

**Washington Growers League**  
**2019 Labor Conference & Annual Meeting**  
**Wednesday, February 20, 2019, Yakima Convention Center**  
***“Keeping on Top of Changing Times and New Rules”***

**8:30 am – 9:00 am    Annual Business meeting of WGL members**

- *President’s Welcome – President Tom Waliser*
- *Approval of Minutes of the 2018 Annual Meeting*
- *Introduction of WGL Board of Trustees and staff*
- *Board elections*
- *Executive Directors Report*

**9:00 am – 9:30 am**

***Labor Supply and Demand and Wages in WA State Agriculture***

*Steven Ross, Director Labor Market Information for the Washington State Department of Employment Security; Dan Zeitlin, Director of the Employment System Policy Division, WA State Employment Security Department*  
Leaders from the Washington State Employment Security Department will present the latest data on agricultural employment and wage trends to help us understand our current situation and plan for the future.

**9:30 am – 10:00 am**

***Developing Employee Grievance Policies***

*Sarah Wixson, Attorney, Stokes Lawrence Velikanje Moore and Shore, Yakima*  
Grievance policies are important tools in preventing little problems from getting bigger than they should, and are increasingly demanded by retailers wanting to ensure that suppliers have fair and well managed work places.

**10: 00 am – 10:30 am**

***A Review of Non-H-2A Visa Options for Agricultural Employees: Student Visas, Immigrant Visas, Refugees and More***

*Presented by Tom Roach, Immigration Attorney, Pasco, WA*

As our domestic labor pool deteriorates, ag employers want to know what options they have besides H-2A to find supplemental foreign labor.

**10:30 am – 10:40 am**

**Break**

**10:40 am – 11:00 am**

***Paid Sick Leave Q&A***

*Presented by Mike Gempler, Washington Growers League*

Employers have questions about the new Paid Sick Leave Law. We take the time to present common questions and take more from the floor.

**11:00 am – 12:00 pm**

***Paid Family and Medical Leave Presentation and Q&A***

*Presented by Mike Gempler, Washington Growers League*

Employers began paying Paid Family and Medical Leave premiums on January 1<sup>st</sup>. We discuss premiums and payroll and help employers get ready for 2019, when employees can begin using the benefits, who can use the benefits, and how and when they can be used.

**More on back!**

**12:00 pm – 1:00 pm**

***LUNCH***

**Lunch Presentation: An Analysis of the Reintroduced “Blue Card” Immigration Bill and What it would Mean for Agriculture**

*Tom Roach, Immigration Attorney, Roach Law, Pasco, WA*

Mr. Roach will review the newly reintroduced “Blue Card” bill (H.R. 641), which was a major part of the agriculture provision in the 2013 comprehensive immigration bill that passed the US Senate (S. 744). He will examine the impacts on our workforce and industry if this bill is passed into law, and the impact on keeping our domestic workforce if mandatory E-verify is passed.

**1:10 pm – 3:00 pm**

**Managing Workers’ Compensation Insurance Claims: All You Ever Wanted to Know**

*Presented by Lloyd Brooks, WWCP, Washington State Self Insurers Association*

Don’t miss this presentation by one of the most knowledgeable professionals in the state on the nuts and bolts of Workers’ Compensation Insurance. This presentation will begin with a legislative update on Workers’ Compensation to help you understand how to manage claims, close difficult claims, develop strategies for using light-duty and kept-on-salary status to fight time loss claims (without spending money that you will never see again); how experience ratings work, and much more. There will be an extensive Q&A session.