to the importance of policies, rules and regulations within the H-2A program. With experience in various fields of Human Resources, she focuses on compliance.



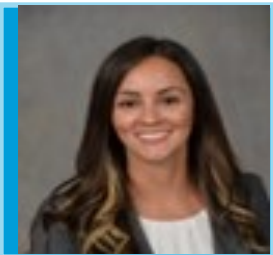
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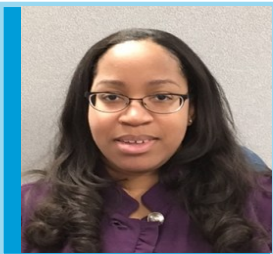
**Michael LaPonte** has a background that includes over 40 years in the motor carrier industry working for Consolidated Freightways, Yellow Transportation and Con-Way Freight. He has worked every job from dock worker to terminal manager. After leaving the transportation industry, Michael put his experience to use as a safety investigator for the FMCSA, working directly with private transportation entities to ensure compliance with federal regulation. He has a BA in Police Science and Juris Doctor degree from Seattle University, and is a Veteran of the Army, having served with the 101<sup>st</sup> Airborne Division in Vietnam.



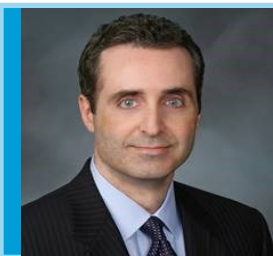
**Eric Levesque** Eric Levesque currently serves as a senior manager for Plant Sciences, Inc., a premier strawberry and raspberry plant propagation company with nurseries in California. Since beginning with the company in 2008 as the high elevation nursery operations manager, he has also been critically involved in spearheading Plant Sciences' robotic automation programs, facilities development and construction (to include their employee housing facilities), leadership training programs, H-2A program development and many other initiatives. Eric served for 21 years in the United States Marine Corps as a fighter attack pilot.



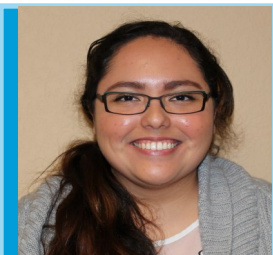
**Roxana Macias** is the Director of Compliance for CSI Visa Processing. Her role is to ensure all parties involved in recruitment of H2 workers abide by all applicable laws and regulations. Roxana worked as the Guest Worker Program Manager for wafra for nearly three years, assisting H2 employers in navigating complex federal regulations. Having grown up in the Yakima Valley in a family of farm workers, Roxana is passionate about agricultural employment issues. Roxana also worked for two years for the Washington State Employment Security Department, Labor Market and Economic Analysis division on employer agricultural surveys, after earning a Bachelor's of Science in Political Economics from the University of Washington.



**Kimberly Moore** is the Manager of the Housing Programs at the Washington State Department of Health (DOH). She is also an Environmental Science Officer and unit commander in the U.S. Army Reserves. Prior to her current position at DOH she has worked within other sections of the department in health statistics and community and family health. She has also worked for local health departments in the areas of land use, water quality, sewage treatment permitting, and vector-borne diseases.



**Leon Sequeira** is an attorney and business consultant for employers and trade associations across the country. Much of his work involves helping employers navigate the countless issues associated with employing H-2A and H-2B temporary workers, including defending employers in government audits and litigation. He also advises clients on legislative, regulatory and public policy matters concerning labor, employment and immigration. He previously served as Assistant Secretary of Labor during the second term of the George W. Bush Administration.



**Montse Walker** Montse Walker is the Compliance Director for wafra and has helped employers in the West Coast successfully use the H-2 programs for three years. As the Compliance Director she is responsible for legal compliance and direction of employment based visa programs and employment law compliance services for wafra. Montse has a B.A. in Hispanic Studies and is currently pursuing an M.B.A. at Saint Martin's University. Prior to working for wafra, Montse worked as an interpreter and translator in a variety of settings.



**George J. Zanatta** is the COO of wafra and has made a career of understanding and making businesses work! With more than 35 years of working experience in diverse fields, he has acquired a unique perspective on what makes a successful business. As a public speaker and Business Development Coach, George has helped many companies achieve their goals and create a business culture to guide them through the challenges of their fields. As a certified Life Coach, by the Robbins-Madanes Center, and a Master Graduate from Rapport Leadership International, he has trained with some of the best people in the world and has received certifications from several leadership training programs.

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