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# Developing Strategies to Improve Farm Labor Camp Housing Policy in Massachusetts

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## **ABSTRACT**

Farm Laborers are an extremely vulnerable group who can occasionally be subjected to mistreatment by the farm labor camp owners. Their vulnerability may sometimes be seen in sub-adequate housing on farm labor camps. Our teams' goal was to develop recommendations for improving farm labor camp housing policy for the Massachusetts Department of Public Health. We completed this goal by comparing federal and Massachusetts regulations regarding farm labor camp housing, visiting farm labor camps in Massachusetts to understand the current conditions of the farm laborers, and finally comparing farm labor camp housing policies among various states. Through our objectives, our team was able to determine areas of vulnerability for farm laborers in regards to farm labor camp housing. We also found areas where farm labor camp housing can be improved. Recommendations to the Massachusetts Department of Public Health included ways to improve communication with farm labor camp owners and farm laborers.

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- Jose Ocasio, Farm Labor Camp Supervisor
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## EXECUTIVE SUMMARY

The agriculture sector is a vital industry for the United States and currently accounts for one-fifth of the nation's economic activity (United States Department of Agriculture, 2014). The sector is comprised of 2.2 million farms and more than 400,000 registered food production facilities.

There are currently 1,063,000 farm laborers in the United States (Hertz, 2013). Some of these workers live on farm labor camps. A farm labor camp is a farm in which farm laborers receive compensation for their work in the form of living facilities as well as an hourly wage. There are currently farm labor camps in all fifty states that range in the number of laborers they house. In Massachusetts, there are 75 farm labor camps that house 750 farm laborers.

Farm laborers are vulnerable because they may not know the regulations about housing and safety requirements and they may fear reporting mistreatment or problems with housing to the relevant authorities. In order to reduce the vulnerability of farm laborers, our project goal was to provide recommendations to improve farm labor camp housing policy in Massachusetts. Our team fulfilled this goal through three objectives. They were:

- Compare Federal and Massachusetts farm labor camp housing regulations and determine the most crucial regulations about which the farm laborers need to be informed.
- Understand the current living conditions of the farm laborers in Massachusetts in the context of federal and state regulations
- Compare farm labor camp housing policy among all of the New England states, Pennsylvania, Wisconsin, and California in order to determine whether there are

additional farm labor camp housing policies, and identify possible features that could be adopted by Massachusetts to improve the state's policy.

After completing our objectives, we created a list of recommendations for the Massachusetts Department of Public Health, to improve the farm labor housing policy in Massachusetts.

## **Methodology**

In order to complete our first objective, we created a table that was comprised of regulations from the Employment and Training Administration, the Occupational Safety and Health Administration, and the Massachusetts Department of Public Health. We then used this table to compare the regulations, and identified overlaps and gaps in the regulations between the three government agencies.

To accomplish our second objective, we visited seven farm labor camps in Massachusetts. Before our visits to these farm labor camps, we developed a list of questions for the farm labor camp operators which was comprised of questions about farm laborer demographics on their farm, crops harvested on the farm, and housing (See Appendix H). We also interviewed the current Farm Labor Camp Inspector for the Massachusetts Department of Public Health, the Farm Labor Camp Supervisor for the Department of Career Services, and the Farm Labor Camp Inspector for the Department of Career Services.

To achieve our third objective, we conducted research on the farm labor camp housing policies and practices in other states using online resources. We compared demographics on the farm laborers, the size of the farm industry, and inspection policies and practices. Using our

online research, we also determined the agency responsible for regulating farm labor camps in each state. We conducted phone interviews with the departments that are responsible for farm labor camps in order to gather any additional information which was not readily available online.

## **Findings**

While addressing our first objective, we learned that despite there being farm labor camp housing laws and regulations set by three different regulating agencies, namely the Occupational Safety and Health Administration (OSHA), the Employment and Training Administration (ETA) and the Massachusetts Department of Public Health (DPH), farm labor camps have to adhere to the most stringent laws and regulations. In Massachusetts, the regulations set by Massachusetts Department of Public Health are the strictest.

As we accomplished our second objective, we observed violations, which occurred at most of the farm labor camps that we visited. These common violations were found mostly in the kitchen, and included pots and dishes being left out and not being stored correctly in an enclosed storage area, food not being stored at the appropriate height off the ground, and food being stored in bedrooms. The common violations that we saw at each farm labor camp allowed our group to better understand which regulations farm laborers need to be informed about.

In completing our third objective, we learned that other states regulate farm labor camps differently from Massachusetts. They do not set additional regulations to supplement the federal laws and regulations set by the Occupational Safety and Health Administration (OSHA) and the Employment and Training Administration (ETA). However, we also found out that states, such as Connecticut and Wisconsin, have additional policies in place to improve communication between the regulating agencies and the farm laborers and operators and also maintain the health

of the farm laborers. For example, requires medical screenings of farm laborers. We also observed that other states, such as New Hampshire and Maine, only have one agency responsible for regulating farm labor camp housing. In Massachusetts, there are two government agencies responsible for regulating farm labor camp housing. They are the Massachusetts Department of Public Health and the Department of Career Services

## **Recommendations**

As a result of our data collection we formulated a series of recommendations for the Massachusetts Department of Public Health. All of our recommendations aim to improve farm labor camp housing policy in Massachusetts in order to reduce the vulnerability of farm laborers.

They are:

- Send the farm labor camp owners a copy of the farm labor camp housing regulations every five years.
- Create an educational tool for the farm labor camp operators in Massachusetts that will better inform them of their rights.
- Host an annual meeting with all farm labor camp operators before the start of the farm labor camp season. The meeting would cover topics including, housing regulations, food safety, and also cultural issues that may arise when housing farm laborers from other countries.
- Conduct voluntary health screenings of farm laborers at the beginning and end of each agricultural season.

- Create a poster about medical information that would be required to be hung at farm labor camps. The poster would include information about local medical services, mental health, and common health risks.
- Create a card for farm laborers that would have information about legal services, healthcare, and the hotline for the Massachusetts Department of Public Health.
- Distribute an educational tool for farm laborers so that they are better informed of regulations and their rights. Our team produced two pamphlets that the Massachusetts Department of Public Health will be able to use in order to meet this recommendations.



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## CHAPTER ONE: INTRODUCTION

The agriculture sector is a vital industry for the United States and currently accounts for one-fifth of the nation's economic activity (United States Department of Agriculture, 2014). The sector is composed of 2.2 million farms and more than 400,000 registered food production facilities. Farm laborers are an integral part of the agricultural sector and enable the sector to grow (Hertz, 2013). Over the last century, the number of farm laborers has decreased because of the mechanization of harvesting. There are still currently 1,063,000 farm laborers who work to provide the essentials for many food industries as well the sustenance for the human population (Hertz, 2013).

Over the years farming has drastically change and the industry now depends on those who do not own the farms in order to produce goods. The change in the industry has created the need for farm labor camps. A farm labor camp is a farm in which farm laborers have the option to receive compensation for their work in the form of living facilities as well as an hourly wage. There are currently farm labor camps in all fifty states that range in the number of laborers they house. In Massachusetts, there are currently 750 farm laborers while in California there are over 130,000 farm laborers.

Federal and state authorities require that farm labor camp owners are responsible for maintaining their farm labor camp at an adequate standard of living and that they comply with the regulations. The regulations for farm labor camps include requirements on the structure of the house, required space per farm laborer, and safety requirements (Massachusetts Department of Public Health, 1997). If a farm labor camp fails to meet the regulations set by various

government agencies, the farm labor camp loses its Certificate of Occupancy and cannot house farm laborers.

Farm laborers are extremely vulnerable to mistreatment by farm labor camp owners. There are many reasons for their vulnerability. The regulations can be found online, but many farm labor camps do not have access to the internet, which makes it difficult for them to know their rights. Farm labor camp owners may take advantage of this lack of accessibility and not follow all of the regulations.

Farm laborers are also vulnerable because they fear deportation and losing their income. More than half of all farm laborers come from outside the United States to work on farm labor camps, and send their income back to their native country (Hertz, 2013). Farm laborers fear that if they report that housing regulations are not being followed, the owner of the farm labor camp they work on may fire them, or they could be deported if their camp was condemned.

In order to reduce the vulnerability of farm laborers in Massachusetts, our project team's goal was to improve farm labor camp housing policy in Massachusetts. Our team fulfilled this goal through three objectives. The first objective was to compare Federal and Massachusetts farm labor camp housing regulations and determine the most crucial regulations farm laborers need to be informed of. Our second objective was to understand the current living conditions of farm laborers in Massachusetts in the context of federal and state regulations. Our last objective was to compare farm labor camp housing policy among all of the New England states, Pennsylvania, Wisconsin, and California in order to determine whether there are additional farm labor camp housing policies, which Massachusetts can adopt to improve their own policy. These states were chosen because farm laborers migrate among the New England states, and the three



states outside New England all have large agricultural sectors and represent other regions of the United States.

Using the knowledge gained by completing the objectives we extracted insights about farm labor camp housing policy in Massachusetts and about potential areas of improvement. We developed eight types of recommendations. First, the Massachusetts Department of Public Health should send farm labor camp owners a copy of the farm labor camp housing regulations every other year. Second, the Massachusetts Department of Public Health should create an educational tool for farm labor camp owners of Massachusetts. Third, the Massachusetts Department of Public Health should have an annual meeting with all farm labor camp owners. Fourth, the Massachusetts Department of Public Health should health screenings for farm laborers at the start and end of each agricultural season. Fifth, the Massachusetts Department of Public Health should create an informational poster about health services that would be required to be displayed in all farm labor camps in Massachusetts. Sixth, the Massachusetts Department of Public Health should create a contact card that would be issued to the farm laborers. Finally, the Massachusetts Department of Public Health should distribute an educational tool to the farm laborers of Massachusetts that informs them of their rights.

## CHAPTER TWO: METHODOLOGY

In order to improve farm labor camp housing policy in Massachusetts our team completed three objectives. The tasks associated with each objective are described below.

### Federal and Massachusetts Farm Labor Camp Housing Regulations Compared

The first objective was to compare Federal and Massachusetts farm labor camp housing regulations and determine the most crucial regulations farm laborers need to be informed of.

Our first task was to compare farm labor camp housing regulations that are regulated by the Occupational Safety and Health Administration (OSHA), the Employment and Training Administration (ETA), and the Massachusetts Department of Public Health (DPH). We created a table that was grouped by topic of regulation and government agency and then organized the regulations. If regulations were common among agencies, we listed them next to each other, and this highlighted overlaps and gaps in the regulations.

ETA	Mass DPH	Federal
Facilities shall be provided and maintained for effective disposal of excreta and liquid waste. Raw or treated liquid waste cant discharged on the ground surface.	Facilities shall be provided and maintained for effective disposal of excreta and liquid waste. Raw or treated liquid waste cant discharged on the ground surface.	
If there is a sewer available then all facilities for disposal should connect to there.	If there is a sewer available then all facilities for disposal should connect to there.	If there is a sewer available then all facilities for disposal should connect to there.
If there is no sewer available a subsurface septic tank-seepage system, privies or portable toilets shall be provided. Following any state health requirements	If there is none Mass Dep. Of Public Health may approve of a subsurface disposal of sewerage. As long as it doesn't endanger the health of any person.	

*Table 1. Example of Table Created for Regulations.*

By comparing Federal and Massachusetts farm labor camp housing regulations, we were able to understand the current farm labor housing policies in Massachusetts and also identify areas where farm labor camp housing policy could to be improved.

### **Understand Living Conditions of Farm Laborers**

Our second objective was to understand the current living conditions of farm laborers in Massachusetts in the context of federal and state regulations and determine the current quality of farm labor camp housing in Massachusetts. By determining the current quality of the living conditions of farm laborers, we were able to develop farm labor camp housing policy that would improve farm labor camp housing.

Our first task was to interview the Farm Labor Camp Inspector for the Massachusetts Department of Public Health. We asked the inspector about his previous inspections and which regulations he felt were the most important for farm laborers to know. From our interview with the Farm Labor Camp Inspector and through our table of regulations we previously made, we developed a list of regulations that we would use on our farm labor camp visits. We also asked about regulations that were often forgotten by farm labor camp owners. We developed a checklist of regulations and brought it to each one of our farm labor camp visits (See Appendix I). The checklist included regulations such as,

- Having a personal locked area for each farm laborer
- Having the Certificate of Occupancy hung up in a common area
- Having two forms of exit in each room
- Having a fire extinguisher in the kitchen

- Having the phone number to report issues to the Massachusetts Department of Public Health displayed
- Having all food be stored in closed areas
- Having no food in the bedrooms
- Having assigned bathrooms with gender signs

The data from the checklist we obtained at each farm labor camp was used to determine which regulations were often forgotten and also which regulations were most important for farm laborers to know. This data was later used to create an educational tool for farm laborers about farm labor camp housing policy that the Massachusetts Department of Public Health asked us to create.

Our second task was to visit farm labor camps regulated by the Massachusetts Department of Public Health. We visited four farm labor camps in Massachusetts that are listed below. The four farm labor camps we visited were chosen for us by the Farm Labor Camp Inspector. The sample of farm labor camps that we visited was small, but since the Massachusetts Department of Public Health only inspects five farm labor camps in Massachusetts are sample is relative to that size.

<b>Farm</b>	<b>Location</b>	<b>Production</b>	<b>Type of Housing</b>
Farm A	Rutland, MA	Livestock	Houses and Trailers
Farm B	East Raynham, MA	Greenhouses	Trailers
Farm C	Granby, MA	Organic Produce	House
Farm D	Boston, MA	Horse Training	Barrack

*Table 2. Farm Labor Camp Visits with the Massachusetts Department of Public Health.*

The farm labor camp visits we completed with the Department of Public Health were all announced so the farm labor camp owners so they had time to prepare for our visit. All of the farm laborers on the farm labor camps were citizens of the United States. When we got to each of the farm labor camps, we were introduced to the farm labor camp owner or manager who then gave us a tour of the farm labor camp housing. In each room, the Farm Labor Camp Inspector went through any violations and also pointed out regulations that were included in our checklist. We inspected each of the rooms in the living facilities, as well as the outside facilities.

Our fourth task was to meet with the Farm Labor Camp Supervisor and the Farm Labor Camp Inspector for the Department of Career Services. At the end of our meeting, they offered to take us on farm labor camp inspections the next week in order gain a better understanding of their inspection process.

Our fifth task was to visit three farm labor camps with the Department of Career Services. The farm labor camps we visited with the Department of Career Service are outlined in the table below.

<b>Farm</b>	<b>Location</b>	<b>Production</b>	<b>Type of Housing</b>
Farm E	Sterling, MA	Apples	House
Farm F	Harvard, MA	Apples and Vegetables	Barrack
Farm G	Bolton, MA	Fruits and Vegetables	House

*Table 3. Farm Labor Camp Visits with the Department of Career Services*

All of our farm labor camp housing visits with the Department of Career Services were unannounced, so when arrived at each of the farm labor camps, we waited until the Farm Labor Camp Inspector informed the farm labor camp owner that they would be having an inspection. We were then allowed to enter the farm labor camp housing and the inspector began the

inspection process. Our team watched as the inspector went through his inspection checklist in each of the rooms. He used tools such as levels, thermometers, and also tape measures to ensure that all of the regulations were being met. If there were any violations, the inspector would take a photo as photographic proof and would also write it down on the inspection checklist. At the end of the inspection, the inspector would inform the farm labor camp owner if they had passed or not. If they did not pass, the farm labor camp owner had five days to fix any violations.

Our sixth task was to write up reports about each of our farm labor camp visits (See Appendix I), so that we could use this information to determine the current living conditions of farm laborers in Massachusetts. We compared the inspection processes of the Massachusetts Department of Public Health and the Department of Career Services in order to determine any similarities among the farm labor camps. The differences in their inspections processes would show disparities among the agencies, and also show regulations that were up to interpretation.

### **Compare Farm Labor Camp Housing Policy among Various States**

The final objective for our project was to compare farm labor camp housing policy among various states, in order to determine whether there are additional farm labor camp policies, and identify possible features that could be adopted by Massachusetts to improve the states' policy . We compared demographics of farm laborers and the agriculture sector in each of the states in order to learn more about farm labor camps across the country for the Massachusetts Department of Public Health.

Our first task was to determine which states we would use to compare. We were asked by the Massachusetts Department of Public Health to research all of the New England states because farm laborers migrate among these states and also because the crops among the states

are very similar. We also chose to research California, Pennsylvania, and Wisconsin because each of these states has a large agricultural sector and they are known to have farm labor camps.

Our second task was to determine the information we needed to obtain in order to compare the states' farm labor camp housing policy. The Massachusetts Department of Public Health's Director of Community Sanitation, Steve Hughes assisted us in this task and helped us to create a list of information we wanted to obtain. The Massachusetts Department of Public Health only has information about the agricultural sector in Massachusetts, so we decided that the first set of information we would obtain was the size of each state's agricultural sector and also the top three crops for each state. The information on crops was especially important because the Massachusetts Department of Public Health wanted to determine if certain demographics of farm laborers work on certain crops, and also determine if there was correlation between migration patterns and crops. Migration patterns of farm laborers across the United States are not tracked by the government, so Mr. Hughes also wanted us to obtain information on this subject.

We also determined that we wanted to obtain information about the number of farm laborers and farm labor camps in each state. This information would be helpful to determine the correlation between the size of a state's agricultural sector and the number of farm laborers there are in the state.

Lastly, we decided that we wanted to obtain information about farm labor camp inspections in each state and also any additional farm labor camp housing policy that a state has. The information about the inspection process would allow us to compare their processes to the current process in Massachusetts. Any additional policy that was found would help us to develop additional farm labor camp housing policy in Massachusetts.

Our third task was to determine how we would be able to obtain this information. We first researched online state databases and the United States Department of Agriculture's census from 2012. From these sources we were able to determine information about the agricultural sector and crops for each state.

Our fourth task was to research which state agency regulates farm labor camps in each of the states. This task was completed by doing online research on each state's website and then by calling the agency to confirm they were the ones who regulated farm labor camps. If the agency did not, then we would complete more research or call a non-governmental agency that aids farm labor camps in the state for information about the government agency that regulates farm labor camps. This information was important to obtain so that for our next task we were able to talk to the correct person who is in charge of farm labor camps for the state.

Our fifth task was to conduct phone interviews with state government officials or farm labor camp inspectors from each state. We created a list of interview questions that was based off the information that we needed to determine for each state (See Appendix C). The list of questions focused on the inspection process for each state and also the additional policy that the state had in regards to farm labor camp housing. All of the questions that we asked were not able to be found through our online research. The interview questions were made by our team and approved by our sponsor to ensure that all of the questions were acceptable. We asked them questions such as,

- What is the number of farm labor camps in your state?
- How many farm laborers are there in your state?
- How often do you inspect farm labor camps?
- How many farm labor camp inspectors does your state have?



- Does your agency work in collaboration with another government agency to enforce farm labor camps?
- Are there any known migration patterns for farm laborers in your state?
- Do you have any additional farm labor camp housing policy in your state in addition to the federal regulations?

All of the information we obtained through our interviews was used to help us compare farm labor camps and farm labor camp housing across the United States.

## **CHAPTER THREE: DISCUSSION**

This chapter explores farm labor camps in the United States and the farm labor camp housing policy in place to protect farm laborers. Farm laborers are an extremely vulnerable group and this chapter explores their vulnerability based on our findings of farm labor camp visits and by researching farm labor camps in other states.

### **United States Farm Labor Camp Housing Regulations**

Farm laborers across the United States are protected by farm labor camp housing regulations made by the federal government. In the United States, there are two federal agencies that set the minimum standards for farm labor camp housing. The agencies are the Department of Labor's Employment and Training Administration (ETA) and the Occupational Safety and Health Administration. The Employment and Training Administration established standards that are defined in the 20 CFR 654.000 Housing Standards for Farm Labor Camps in 1979, and the Occupational Safety and Health Administration created the Federal Regulations for Farm Labor Camps in 1970. Both sets of regulations cover issues related to the safety and health of farm laborers in the houses in which farm laborers live.

The regulations for farm labor camps created by both agencies have not been updated in over 30 and 40 years. Based upon our research and interviews, we have concluded that both regulations need to be updated. Both agencies need to pay more attention to updating their regulations in order to protect the growing number of farm laborers. Farm labor camps have changed within the past years, so farm labor camp housing policy must continue to change with them.

In addition to the two federal farm labor camp housing regulations, states can also create additional regulations for farm labor camps. Many states, such as Rhode Island and Vermont have chosen not to create additional regulations and only use the regulations set by the federal government. By not having additional state regulations, farm laborers in these states may face less confusion of which regulations to follow.

The state where a farm labor camp is located in is responsible for enforcing the federal farm labor camp housing regulations. Each state has a department that is in charge of farm labor camps, but there is often confusion about, which department that is which makes it difficult for farm laborers to report mistreatment. When we called various states, many government officials did not know which department regulated farm labor camps. Also when we called, many states only had one official who directly dealt with farm labor camps. This lack of personnel made it difficult to contact officials in each state. Lastly, in two cases we were not able to identify a person to talk with about farm labor camps.

### **Massachusetts Farm Labor Camp Housing Regulations**

In Massachusetts, there are additional farm labor camp housing regulations set by the Massachusetts Department of Public Health and defined in the 105 CMR 420.000 Housing and Sanitation Standards for Farm Labor Camps. Topics covered by Massachusetts and federal regulations are, among others housing structure, kitchen facilities, and bedroom facilities.

All of the regulations are very specific in order to ensure that all of the 750 farm laborers in Massachusetts are living in adequate conditions (Massachusetts Department of Public Health, 1997). The regulations include topics that are covered by the federal regulations, as well as additional topics such as food safety, exits from all rooms, and bedding equipment.

However there are additional farm labor camp housing regulations in Massachusetts that may cause confusion in understanding the regulations. Farm labor camp owners may not know about the federal regulations, and if they do they may not know which regulation to follow. On our visits to farm labor camps when the inspector was pointing out violations many farm labor camp owners did not know about the regulation. For example, at one farm there were dishes out on the counter, which was violation. The farm labor camp owner was surprised to hear of the violation and had to be shown the regulation.

All regulations above require that all farm labor camps be inspected by the government agency in each state that is in charge of farm labor camps. In the state of Massachusetts there are two government agencies that inspect the state's 75 farm labor camps. In 1996 the Massachusetts Department of Public Health and the Department of Career Services, a Massachusetts government agency that works to aid citizens in finding jobs formed an agreement about farm labor camp inspections. The agreement states that the Department of Career Services will inspect all farm labor camps in the state that house H-2A or non-documented workers, so the Department of Career Services currently inspects 70 farm labor camps in Massachusetts. It also states that the Department of Public Health will inspect all farm labor camps that house documented United States citizens, so the department now inspects 5 farm labor camps in the state.

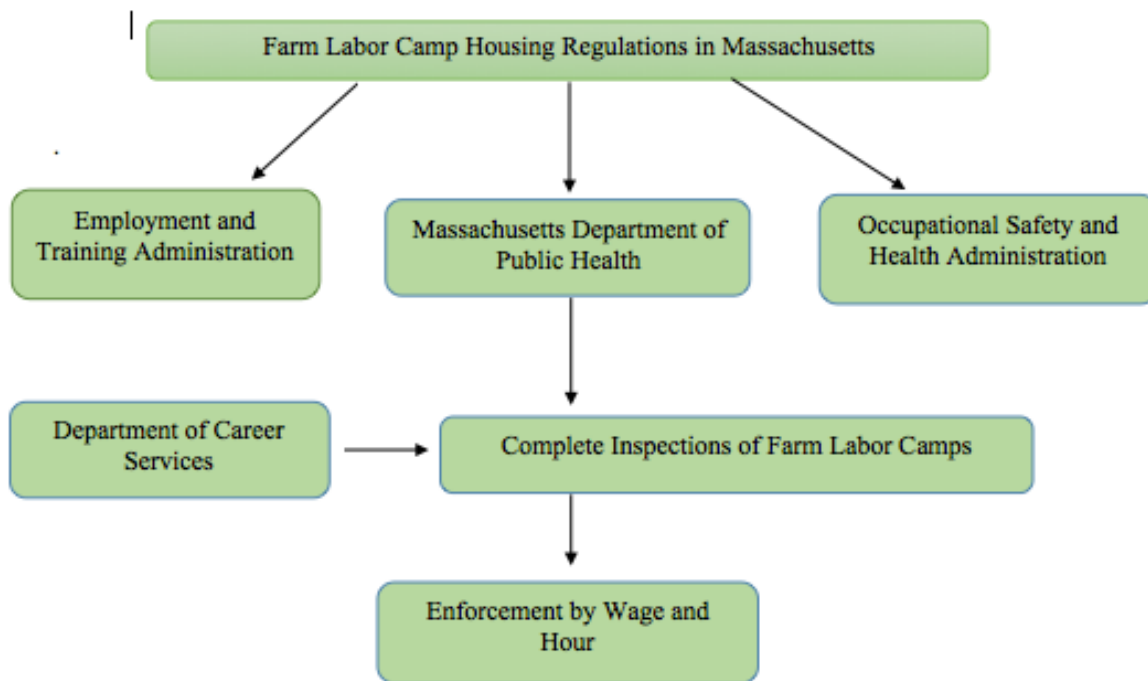
Before a farm labor camp can be inspected there are several documents that farm labor camp owners need to have approved and sent to the Massachusetts Department of Public Health. The documents are

- An application which is completed and signed by the farm labor camp owner
- A report of a fire inspection that is signed by the city's fire department chief

- A report of a building inspection that was completed by the city's building inspector
- A report of a water test by an approved agency if there is a private well on the farm

After the documents have been approved by the Massachusetts Department of Public Health, an inspection will take place. Once the farm labor camp passes an inspection, the Massachusetts Department of Public Health issues the farm labor camp with a Certificate of Occupancy. The certificate allows farm labor camp owners to house farm laborers for the upcoming year. In order to maintain the certificate, farm labor camp owners must have their farm labor camp inspected on a yearly basis to ensure that the farm labor camp is meeting the minimum standards.

The enforcement of farm labor camps is carried out through the United States division of Wage and Hour, which works to promote and achieve compliance with labor standards to protect and enhance the welfare of the nation's workers (US Department of Labor, 2014). Enforcement can be in the form of fines, taking away workers, or condemning the farm labor camp. In Massachusetts, one farm labor camp was condemned in 2012 because of many reports of mistreatment. The figure bellows show the flow of responsibility for farm labor camps in Massachusetts.



*Figure 1. Flow of Responsibility for Massachusetts Farm Labor Camps*

### **Farm Labor Camp Inspections**

In Massachusetts, the Massachusetts Department of Public Health and the Department of Career Services complete farm labor camp inspections. Our team was able to observe the inspection process for each of these agencies. Both processes included the inspector going through each room with a checklist of the farm labor camp housing regulations. At the end of the inspection, the inspector produced a report of the inspection, which was then given to the farm labor camp owner. The report included any regulations that were not being followed and stated that the farm labor camp owner had five days to fix these violations. Once they fixed the inspections, they had to notify the inspector by emailing them with a photo of the change. If

there were many instances of regulations not being followed, the inspector would return in five days and conduct another inspection. In addition to the inspection done before farm laborers are allowed to live on the farm labor camp, both government agencies also complete post-occupancy inspections. A post-occupancy inspection is an inspection done during the season when farm laborers are actually living in the farm labor camp. It is called a post-occupancy inspection because it is completed after the Certificate of Occupancy has been issued.

There are many differences between the inspection processes of the Massachusetts Department of Public Health and the Department of Career Services. Both inspectors interpret the regulations differently, which may cause discrepancies in what an inspector believes a violation is. If farm labor camp owners talk among themselves and see that something is passing with the Massachusetts Department of Public Health and not the Department of Career Services that may cause a huge issue. During a meeting with both agencies, we viewed pictures of various violations. The inspectors disagreed on the severity of violations and on the number of violations. If this discrepancy is happening on inspections than it could become a major problem for the state.

On our visits to farm labor camps there were common violations that occurred. The common violations included dishes not being put away, food in the bedrooms, and food not being stored in a secure space. Many of the common violations are due to regulations that government officials feel are outdated or unrealistic to follow. Farm labor camps owners and inspectors have both stated that their homes would not pass a farm labor camp housing inspections because of the specificity of the regulations.

## **Farm Laborers in the United States**

Throughout the United States, farm laborers live and work on farms as field crop workers, nursery workers, livestock workers, and farm worker supervisors (Hertz, 2013). According to the Farm Labor Survey conducted by the National Agricultural Statistics Service there are currently 1,063,000 farm laborers in the United States (United States Department of Agriculture, 2012). The majority of these laborers are males and undocumented citizens who travel from outside the United States to work on farm labor camps. Farm laborers travel to the United States in order to make a larger income than they would be able to make in their native countries are valuable to farm operators because many of them are already trained in their fields (United States Department of Labor, 2010). They have received training in their native countries, which means they do not have to go through a training process when they come to the United States (Hertz, 2013).

The number of farm laborers in each state is not known to many government agencies. Through interviews with state officials, we found that states only had an approximation of the number of farm laborers in their state and could only give a number based on the United States 2012 census.



State	Number of Farm Laborers
California	131,457
Connecticut	1,042
Maine	2,706
Massachusetts	750
New Hampshire	306
Pennsylvania	4,268
Rhode Island	-
Vermont	615
Wisconsin	2,814

*Table 4. Approximate Number of Farm Laborers in Various States (United States' Department of Agriculture Census, 2012)*

If the federal government or a state's government is unsure of how many farm laborers are in their state they cannot ensure that they are protected. In Massachusetts, the Department of Public Health has information about the exact number of farm laborers in the state. They are able to ensure that each farm laborer is protected and mandates that each farm labor camp report the number of farm laborers they house. We found that when calling various states, many states had to predict how many farm workers live in farm provided housing and would only be able to give a better estimate if they contacted each farm labor camp in their state.

### **Migration of Farm Laborers**

State officials are unaware of the migration patterns that farm laborers travel throughout the year and do not record statistics about the number of farm laborers living in their state during

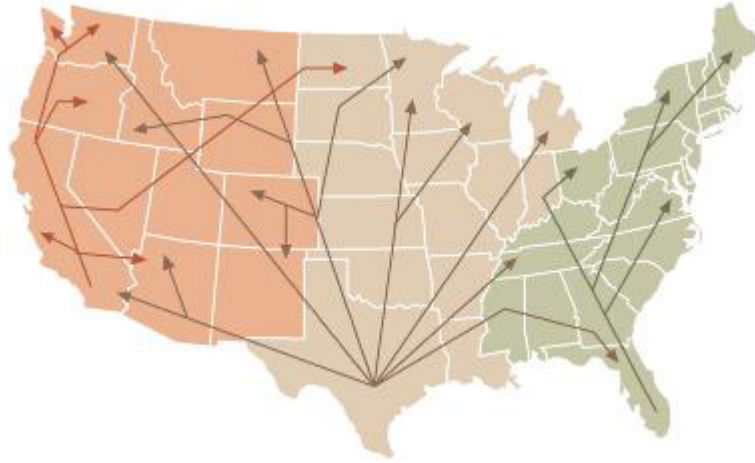
any particular intervals in the year. If governments were aware of the numbers in their state they would be able to set standards and make sure that regulations cover all workers on a farm.

The only state that had information about migration patterns of farm laborers was Maine. Their farm labor camp inspector informed us of the Eastern Migrant Stream, which we researched after our interview. The Eastern Migrant Stream describes the path that farm laborers travel along the east coast.

<b>Month</b>	<b>State</b>
Late October to Mid-May	Florida
March to November	North Carolina, Tennessee, Kentucky, Virginia
April and October	Connecticut and Massachusetts
June, July, and August	Georgia, South Carolina, Alabama, Mississippi, Arkansas
July and August	Ohio, Maryland, Delaware, New Jersey
July through September	Pennsylvania, New York, Connecticut, Massachusetts
August	Maine
September and October	New England, Pennsylvania, New York
September to November	North Carolina

*Table 5. Migration Patterns of Farm Laborers on the East Coast (National Agricultural Workers Survey, 2000)*

Farm laborers in other regions of the country also follow migration patterns, such as the Midwestern Stream and the Western Stream.



*Figure 2. Migrant Streams of Farm Laborers (National Agricultural Workers Survey, 2000)*

Federal farm labor camp housing regulations in the United States does not protect farm laborers as they migrate across the country. Policy among states may change and farm laborers may not be fully aware of their rights in each state. If the United States were able to record the numbers of migrating farm laborers, the government would be able to create policy to protect them. The policy would include protection while migrating and making farm labor camp housing policy more uniform among states so there is no confusion among farm laborers.

### **Vulnerability of Farm Laborers**

During our visits to farm labor camps we were not able to approach the workers directly or survey them regarding these issues. However, the fact that farms are weary of government scrutiny suggests that farm laborers are vulnerable to mistreatment by farm labor camp owners. Farm laborers may be vulnerable because only 50% of farm laborers speak English (Hertz, 2013). This language barrier means they may not be able to understand their farm labor camp owner or may not be able to read their rights.

The second reason for their vulnerability is because farm laborers fear losing their income, which is often used to support their families in their native countries (Farmworker Justice, 2014). On our visits majority of the farm laborers kept large blue bins in their room, which they used to send goods back to their families.

Farm laborers may fear that if they report mistreatment of their employer they will be fired and no longer have an income (Farmworker Justice, 2014).

The third reason for their vulnerability is because there is a fear of deportation among documented workers. In the United States, 50% of all farm laborers are undocumented (Hertz, 2013). Many undocumented farm laborers fear that if they report mistreatment, the state will begin an investigation on the farm labor camp. In the investigation the state could discover undocumented workers and these farm laborers would be deported back to the native country (Farmworker Justice, 2014). Documented workers also face a similar fear of having to go back to their home if the farm labor camp was closed.

Farm labor camp housing policy is needed in order to protect farm laborers from these vulnerabilities. By improving farm labor camp housing policy farm laborers will be able to have a better quality of housing which may reduce their fears and vulnerabilities.

### **Risks Associated with Being a Farm Laborer**

The conditions of farms create a very difficult living environment for farm laborers. Farm labor is one of the most dangerous occupations in the United States, and between 2003 and 2011, over 5,800 agricultural workers died from work-related injuries (Occupational Safety and Health Administration, 2012).

The conditions of farm labor camps create many risks for farm laborers. The first risk is exhaustion. Farm laborers work up to 70 hours a week and these long hours can cause extreme exhaustion for farm laborers. In order to combat these long hours, farm laborers need to be supplied with bedding that allows for them to have a comfortable sleep. Federal farm labor camp housing policy in the United States only states that the bed must be clean and sanitary (Employment and Training Administration, 2014), but in Massachusetts there are regulations regarding the bed being comfortable and secure. There are no policies in place regarding the maximum number of hours a farm laborer can work.

Another risk for farm laborers is pesticide poisoning. Farm laborers spend a majority of their time on their farm and their housing is located close to the fields, so they are at a risk for pesticide poisoning even when not working. The only regulation in place for pesticides is that the Environmental Protection Agency must approve the types of pesticides used.

The federal government does not have any policies in place that protect farm laborers from the risks mentioned above. Policies regarding agriculture have been in the United States since the 20<sup>th</sup> century and have not been updated to accommodate for the modern risks of farm laborers.

In Massachusetts, the Massachusetts Department of Public Health has worked to create additional policy in order to protect farm laborers from health and occupational risks. The Department has created additional farm labor camp housing policy that goes beyond what the federal government requires. The policies include regulations on bedding for farm laborers in order to ensure they are having a comfortable sleep to deal with their exhaustion and also having policies on field sanitation that helps protect farm laborers from pesticide poisoning.

However, the farm labor camp inspectors in Massachusetts believe the state lacks policy regarding the healthcare of farm laborers. The farm labor camp inspectors feel that farm laborers are not informed about health risks associated with farming and do not have access to local healthcare. Under federal regulations, it is the responsibility of the farm labor camps owners to bring farm laborers to a medical center if needed.

Through an interview with the farm labor camp inspector of Connecticut, we discovered that their state also had similar issues. The state addressed the problem by having medical students go to farm labor camps throughout the year and complete medical check-ups on farm laborers. This policy eliminates the issue of farm laborers not being brought to medical centers by their employers and makes it easier for farm laborers to receive medical treatment.

## **Summary**

Throughout the United States, there are farm laborers who live in farm labor camps. There are federal regulations in place to protect the housing of farm laborers. In addition, each state has the capacity to create additional state regulations regarding farm labor camp housing. All of these regulations are in place to help reduce the vulnerability of farm laborers.

## CHAPTER FOUR: RECOMMENDATIONS AND CONCLUSION

The goal of our project was to improve farm labor camp housing policy in Massachusetts. As a result of our data collection, we have formulated a series of recommendations for the Massachusetts Department of Public Health. All of our recommendations aim to improve farm labor camp housing policy.

Our first recommendation is the Massachusetts Department of Public Health should send farm labor camp owners a copy of the farm labor camp housing regulations every other year. Currently farm labor camp owners are not sent the document and are only able to access it online. If the document were sent to the farm labor camp owners every other year, this would ensure that they have the regulations. It would also ensure farm labor camp owners are aware of any changes and cannot make the statement that they do not know the regulations.

Our second recommendation is the Massachusetts Department of Public Health should create an educational tool for the farm labor camp owners of Massachusetts. After speaking to several farm labor camp owners and managers, we have learned that they have a hard time understanding the regulations, especially if they are new to the farm labor camp. On our farm labor camp visits, the inspector would point out violations, and in many instances the farm labor camp owner or manager did not know it was a regulation. The educational tool would include a checklist similar to the one the inspectors use on their inspections, and would also highlight regulations that farm labor camp owners may not be fully aware of. The list of regulations that farm labor camp owners may not be fully aware of would be created through interviews with farm labor camp owners and also through the data we collected on our farm labor camp visits.



Our third recommendation is the Massachusetts Department of Public Health should have an annual meeting with all farm labor camp owners before the start of the farm labor camp season in January or February. At the meeting the Massachusetts Department of Public Health should review farm labor camp housing regulations and also answer any questions about the clarity of regulations. The meeting should also have time for farm labor camp owners to talk about their past experiences and offer suggestions for other farm labor camp owners.

Our fourth recommendation is the Massachusetts Department of Public Health should conduct health screenings on all farm laborers at the beginning and end of each agricultural season. These free and voluntary screenings would allow farm laborers to receive health treatment, which they may not be able to afford. The screenings would allow the Massachusetts Department of Public Health to track the health of farm laborers. It would also allow the Department to see if all housing regulations that are in place, protect the health of farm laborers.

Our fifth recommendation is the Massachusetts Department of Public Health should create an informational poster about health services that would be required to be displayed at all farm labor camps in Massachusetts. The poster would include information about mental health, the phone number for poison control, the phone number for the local health clinic, and the phone number for emergency services.

Our sixth recommendation is the Massachusetts Department of Public Health should create a contact card that would be issued to the farm laborers. The card would ensure that farm laborers have the contact information for legal services, healthcare services, and the hotline for the Massachusetts Department of Public Health.

Our final recommendation is to have the Massachusetts Department of Public Health distribute an educational tool to farm laborers so that they are better informed of their rights and

farm labor camp housing policy. Our team produced two pamphlets that the Massachusetts Department of Public Health will be able to use in order to meet this recommendation (See Appendix F and G). We have recommended that the educational tool be distributed to farm laborers at the start of the agricultural season, and also have them placed in the offices of state agencies, such as the Department of Career Services.

By providing the Massachusetts Department of Public Health with recommendations they will be able to improve farm labor camp housing policy in Massachusetts. The implementation of these recommendations would improve farm labor camp housing in Massachusetts, which in turn would help to reduce the vulnerability of farm laborers in Massachusetts.

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**Appendix A: Comparison of Massachusetts and Federal Regulations**

**Minimum Standards**

ETA	Mass DPH	Federal Regulation
Shall be well-drained and free from depressions in which water may be stagnate. Sewage disposal cannot be a nuisance or a health hazard	Approved water supply, sewage, safe drainage conditions, safe traffic conditions	Sites must be adequately drained, not subjected to flooding, must be 200 ft. from surface collections of water. Drainage cannot damage a public water supply
Cannot have or be in proximity to conditions that create bad odors, flies, noise, traffic, or other hazards	Free from hazards, excessive noise	
Should be free from debris, noxious plants, and uncontrolled weeds	Free from debris, noxious plants, and uncontrolled weeds	Should be kept clean. Free from debris, rubbish, waste paper, garbage, or other refuse
A space for recreation related to size of space		
	Different building than livestock or poultry	Food prep area and sleeping quarters must be at least 500 ft. from where livestock are kept
	Space beneath floor clean and free from obstruction. Floors must be no less than 18 inches above ground level	
		Sites must be an adequate size to prevent overcrowding
		Whenever camp is closed all garbage and manure shall be removed
		All abandoned privy pits must be filled and left in a clean condition. If privy remains opened it must be locked

*Table 6. Minimum Standards for Farm Labor Camp Housing*

### Housing Structure

ETA	Mass DPH	Federal Regulation
Should be structurally sound, in good repair, in a sanitary condition, and provide protection	Structurally safe, adequate size, cleanable, and has a roof and sides that are watertight	Must provide protection against the elements
Floors should be constructed of rigid materials, smooth finished, cleanable, and located to prevent entrance of water	Floors must be tight, smooth, and free from dampness. Wooden floors must be elevated 12 inches above ground level unless there is a cellar	Floors must be constructed of wood, concrete, or asphalt. Must be smooth and tight. Must be kept in good repair. Wooden floors must be elevated 12 inches
Space for hanging clothes and storing personal items for each person or family		
One half of the floor area must have ceilings at least 7 ft. high. No ceiling can be shorter than 5 ft.	Minimum floor-to-ceiling height of 7 ft. for at least ¼ of floor area	
	Mobile homes may be used where permitted. They must comply with regulations	
		Nothing should be constructed to prohibit banking with earth
		In a room where workers, cook, live, and sleep a min of 100 square feet per person is required
		Sanitary areas for storing and preparing food

*Table 7. Housing Structure Regulations for Farm Labor Camp Housing*



### Lighting and Electrical Facilities

ETA	Mass DPH	Federal Regulation
Each habitable room shall have at least 1 window or skylight that looks outdoors. Min total window area must be 10% of usable floor area. Total openable area must be at least 45% of the min window required	Each room must have transparent or translucent glass that admits light from the outdoors and which is equal to 10% of the floor area	All living quarters shall be provided with window areas the total of which should not be less than 1/10 of the floor area. One ½ of each window must be allowed to be opened
	Windows, doors, and skylights must be easily opened to a min of 4% of the floor area	
Must have electric service	Electric current must be turned on	
Each habitable room and all common rooms shall contain adequate ceiling or wall type light fixtures. One wall outlet in each individual living room		Where electric service is available, each habitable room shall be provided with one ceiling light and one outlet. Light levels in toilet and storage rooms must be at least 20 foot-candles 30 inches from the floor. In other rooms such as kitchen they shall be at least 30 foot-candles 30 inches from floor
Adequate light for the yard and pathways		
All wiring must be installed and maintained in safe condition		

*Table 8. Lighting and Electrical Facilities Regulations for Farm Labor Camp Housing*

### Sleeping Facilities

ETA	Mass DPH	Federal Regulation
<p>Sleeping facilities for each person which consists of comfortable bed, cot, or bunk with clean mattress</p>	<p>Separate bed for each person. Beds set 3 feet apart if single-decked and 4.5 feet if double-decked</p>	<p>Bed, cots, or bunks for each person. Beds can't be closer than 36 inches and must be 12 inches from floor. Bunk beds must be 45 inches from each other</p>
<p>No triple bunk beds</p>	<p>No triple-decked beds</p>	<p>No triple bunk beds</p>
<p>Clear space above the top of the lower mattress of a double bunk bed and the bottom of the top bunk shall be a min of 27 inches. Distance from top of upper mattress to ceiling is min of 36 inches</p>	<p>Clear space of at least 27 inches above the sleeping surface of a bed, bunk, or cot</p>	<p>Clear space between upper and lower bunk is 27 inches</p>
<p>Beds for double occupancy is only allowed for families</p>	<p>Double bed for married couples only</p>	
<p>In family units and areas with single beds, not less than 50 square feet per person</p>	<p>No less than 50 square feet of floor space for each person over 2 years old</p>	<p>Each sleeping area as 50 square feet for each person</p>
<p>For bunk bed areas, not less than 40 square feet per person</p>		
<p>For combined eating, cooking, and sleeping space no less than 60 square feet per person</p>		
<p>Housing with 1+ children over 6 years old shall have a sleeping area for husband and wife. Partition shall be rigid and installed to allow privacy</p>		
<p>Separate sleeping accommodations for each sex or each family</p>	<p>Shall house males and females in separate buildings or in areas of the same building so portioned. Families may be housed in same building and partition from others</p>	
	<p>Separate lockers or storage space suitable for storing personal objects. Must be provided with locking devices as well</p>	<p>Must have storage space</p>
		<p>A 7 foot ceiling is required</p>

*Table 9. Sleeping Facilities Regulations for Farm Labor Camp Housing*

### Bedding Equipment and Maintenance

ETA	Mass DPH	Federal Regulation
Any bedding shall be clean and sanitary	One clean bed, mattress, pillow, pillow case, blanket, towel, and 2 sheets	
	Operator maintain in good condition every bed, cot, bunk, and bedspring and bedding	
	Sheets, towels, and pillowcases must be washed once a week	
	Blankets or other bed coverings should be washed at least once every 3 months	
	Mattress bags shall be washed and filling changed every 6 months	
	Before issuing items to a new person, they must be cleaned first	

*Table 10. Bedding Equipment and Maintenance Regulations for Farm Labor Camp Housing*

### Exits

ETA	Mass DPH	Federal Regulation
Any bedding shall be clean and sanitary	One clean bed, mattress, pillow, pillow case, blanket, towel, and 2 sheets	
	Operator maintain in good condition every bed, cot, bunk, and bedspring and bedding	
	Sheets, towels, and pillowcases must be washed once a week	
	Blankets or other bed coverings should be washed at least once every 3 months	
	Mattress bags shall be washed and filling changed every 6 months	
	Before issuing items to a new person, they must be cleaned first	

*Table 11. Exit Regulations for Farm Labor Camp Housing*

## Cooking and Eating Facilities

**ETA**

**A space shall be provided for cooking and eating if it is permitted in their individual unit**

A cook stove or hot plate with a min of 2 burners

Adequate food storage shelves and a counter for food prep

Mechanical refrigeration of food at a temp of not more than 35 degrees

Table and chairs or equivalent seating

Adequate lighting and ventilation

**Space provided for cooking and eating in a common facility**

Stove or hot plate with 2 burners, in a ratio of 1 stove per 10 people or 1 stove per 2 families

Adequate storage space and area for food prep

Mechanical preparation for food at a temperature of not more than 45 degrees

Tables and chairs or adequate seating

Adequate sinks with hot and cold water

Adequate lighting and ventilation. Floors should be nonabsorbent and easily cleaned

The kitchen and mess hall should be in proper proportion

Wall surface adjacent to all food preparation and cooking areas shall be nonabsorbent, easily cleaned material. The wall surface adjacent to cooking areas must be fire resistant

Mass DPH	Federal Regulation
Operator shall provide space, equipment, and facilities for cooking and eating	Properly constructed kitchen and dining hall
Walls, floors, and ceilings should be constructed of easily cleaned materials and they should be kept clean and in good repair. Walls should be painted in a light color and should be fire resistant near the stove area	
Provide mechanical fridge at 45 degrees or below	
Adequate food storage shelves and counter for food prep. Food should not be stored less than 18 inches from the ground. Shelves constructed of easily cleaned material	Sanitary facilities for storing and preparing food
Provide adequate lighting and ventilation	
Every dish, glass, or utensil shall be durable, easily cleaned, and maintained in good condition. Cracked or chipped glasses, dishes, or other conditions are not considered to be in good condition	
Provide a place for storing utensils and have protection against flies, vermin, and dust	
Provide as many stoves and worktables as necessary. Recommended ratio is 1 two-burner stove for each 10 people or two families. All stoves must be installed in accordance with codes	Stoves in a ratio of 1 to 10 people shall be provided in an enclosed and screened shelter. Must be installed in accordance with laws
Provide tables and chairs for eating. The top of table should be solid, non-absorbable, and be easily cleaned	
Provide an area of at least 15 square feet per person for use as cooking and eating space. Must be separate from sleeping quarters and cannot directly lead to toilet room	
Provide adequate sinks with hot and cold water for disinfecting dishes. Provide a two-compartment sink. Every glass, dish, cup, and utensil must be washed after each use with detergent and hot water. Must comply with sanitation methods.	
Sleeping is not permitted in areas used for food	Away from sleeping quarters and no direct opening to them
All equipment shall be kept in good working order	
Animals shall not be allowed in area with food	
	Must have adequate heating system in cold weather

*Table 12. Cooking and Eating Facilities Regulations for Farm Labor Camp Housing*

**Food: Handling, Storage Quality**

ETA	Mass DPH	Federal Regulation
	Whenever milk, cream, food, or meals are furnished or offered for sale in a camp, the owner must store them, handle them, and protect them until used	
	All food should be wholesome and suitable for human consumption	
	Wash hands with soap and water before handling food and after each use of the bathroom. Also wash hands thoroughly before beginning to cook	
		No person with any communicable diseases is permitted to prep, cook, serve, or handle food

*Table 13. Food Regulations for Farm Labor Camp Housing*

**Communicable Disease Control**

ETA	Mass DPH	Federal Regulation
	Shall not hire any person known to possess an active communicable disease	Shall not hire any person known to possess an active communicable disease
	Any person who is not in good health and free from open sores or lesions is not allowed to handle food	Any person who is not in good health and free from open sores or lesions is not allowed to handle food
	Any person who is sick should be referred to a physician, the board of health, or the Mass DPH	
	Whenever a case of suspected food poisoning or an unusual prevalence of any other illness in which fever diarrhea, sore throat, vomiting, or jaundice is a prominent symptom it shall be reported to the board of health or the Mass DPH	Duty of camp superintendent to report immediately to the local health officer

*Table 14. Communicable Disease Control Regulations for Farm Labor Camp Housing*

### Insect and Rodent Control

ETA	Mass DPH	Federal
Housing shall be free of insects, rodents and other vermin.	Protect housing from rodents, flies, roaches and other vermin.	Housing shall be free of insects, rodents and other vermin.
All outside opening have to be covered with no less than 16 mesh.	Operator must provide screening no less than 16 mesh.	Screened with 16 mesh material
Screen doors shall be tight fitting, and have self-closing devices.	Screen doors shall be tight fitting, and have self-closing devices.	Screen doors shall be equipped with self-closing devices.

*Table 15. Insect and Rodent Control Regulations for Farm Labor Camp Housing*

## Water Supply

ETA	Mass DPH	Federal
Adequate and convenient supply of water that meets state health standards	Supply at least 35 gallons of safe, potable water for every person at the farm labor camp.	Adequate and convenient supply of water that meets state health standards provided for drinking, cooking, bathing and laundry purposes. Must be capable of delivering 35 gallons per person per day at a peak of 2 ½ the average hourly demand.
	Provide storage so that at least 20% of the required total daily volume is available for use during a one hour period	
	Supply shall be obtained from public water supply or another source approved by the Mass Department of Environmental Quality Engineering.	
Cold tap water shall be provided within 100 ft. of each individual living unit.		Water outlets shall be distributed throughout the camp so that no shelter is more than 100 ft. from a yard hydrant if water is not piped to the shelters.
Adequate drainage facilities provided in case of overflow or spillage.		
Common drinking cups shall not be permitted	Common drinking cups shall not be permitted	Common drinking cups shall not be permitted
	All pipes, pumps and appurtenances delivering drinking water shall be installed in accordance with state and local law. Also the area surrounding the pipes/pumps shall have appropriate drainage and be kept in sanitary conditions.	Distribution lines shall be capable of supplying water at normal operating pressures for simultaneous operation.
	Operator shall not permit the use of water from any source not approved except for toilet flushing	
	Operator shall not permit any cross connecting between any pipes carrying water from an approved source and any water from any other source.	
		Where water under pressure is available one or more drinking fountains shall be provided for each 100 occupants. The construction of the fountains must comply with ANSI standard specifications for drinking fountains.
	Mass Department of Public Health shall require sampling and sanitary analysis of drinking water from private sources. Analysis shall be made once at least once prior to seasonal occupancy or at such other times when the Mass Department of Public Health deems appropriate.	
	If running water from an approved source is not available. The operator shall provide drinking water from covered containers available. Containers need to be sanitary and cleaned at least at the start of each season. Filling plug shall be firmly in place except during the filling time.	
	Only overhead hoses shall be used to fill water barrels. Hoses cannot be long enough to touch the ground. Hose cannot enter the barrel more than four inches.	

*Table 16. Water Supply Regulations for Farm Labor Camp Housing*



### Handwashing, Bathing, and Laundry Facilities

ETA	Mass DPH	Federal
Bathing and hand washing facilities must be supplied with and cold water under pressure for all occupants. These facilities shall be clean and sanitary within 200 ft. of each living unit.	Bathing and hand washing facilities must be supplied with and cold water under pressure for all occupants. These facilities shall be clean and sanitary	Bathing and hand washing facilities must be supplied with and cold water under pressure for all occupants. These facilities shall be clean and sanitary
	Operator shall provide washbasins in a ratio of 1 per 12 persons. He shall also provide soap.	Hand washbasin per family or six persons in shared facilities.
		Slop sink in each building for laundry, hand washing and bathing.
Minimum of 1 showerhead per 15 persons.	One showerhead or bathtub for the first 12 persons then an additional showerhead or bathtub for each 15 additional persons.	Showerhead for every 10 persons
Showerheads must be spaced at least 3 ft. apart with a minimum of 9 square feet of floor space per unit. Adequate dry dressing space shall also be provided	Showerheads must be spaced at least 3 ft. apart with a minimum of 9 square feet of floor space per unit.	
Shower floors shall be constructed from non-absorbent non-skid materials and sloped to floor drains.	Shower floors shall be constructed from non-absorbent non-skid materials and sloped to floor drains.	Shower floors shall be constructed from non-absorbent non-skid materials and sloped to floor drains.
Except in individual family units, separate shower facilities shall be provided for each sex.	Except in individual family units, separate shower facilities shall be provided for each sex.	
	Operator shall wash each shower room floor daily with suitable detergent and hot water. Use of 5% chlorine is recommended as a disinfectant.	
	Operator shall not permit the use of duckboards in a shower room.	
	Operator shall provide ventilation for each shower room and bathrooms to the outdoors that shall be covered in screens no less than 16 mesh.	
	Common use of towels is not permitted	
When common use shower facilities for different sexes are in the same building they shall be separated by a solid non-absorbent wall extending from floor to ceiling and clearing designated man and woman.		
Lavatories shall be provided in a ration of 1 per 15 persons		
Laundry facilities shall be supplied with hot and cold water under pressure. Laundry trays and tubs shall be provided in a ration of 1 per 25 persons. Mechanical washers may be provided in a ratio of 1 per 50 persons in lieu of laundry trays. Although a minimum of 1 laundry tray per 100 persons shall be provided in addition to the mechanical washers.	Operators shall provide laundry tubs or washers for 1 for every 20 persons.  If only men one laundry tub or washer for 25 men shall satisfy requirements of this regulation.	Laundry trays or tubs for every 30 persons
	Operator shall provide facilities for adequate clothes drying	Operator shall provide facilities for adequate clothes drying
		Every service building shall be capable of maintaining at least 70 degrees F during cold weather and be kept clean at all times

*Table 17. Handwashing, Bathing, and Laundry Facilities Regulations for Farm Labor Camp Housing*

### Toilet Facilities

ETA	Mass DPH	Federal
Toilets shall be constructed and maintained so to prevent any nuisance or public health hazard.		
Water closets or privy seats for each sex shall be in a ratio of not less than 1 for each 15 occupants. With a minimum of 1 for each sex.	Water closets or privy seats for each sex shall be in a ratio of not less than 1 for each 10 occupants.	Water closets or privy seats for each sex shall be in a ratio of not less than 1 for each 15 occupants.
Urinals constructed of non-absorbent materials may be substituted for a men's toilet on the basis of one urinal or 24" of trough type urinal for one toilet seat up to a maximum of 1/3 of the required toilets.	Urinals may be substituted for a men's toilet on the basis of one urinal or 30" of trough type urinal for one toilet seat up to a maximum of 1/3 of the required toilets.	Urinals shall be provided on basis of one unit or two linear feet of urinal trough for each 25 men. Where there is water pressure the urinal shall be able to flush.
	No chemical toilet or privy shall be permitted without permission if Mass Dep. Of Environmental Quality.	
Privy structures and pits shall be fly tight. Privies shall be no closer than 50 ft. to living quarters or food preparation buildings.	Any chemical toilet or privy shall be constructed that: 1) Will not leak 2) Prevent access of flies 3) Easy to clean 4) Doesn't create offensive odors 5) Will not be within 100 feet of any sleeping quarters, dining room, mess hall or kitchen.	1) Will not leak 2) Prevent access of flies 3) Easy to clean 4) Doesn't create offensive odors 5) Will not be within 100 feet of any sleeping quarters, dining room, mess hall or kitchen.
If toilet facilities for different sexes are in the same building they shall be separated by a solid non-absorbent wall extending from floor to ceiling and clearing designated man and woman.	If toilet facilities for different sexes are in the same building they shall be separated by a solid non-absorbent wall extending from floor to ceiling and clearing designated man and woman.	If toilet facilities for different sexes are in the same building they shall be separated by a solid non-absorbent wall extending from floor to ceiling and clearing designated man and woman.
Supply of toilet paper must be provided	Supply of toilet paper must be provided	
Toilets shall be properly ventilated and lighted	Toilets shall be properly ventilated and lighted. Ventilation shall be screened with 16 mesh.	Toilets shall be properly ventilated and lighted. Ventilation shall be screened with 16 mesh
Toilet facilities located within 200 ft. of each living unit	Toilet facilities located within 200 ft. of each living unit	Toilet facilities located within 200 ft. of each living unit.
	Out in the field the operator to have one water, privy or chemical toilet per 100 persons and no further than 750 feet from field unless transportation is provided.	

*Table 18. Toilet Facilities Regulations for Farm Labor Camp Housing*

### Sewage Disposal

<b>ETA</b>	<b>Mass DPH</b>	<b>Federal</b>
Facilities shall be provided and maintained for effective disposal of excreta and liquid waste. Raw or treated liquid waste cant discharged on the ground surface.	Facilities shall be provided and maintained for effective disposal of excreta and liquid waste. Raw or treated liquid waste cant discharged on the ground surface.	
If there is a sewer available then all facilities for disposal should connect to there.	If there is a sewer available then all facilities for disposal should connect to there.	If there is a sewer available then all facilities for disposal should connect to there.
If there is no sewer available a subsurface septic tank-seepage system, privies or portable toilets shall be provided. Following any state health requirements	If there is none Mass Dep. Of Public Health may approve of a subsurface disposal of sewerage. As long as it doesn't endanger the health of any person.	

*Table 19. Sewage Disposal Regulations for Farm Labor Camp Housing*

## Refuse Storage and Disposal

<b>ETA</b>	<b>Mass DPH</b>	<b>Federal</b>
Durable, fly-tight, clean containers with a minimum capacity of 20 gallons shall be provided adjacent of each housing unit.	Durable, fly-tight, clean containers shall be provided adjacent of each housing unit. Any number of receptacles necessary to store the rubbish until the collection.	Durable, fly-tight, clean containers shall be provided adjacent of each housing unit. At least one per household within 100 ft. of said household.
Containers should be provided 1 per 15 people		
A collection for refuse shall be provided at least twice a week in accordance with state and local law.	A disposal for refuse shall be provided at least twice a week. Disposal may be burial at least two feet deep, no less than 100 feet from every kitchen or water supply.	Cans should be emptied when full but no less than twice a week.
	Clean the garbage can after every use.	Garbage cans should be kept clean

*Table 20. Refuse Storage and Disposal Regulations for Farm Labor Camp Housing*

## Heating

<b>ETA</b>	<b>Mass DPH</b>	<b>Federal</b>
All living quarters be properly installed with operable heating equipment capable of maintaining 68 deg. F.	All living quarters be properly installed with operable heating equipment capable of maintaining 70 deg. F.	All living quarters be properly installed with operable heating equipment during cold weather.
	Heat shall only apply from Sept. 15 <sup>th</sup> to June 15 <sup>th</sup> , both inclusive.	
Any stoves or other sources of heat using combustible fuel are to be installed in a way to prevent fire hazards and dangerous concentrations of gas	Any stoves or other sources of heat using combustible fuel are to be installed in a way to prevent fire hazards and dangerous concentrations of gas	
No portable heaters other than those operated by electricity shall be provided.	Kerosene space heaters are prohibited.	
If solid or liquid fuel stove is used in a room with combustible flooring there shall be a concrete slab, insulated meta or other fireproof material on the floor under the stove extending at least 18 inches beyond the base of the stove.	Space heaters and water heaters shall be properly vented to a chimney.	
Any ceiling or wall within 18 inches of a solid of liquid stove shall be of fireproof material. A vented metal collar shall also be installed around a stovepipe or vent passing through an all, ceiling floor or roof.		
When a heating system has automatic controls. It needs to have any automatic or emergency shut off upon failure or interruption of the flame or whenever a predetermined safe temperature is exceeded.		

*Table 21. Heating Regulations for Farm Labor Camp Housing*

## Fire, Safety, and First-Aid

ETA	Mass DPH	Federal
All buildings in which people sleep or eat shall be constructed in accordance with applicable State or local fire & safety laws	All buildings in which people sleep or eat shall be constructed and maintained in accordance with applicable State or local fire & safety laws	
In one story family housing and housing for less than 10 persons, there should be 2 (fire) escapes. One of the escapes can be a easily accessible window that is bigger than 24" x 24"		
All sleeping quarters intended for use by 10 or more persons, central dining facilities & common assembly rooms shall have at least 2 separate means of escape to the outside or to an interior hall		
Sleeping quarters and common assembly rooms on the second floor shall have a stairway and a permanent exterior ladder or second stairway		
Sleeping and assembly quarters located above the second story shall comply with the State and local fire and building codes relative to multiple story dwelling		
Fire extinguishing equipment shall be provided in a readily accessible place located not 100 feet from each housing unit. Such equipment shall provide protection equal to a 2½ gallon stored pressure or 5-gallon pump-type water extinguisher.	The operator shall provide such facilities, equipment and fire breaks for fire prevention and fire fighting as may be required by the local fire department. He shall instruct the occupants of the camp of the measures to take in case of the fire. These instructions should be posted in both English and the language of the workers in a conspicuous place.	
Agricultural pesticides and toxic chemicals shall not be stored in the housing area.	Agricultural pesticides and toxic chemicals shall not be stored in the housing area.	
	The operator shall not permit workers to handle agricultural pesticides or toxic chemicals unless the workers are instructed as to their proper usage, handling and necessary safety precautions.	
No flammable or volatile liquids or materials shall be stored in or adjacent to rooms used for living purposes, except for those needed for current household use.	No flammable or volatile liquids or materials shall be stored in or adjacent to rooms used for living purposes, except for those needed for current household use.	
First aid facilities shall be provided & readily accessible for use at all times. These facilities should be equivalent to the 16-unit first aid kit recommended by the American Red Cross and provided in a ratio of 1 per 50 persons.	The operator shall provide a standard <b>24-unit</b> first aid kit or its equivalent, which he will keep stocked and available for the emergency treatment of any person in the farm labor camp.	Adequate first-aid facilities approved by a health authority shall be maintained and made available in every labor camp for the emergency treatment of injured persons

*Table 22. Fire, Safety, and First-Aid Regulations for Farm Labor Camp Housing*

## Appendix B: State Comparisons

### Top Crops

State	Top Crop	Second Top Crop	Third Top Crop
Massachusetts	Greenhouses	Cranberries	Apples
Vermont	Hay	Maple Syrup	Apples
Connecticut	Greenhouse	Dairy Products	Eggs
New Hampshire	Greenhouse	Dairy	Eggs
Rhode Island	Greenhouse	Corn	Dairy Products
Maine	Dairy Products	Potatoes	Eggs
Wisconsin	Cheese	Corn	Potatoes
Pennsylvania	Dairy Products	Cattle	Eggs
California	Dairy Products	Grapes	Almonds

*Table 23. Top Crops in Each State*

### Number of Migrant Farm Laborers

State	Number of Migrant Farm Laborers
Massachusetts	813
Vermont	615
Connecticut	1,042
New Hampshire	306
Rhode Island	N/A
Maine	2,706
Wisconsin	2,814
Pennsylvania	4,268
California	131,457

*Table 24. The Number of Farm Laborers in Each State*

**Number of Farms**

<b>State</b>	<b>Number of Farms</b>
Massachusetts	7,755
Vermont	7,338
Connecticut	5,977
New Hampshire	4,391
Rhode Island	N/A
Maine	N/A
Wisconsin	69,754
Pennsylvania	59,309
California	82,500

*Table 25. The Number of Farms in Each State***Average Size of Farms**

<b>State</b>	<b>Average Size of Farms (acres)</b>
Massachusetts	68
Vermont	171
Connecticut	
New Hampshire	
Rhode Island	71
Maine	166
Wisconsin	209
Pennsylvania	
California	

*Table 26. The Average Size of Farms in Each State*



**Size of Agricultural Sector**

<b>State</b>	<b>Size of Agricultural Sector (acres)</b>
Massachusetts	517,800
Vermont	1,251
Connecticut	436,539
New Hampshire	474,060
Rhode Island	60,350
Maine	1,300,000
Wisconsin	14,568,926
Pennsylvania	7,704,444
California	

*Table 27. Size of Agricultural Sector in Each State*

## Appendix C: Interviews with State Farm Labor Camp Officials

### Sample Interview Questions

- 1) What is the number of farm labor camps (FLC) in your state?
- 2) What is the number of farm laborers in your state?
- 3) Do you find that most FLC has the average number of farm laborers or is it spread unevenly among FLCs?
- 4) When inspecting farm labor camp, which regulations do you use, federal or state regulations or a mix of whatever is strictest?
- 5) How often do inspections happen for farm labor camps?
  - a) Why do you do that many inspections per year?
  - b) How many FLC inspectors are there for your agency?
    - i) Do u believe that this number of inspectors is sufficient to handle the number of FLCs in your state or do u believe there should be more?
  - c) Do you know if other agencies employ FLC inspectors as well?
  - d) Do your FLC inspectors preform unannounced inspections?
    - i) If so what are common violations that arise during the unannounced inspections?
  - e) Overall do you have to tell FLC camps to fix things each year or do they follow regulations pretty well?
    - i) How well do you think information on housing policy is getting to the farm laborers?  
Or the farm owners?
- 6) Does your agency work in collaboration with another department to regulate FLCs such as the DOL or the DCS?
  - a) Are there any non-governmental organizations that work to help farm labor camps?

- 7) How does your state enforce its regulations?
  - a) Do they offer fines or do they have sway over if the farm labor camps receive their workers?
  - b) How effective is the enforcement? Why do you think the enforcement is as effective as it is?
- 8) Are there any regulations that you think would be beneficial to add and why?
- 9) What is the ethnicity of the migrant farm laborers in your state?
- 10) Do you have any information on general migration patterns of migrant/seasonal farm workers?
  - a) Such as what states that they usually come from or go to during the year?
- 11) Outreach tools

**California:**

- 1) Called Dept. of Industrial Relations for both groups of counties
  - a) 1<sup>st</sup> call- 12:58 PM and left a VM {559-248-1893}
  - b) 2<sup>nd</sup> call- called 1:00 PM and left VM [(415) 703-4854]
    - i) Process FLC applications
- 2) Called DLL Insurance who has 2 FLC specialists [559-451-3411]
  - a) Left VM with Joe Martinez the owner at 1:06 PM

**Connecticut:**

- 1) Called Conn Department of Labor- Division of Migrant and Seasonal Farm Worker
  - a) [(860) 263-6072]
  - b) Called at 10:45 on Monday and had received Friday's message
  - c) Call ended at 11:16
  - d) They stated that they would like a copy of our final report and would be open to looking at drafts.
  - e) Contact: Yu Mon Chang
    - i) [yu.mong.chang@CT.gov](mailto:yu.mong.chang@CT.gov)
- 2) Do you know the number of Farm labor camps (FLC) in your state?

I don't know total number including non-H2A program camps. It varies year to year.

There are currently 33 FLC in H2A program.
- 3) How does the labor certification work?

Farmers that utilize guest workers under a temporary work visa (H2A), our division inspects these camps. They are a part of the H2A program and adhere to those rules.

4) What types of regulations are in place?

We must comply with OSHA and ETA depending on when the home was built.

5) What is the number of laborers?

We don't have a total number; we would have to contact each farm. Most are Jamaican and Mexican, with some from Central America. Jamaicans have several liaison workers (one for NE) to help them secure further employment. Workers migrate typically from Puerto Rico; they can't find local work so they go to a supply state. They most go back home for the off-season.

6) How are inspections performed?

Officials inspect before Alien Labor Certification Dept., this is a coordinated and set date- announced. They do samples of well water and the local fire marshal also goes in. They have to get certified in order to get their job order. We only have 1 inspector, although we do checks throughout the year that are random and unannounced. We also check for field conditions then as well. We also do an inspection when we receive a complaint.

7) What are some common violations?

Most people fix the issues right away, but some common violations are torn screens, grass not being kept, and the garbage not neat. Overall we have a good relationship with FLC owners and the issues are resolved quickly. Therefor there have not been a lot of complaints.

8) Do you work with other non-governmental organizations?

We work with the Migrant and Seasonal Farm Workers themselves and some community health centers.

9) Any issues for the state to fix?

Some policies are not being covered in regulations; healthcare for the laborers could be better.

10) How do you enforce your regulations?

We can call the Dept. of Labor, and the FLC will lose their ability to use their services, or we can call Wage an Hour and they can issue fines.

11) Are there any special policies that your state implements?

The employers have workers' rights posted in lunch or break room, specifically the MSPA has to be posted and the H2A rights have to be posted. We also provide workers with info card with contact info on where to place complaints. It also has Dept. of Labor info, state wide legal services. The New England Farm Workers Council, coordinate to provide services. Services like community health centers and UCONN med students to go to each farm several times a year to provide free services and to refill prescriptions.

**Maine:**

12) Called the Maine Department of Labor they offered a Hotline in Spanish and English for Migrant and Seasonal Farmworkers: 1-888-307-9800

13) What is the number of farm labor camps (FLC) in your state?

Our program is mostly H2-a program camp and there are 25-30 camps.

14) What is the number of farm laborers in your state?

There are 349 workers for veggies, 149 workers for apples and 65 workers for logging.

15) Do you find that most FLC has the average number of farm laborers or is it spread unevenly among FLCs?

N/A

16) When inspecting farm labor camp, which regulations do you use, federal or state regulations or a mix of whatever is strictest?

Our state uses OSHA standards because Maine doesn't have specific laws for farm labor camps.

17) How often do inspections happen for farm labor camps?

Once when they file applications for a pre inspection and they come back to make sure violations are taken care of during a post inspection.

a) How many FLC inspectors are there for your agency?

It is just me, and I am assisted by H2-a program employees.

i) Do u believe that this number of inspectors is sufficient to handle the number of FLCs in your state or do u believe there should be more?

Yes for the size of the state it is sufficient.

b) Do you know if other agencies employ FLC inspectors as well?

Hour and wage division calls me to come do their inspections for them.

c) Overall do you have to tell FLC camps to fix things each year or do they follow regulations pretty well?

If the farm operators have an application going in they have week we can hold up the workers.

18) Does your agency work in collaboration with another department to regulate FLCs such as the DOL or the DCS?

We work closely with the hour and wage division.

- a) Are there any non-governmental organizations that work to help farm labor camps?

We collaborate with migrant worker services. They help provide healthcare, and education resources.

- 19) How does your state enforce its regulations?

- a) Do they offer fines or do they have sway over if the farm labor camps receive their workers?

We offer fines through the wage and hour department.

- b) How effective is the enforcement? Why do you think the enforcement is as effective as it is?

I would say that it is very effective.

- 20) Are there any regulations that you think would be beneficial to add and why?

They are fine but to be updated especially in language since the laws are over forty years old.

- 21) What is the ethnicity of the migrant farm laborers in your state?

Mostly Jamaica, Mexico; there are also student workers from Brazil that then grow up and continue to work for the farm operators.

- 22) Do you have any information on general migration patterns of migrant/seasonal farm workers?

- a) Such as what states that they usually come from or go to during the year?

H2-A go back to their countries at the end of each season then they can re-apply to the program.

The ones that are from the U.S. and migrate work up the Atlantic coast. They back down back to Florida. This is called the Eastern Migrant stream.



## **New Hampshire:**

- 1) Called Partners for Community Health [(603) 622-8199]
  - a) New England Farm Workers Council
  - b) Ext 10 to Paige- left a VM at 1:09 PM
- 2) Called Department of Labor
  - a) Transferred to labor inspector

We do not call anything farm labor camps. Farmers can live on the farm but to my knowledge I didn't know of any laws that regulated housing. For laws on minimum wage go to [www.nh.gov/labor](http://www.nh.gov/labor), go to laws and rules, specifically chapter 279.

## **Pennsylvania:**

- 1) State has the strictest regulations
- 2) Enforcement
  - i) For non-willful violations, a minimum of \$50 per day and max of \$100
  - ii) Continuous willful violations, a minimum of \$50 per day and a max of \$500
  - iii) Should be paid within 30 days of fine being issued
  - iv) If it is late, they have to pay the principal amount + 8% per annum
- 3) Inspections
  - a) One announced inspection and one unannounced inspection per year
- 4) Common Inspection Problems
  - i) No water test available
  - ii) Stove burners not fully functional, match needed to light
  - iii) Windows not operational and/or broken, cracked

- iv) No partitions for toilets
- v) No lock for single toilet/water closet
- vi) No pressure relief valve on hot water heater
- vii) No first aid kit/not properly stocked
- viii) Electrical outlets inoperable and/or cracked plates
- ix) Loose and peeling paint (especially a problem in kitchen area)
- x) Mold growth
- xi) Bedding not available, refusal to show in storage
- xii) Torn screens (especially on doors)
- xiii) Fire extinguishers not inspected and tagged, not charged
- xiv) Steps in poor condition, no handrails where applicable
- xv) No hot water
- xvi) Permits not posted
- xvii) Used toilet paper not being flushed, used paper on floor, in trash cans
- xviii) Smoke alarms dismantled/disconnected
- xix) No lavatory facilities in field, no transportation agreement

**Rhode Island:**

- 1) Called Labor Standards at 2:14 PM
- 2) Told to call the examiner [(401) 462-8552]
  - a) Left a message
  - b) Angela is women's name
- 3) Called RI Farm Bureau

They said there were no farm labor camps in RI

**Vermont:**

- 1) Called Vermont Department of Labor [(802) 828-3920]
  - a. Talked to Chance Payette
    - i. [Chance.payette@state.vt.us](mailto:Chance.payette@state.vt.us)
- 2) What types of regulations are in place?
  - a. Laws are based on OSHA and ETA standards. We have some local codes that go beyond such as CO detectors. Most farms go above and beyond these requirements so we do not have many issues.
- 3) How many FLC and workers are there?
  - a. We have 22 FLC and approximately 500 H2A workers. We had 450 in 2013. Most of the workers are Jamaican.
- 4) How are inspections performed?
  - a. We have pre-occupancy inspections but no post-occupancy. We have one inspector who does all of the inspections. He says that it is okay most of the time. All preoccupancy are announced although we do post-occupancy only if there are complaints.
- 5) Do you work with any other agencies?
  - a. We work with the Department of Labor. The Dept. of Labor does the post-occupancy inspections, and they use enforcement in terms of fines or taking away workers. They also have the authority to disbar the FLC from H2A program.
- 6) Are there any special policies that your state implements?

- a. Right now we have posters in each FLC based on Dept. of Labor requirements

**Wisconsin:**

- 1) Called and talked to Juan Jose Lopez and Rosa Ortega- Migrant Labor Services

- a) [(608) 266-0002]

- 2) What is the number of farm laborers in your state?

We have ~4,000 laborers in Wisconsin.

- 3) Do you find that most FLC has the average number of farm laborers or is it spread unevenly among FLCs?

-N/A

- 4) When inspecting farm labor camp, which regulations do you use, federal or state regulations or a mix of whatever is strictest?

The state laws are parallel to the federal laws.

- 5) How often do inspections happen for farm labor camps?

We do 1 pre/1 post certificate of occupancy inspection per year.

- a) How many FLC inspectors are there for your agency?

Right now we have 3 inspectors.

- b) Do u believe that this number of inspectors is sufficient to handle the number of FLCs in your state or do u believe there should be more?

One time we had 4 but 3 seems to be sufficient for the number of camps we have to deal with.

- c) Do you know if other agencies employ FLC inspectors as well?

N/A

6) Does your agency work in collaboration with another department to regulate FLCs such as the DOL or the DCS?

We coordinate with job service outreach workers. Similar to the DCS, they usually they take care of complaints.

7) Are there any non-governmental organizations that work to help farm labor camps?

None that I know of.

8) How does your state enforce its regulations?

Migrant labor law – Ch. 17, we have our own enforcement via fines and threat of taking workers away.

Are there any regulations that you think would be beneficial to add and why?

Our laws pretty much cover everything, so there isn't anything to add.

**Appendix D: Wisconsin Migrant Population Report**

**BUREAU OF MIGRANT LABOR SERVICES  
2013 MIGRANT POPULATION REPORT**

Wis. Stat. 103.90-103.97 provides protections for migrant workers who temporarily leave their principal, out-of-state residence and come to Wisconsin for not more than 10 months in a year to accept seasonal employment in agriculture, horticulture or food processing.\*

<b>COUNTY</b>	<b>CAMP #</b>	<b>AGRICULTURAL WORKERS</b>	<b>FOOD PROCESSING WORKERS</b>	<b>NON WORKERS</b>	<b>TOTAL</b>
<b>ADAMS COUNTY</b>					
Adrian Ramirez	No Camp	60	0		60
Gary Bula Farms	951, 1012	5	0	3	8
Heartland Farms	No Camp	1	0		1
Shiprock Farms Inc.	834	4	0		4
Robert H. Heath Farms, Inc.	858/833/ 871	47	0	30	77
	1015				
J.C. Castro	No Camp	115	0		115
Roberto Revuelta	No Camp	85	0		85
		<b>317</b>	<b>0</b>	<b>33</b>	<b>350</b>
<b>BARRON COUNTY</b>					
Hugh Mommsen	826	1	0	3	4
Seneca-Cumberland	No Camp	0	206	0	206
		<b>1</b>	<b>206</b>	<b>3</b>	<b>210</b>
<b>BROWN COUNTY</b>					
Allen Canning Co.	No Camp	0	12	0	12
Bay Valley Foods	No Camp	0	18	0	18
		<b>0</b>	<b>30</b>	<b>0</b>	<b>30</b>
<b>CALUMET COUNTY</b>					
Hillside Apples	No Camp	2	0	0	2

		<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>COLUMBIA COUNTY</b>					
Del Monte-Cambria	494/495 No	0	210	26	236
Jung Seed	Camp No	22	0	0	22
Seneca-Cambria	Camp	0	143	0	143
		<b>22</b>	<b>353</b>	<b>26</b>	<b>401</b>
<b>CRAWFORD COUNTY</b>					
Fleming Orchards	606	1	0	0	1
Hillcrest Orchards	983	7	0	0	7
Shihata Orchards	707	6	0	0	6
Sunrise Orchards	31/982	25	0	0	25
		<b>39</b>	<b>0</b>	<b>0</b>	<b>39</b>
<b>DANE COUNTY</b>					
Agustin Gomez	No Camp	50	0	0	50
Fidel Aguilera	No Camp	5	0	0	5
Hartung Brothers	957	23	0	0	23
Pauls Turf and Tree	516	5	0	2	7
		<b>83</b>	<b>0</b>	<b>2</b>	<b>85</b>
<b>DODGE COUNTY</b>					
Jack's Pride Farm	581	4	0	3	7
Seneca Foods-Clyman	259/878 189/632	0	200	15	215
Seneca Foods - Mayville	No Camp	0	103	0	103
		<b>4</b>	<b>303</b>	<b>18</b>	<b>325</b>
<b>DOOR COUNTY</b>					
Northern Door Cherry	701	0	6	0	6
Seaquist Orchard	97	0	17	1	18
Wood Orchard	74/1016	34	0	4	38
		<b>34</b>	<b>23</b>	<b>5</b>	<b>62</b>
<b>EAU CLAIRE COUNTY</b>					
Huntsinger Farms	No Camp	22	0	0	22
		<b>22</b>	<b>0</b>	<b>0</b>	<b>22</b>
<b>FOND DU LAC COUNTY</b>					
Bonduelle-Fairwater	194/907	17	192	0	209

Seneca - Oakfield	978	0	74	0	74
	No				
Seneca - Ripon	Camp	0	132	0	132
		<b>17</b>	<b>398</b>	<b>0</b>	<b>415</b>
<b>FOREST COUNTY</b>					
Northwoods Wreaths	1007	7	0	0	7
		<b>7</b>	<b>0</b>	<b>0</b>	<b>7</b>
<b>GRANT COUNTY</b>					
Nuno					
Harvesting	1024	18	0	0	18
		<b>18</b>	<b>0</b>	<b>0</b>	<b>18</b>

*Table 28. Breakdown of the Number of Farm Laborers in Wisconsin (Bureau Migrant Labor Services, 2013)*



**Appendix E: Wisconsin 2014 Camp Status Report**

<b>CAMPS REGISTERED</b>	<b>CAMP #</b>	<b>LOCATION</b>	<b>PROJECTED NO. OF WORKERS</b>	<b>ANTICIPATED OCCUPANCY DATE</b>
<b><u>ADAMS COUNTY</u></b>				
* Robert H. Heath Farms, Inc.	858	Coloma	9	06/01/14 – 10/15/14
* Robert H. Heath Farms, Inc.	833	Coloma	9	06/01/14 – 10/15/14
* Shiprock Farms, Inc.	834	Friendship	4-5	06/01/14 – 11/01/14
* Gary Bula Farms, Inc.	951	Coloma	12	08/21/14 -- 10/31/14
* Gary Bula Farms, Inc.	1012	Coloma	7	08/21/14 -- 10/31/14
<b><u>BARRON COUNTY</u></b>				
* Seneca Foods Corp.	1030	Cumberland	24	06/01/14 – 10/31/14
* Shaun B. Johnson	1026	Cumberland		05/01/14 – 12/01/14
* Shaun B. Johnson	1027	Cumberland		05/01/14 – 12/01/14
* Tom Bonkrude	965	Almena	12	06/01/14 – 10/01/14
* Tom Bonkrude	1006	Cumberland	70	06/01/14 – 10/01/14
<b><u>COLUMBIA COUNTY</u></b>				
* Del Monte Foods	494	Cambria	250	05/14/14 – 10/20/14
* Del Monte Foods	495	Cambria	52	05/14/14 – 10/24/14
* Gumz Muck Farms, LLC	593	Portage	24	04/01/14 – 03/31/15
<b><u>CRAWFORD COUNTY</u></b>				
* Fleming Orchards	606	Gays Mills	6	09/10/14 – 10/15/14
* Hillcrest Orchard & Land Co LLC	983	Gays Mills	5-7	08/01/14 – 10/01/14
* Shihata Orchard LLC	707	Prairie du Chien	6	08/15/14 –

				10/10/14
* Sunrise Orchards, Inc.	031	Gays Mills	14	08/15/14 – 10/30/14
* Sunrise Orchards, Inc.	982	Gays Mills	27	08/15/14 – 10/30/14

<b>CAMPS REGISTERED</b>	<b>CAMP #</b>	<b>LOCATION</b>	<b>PROJECTED NO. OF WORKERS</b>	<b>ANTICIPATED OCCUPANCY DATE</b>
<b><u>DANE COUNTY</u></b>				
* Hartung Brothers, Inc.	957	Madison	21	04/01/14 – 12/30/14
* McKay Nursery Co.	566	Waterloo	8	03/31/14 – 11/07/14
* Paul's Turf and Tree Nursery, Inc.	516	Marshall	7	03/20/14 – 11/30/14
<b><u>DODGE COUNTY</u></b>				
* Jack's Pride Farms, Inc.	581	Randolph	9	06/15/14 – 11/15/14
* Seneca Foods Corp.	632	Clyman	100	06/05/14 – 12/01/14
* Seneca Foods Corp.	878	Watertown	20	06/05/14 – 12/01/14
* Seneca Foods Corp.	259	Watertown	120	06/05/14 – 12/01/14
* Seneca Foods Corp.	189	Watertown	15	06/05/14 – 12/01/14
<b><u>DOOR COUNTY</u></b>				
* Northern Door Cherry	701	Bailey's Harbor	20	07/15/14 – 08/15/14
* Seaquist Orchards	097	Egg Harbor	40	07/15/14 – 08/15/14
*P* Wood Orchard LLC	074	Egg Harbor	5	09/01/14 – 10/31/14
* Wood Orchard LLC	1016	Egg Harbor	20	09/01/14 – 10/31/14
<b><u>FOND DU LAC COUNTY</u></b>				
* Bonduelle USA Inc.	194	Fairwater	120	06/01/14 – 12/25/14
* Bonduelle USA Inc.	907	Fairwater	31	06/01/14 –

				12/25/14
* Lakeside Foods, Inc.	1001	Eden	40	06/01/14 – 10/01/14
* Seneca Foods Corporation	978	Oakfield	230	06/01/14 – 11/30/14
<b><u>FOREST COUNTY</u></b>				
* Northwoods Wreaths	1007	Crandon	9	10/07/14 – 11/21/14
<b><u>GRANT COUNTY</u></b>				
* Nuno Harvesting	1024	Fennimore	20	07/01/14 – 08/01/14
<b><u>GREEN LAKE COUNTY</u></b>				
* Del Monte Foods – Men’s Camp	051	Markesan	76	06/01/14 – 10/01/14
* Del Monte Foods – Family Camp	052	Markesan	59	06/01/14 – 10/01/14
* Del Monte Foods – Red House	053	Markesan	27	06/01/14 – 10/01/14
* Del Monte Foods – White House	054	Markesan	35	06/01/14 – 10/01/14
* Trembling Prairie Farm	1022	Kingston	8	08/15/14 – 12/15/14
<b><u>JACKSON COUNTY</u></b>				
* Comstock Trees & Service Inc.	1017	Humbird	10	04/01/14 – 12/01/14
* Northern Family Farms, LLP	979	Merrillan	9	02/10/14 – 12/10/14
* Northern Family Farms, LLP	588	Merrillan	56	02/10/14 – 12/10/14
* Northern Family Farms, LLP	599	Merrillan	8	02/10/14 – 12/10/14
* Northern Family Farms, LLP	1020	Merrillan		
<b><u>JEFFERSON COUNTY</u></b>				
* McKay Nursery Co.	946	Waterloo	10	03/31/14 – 11/07/14
* McKay Nursery Co.	567	Waterloo	5	03/31/14 – 11/07/14
* McKay Nursery Co.	573	Waterloo	55	03/31/14 – 11/07/14

<b>CAMPS REGISTERED</b>	<b>CAMP #</b>	<b>LOCATION</b>	<b>PROJECTED NO. OF WORKERS</b>	<b>ANTICIPATED OCCUPANCY DATES</b>
<b><u>MARINETTE COUNTY</u></b>				
* Jandt Brothers Produce	409	Peshtigo	15-20	05/01/14 – 10/15/14
<b><u>MARQUETTE COUNTY</u></b>				
* Gumz Muck Farms, LLC	407	Endeavor	32	04/01/14 – 03/31/15
* UMOs-Montello Center	047	Montello	30	05/01/14 – 10/31/14
<b><u>OCONTO COUNTY</u></b>				
* Seneca Foods Corp.	939	Gillett	118	06/20/14 – 10/05/14
<b><u>OUTAGAMIE COUNTY</u></b>				
* James Wagner	098	Black Creek	2	04/01/14 – 11/20/14
<b><u>OZAUKEE COUNTY</u></b>				
* Lakeside Foods, Inc.	274	Belgium	25	05/01/14 – 12/30/14
*P* Lakeside Foods, Inc.	275	Belgium	100	05/01/14 – 12/30/14
<b><u>RACINE COUNTY</u></b>				
* Wind Lake Turf, Inc.	651	Union Grove	2	05/24/14 – 11/30/14
* Wind Lake Turf, Inc.	1018	Union Grove	1	05/24/14 – 11/30/14
<b><u>RICHLAND COUNTY</u></b>				
* Oakwood Fruit Farm, Inc.	1014	Richland Center	2	08/10/14 – 12/01/14
* Oakwood Fruit Farm, Inc.	887	Richland Center	12	08/10/14 – 11/10/14
* Oakwood Fruit Farm, Inc.	1023	Richland Center	4	08/10/14 – 11/10/14
* Sunset Orchard	884	Richland Center	10	09/01/14 –

				10/15/14
<b><u>ST. CROIX COUNTY</u></b>				
* Lakeside Foods Inc.	953	New Richmond	131	06/01/14 – 12/01/14
<b><u>TREMPEALEAU COUNTY</u></b>				
* Sacia Enterprises, Inc.	996	Galesville	14	08/10/14 – 12/31/14
<b><u>WALWORTH COUNTY</u></b>				
* Pinnacle Foods Group LLC	635	Darien	120	01/01/14 – 12/31/14
<b><u>WAUPACA COUNTY</u></b>				
* Yeska Brothers Farms	991	Waupaca	8	04/01/14 – 10/01/14
* Yeska Brothers Farms	1021	Wild Rose	12	05/15/14 – 09/20/14
<b><u>WAUSHARA COUNTY</u></b>				
* Grimm's Tree Farms	128	Wautoma	10	05/01/14 – 12/30/14
* Lakeside Foods, Inc.	396	Plainfield	80	06/01/14 – 11/15/14
* Lauer Farms	929	Wautoma	70	05/01/14 – 10/01/14

<b>CAMPS REGISTERED</b>	<b>CAMP #</b>	<b>LOCATION</b>	<b>PROJECTED NO. OF WORKERS</b>	<b>ANTICIPATED OCCUPANCY DATES</b>
* Leach Farms, Inc.	223	Berlin	100	04/21/14 – 10/31/14
* Yeska Brothers Farms	1013	Wild Rose	5	04/01/14 – 10/01/14
* Yeska Brothers Farms	152	Wild Rose	60	05/15/14 – 09/20/14
* Yeska Brothers Farms	185	Wild Rose	30	05/15/14 – 09/20/14
* Yeska Brothers Farms	1029	Wild Rose	7	04/01/14 – 10/01/14
* Paradise Farms, Inc.	980	Wild Rose	35	05/01/14 –

				10/30/14
* Robert H. Heath Farms, Inc.	1015	Wautoma	16	06/01/14 – 10/15/14
* Robert H. Heath Farms, Inc.	871	Coloma	40	06/01/14 – 10/15/14
* UMOS-Aurora Center	100	Berlin	90	05/01/14 – 10/31/14

*Table 29. Registered Number of Farm Laborers on Each Farm Labor Camp in Wisconsin*

## Appendix F: Fact Sheet Pamphlet for Farm Laborers



**Contact Us**  
If you have any questions or issues, please contact us at:  
1-617-624-5757  
or visit us at  
[www.mass.gov/dph/dca](http://www.mass.gov/dph/dca)

**Massachusetts Laws and Regulations:**  
Housing and Sanitation Standards  
M.G.L. c. 111, § 3A-127A - 105 CMR 420.000

Visitation Rights  
M.G.L. c. 111, § 3A-128H - 105 CMR 425.000

**Farm Labor Camp Housing:**  
Knowing your Rights in Massachusetts

Massachusetts Department of Public Health

Bureau of Environmental Health  
Community Sanitation Program

Figure 3. Front Side of the Fact Sheet Pamphlet

## Why is Knowing Policy Important?

It's important to know Farm Labor Camp Housing Policy to understand one's benefits while working at a farm labor camp. These benefits come from laws that farm labor camp operators must follow.

**Visitation**

- Visitation is allowed between 6 PM or at the end of the work day to 10:30 PM on workdays and 10 AM to 10:30 PM on non-workdays
- Visitation does not need to be approved by farm operators beforehand
- There are no time limitations for government agents, clergy members, legal services, medical personnel, or members of the press

**Minimum Housing Standards**

- All buildings should be clean, weatherproof, structurally sound, and free of debris and toxic waste
- All rooms should be supplied with adequate heating fixtures when necessary
- Adequate bath and toilet facilities for both genders should be provided within 200 ft. of the living quarters
- Each person is entitled to at least 50 ft<sup>2</sup> within their sleeping quarters
- Each room should have at least one (1) window, one (1) light fixture and one (1) wall outlet
- Each person shall be provided with secure personal storage space
- Living quarters should be separated according to gender except in the cases of family housing, which is separate from other male, female, and family housing

**Bedding, Linen and Laundry Requirements**

- The farm operator is required to provide at least one (1) clean mattress, one (1) pillow, two (2) clean sheets, and one (1) bathing towel
- The farm operator is required to provide a means to wash and dry clothes. If there is no laundry on site, transportation and compensation for use of an off-site laundromat must be provided

**Water Supply Requirements**

- The farm operator must provide an adequate supply of potable water
- If water comes from a private well, it should be tested on a yearly basis by a certified agency

**Cooking and Eating Arrangements**

- The farm operator should provide a clean eating space along with a kitchen
- If there is no kitchen, access to prepared food must be provided
- Adequate food storage space should be provided away from the sleeping areas

**Sanitary Measures**

- Trash receptacles should always be covered and emptied at least twice a week
- Each building should have methods of preventing an infestation of insects and rodents
- To ensure health and safety, farm operators are prohibited from hiring laborers with communicable diseases
- If laborers or members of their family living on the farm labor camp are not in good health, they should be sent to a doctor and the Department of Public Health must be notified

**Health, Fire and Safety Measures**

- All buildings should be in accordance with state and local fire and safety laws
- Each floor should have two (2) exits to the outside (adequately sized windows can act as an exit)
- Fire prevention and escape plans must be posted with instructions in both English and the workers' native language where they can be easily seen
- A fully supplied first aid kit should be located close to living quarters and be in the care of a responsible person



Figure 4. Back Side of the Fact Sheet Pamphlet



## Appendix G: Frequently Asked Question Pamphlet for Farm Laborers

<p><b>What are the cooking and eating arrangements?</b></p> <ul style="list-style-type: none"> <li>• The operator should provide a clean eating space along with a kitchen. If there is no kitchen, access to prepared food must be supplied. Adequate food storage space should be provided away from the sleeping areas.</li> </ul> <p><b>What type of sanitary measures should be in place?</b></p> <ul style="list-style-type: none"> <li>• Trash receptacles should always be covered and emptied twice a week. Each building should have methods of preventing an infestation of insects and rodents. To ensure the health and safety of the laborers, operators are prohibited from hiring laborers with communicable diseases. If laborers are not in good health, they should be sent to a doctor and the Department of Public Health must be notified.</li> </ul> 	 <p><b>What health, fire, and safety measures are in place?</b></p> <ul style="list-style-type: none"> <li>• All buildings should be in accordance to state and local fire and safety laws. Each floor should have two (2) exits to the outside (adequately sized windows can act as exits). Fire prevention and escape plans must be posted with instructions in both English and workers native language where it can be seen easily. A fully supplied first aid kit should be located close to living quarters.</li> </ul> <p style="text-align: center;"><b>Massachusetts Laws and Regulations:</b></p> <p style="text-align: center;">Housing and Sanitation Standards M.G.L. c. 111, § 3, 127A-105 CMR 420.000</p> <p style="text-align: center;">Visitation Rights M.G.L. c. 111, § 3, 128H-105 CMR 425.000</p> <p style="text-align: center;">If you have any questions or issues, please contact us at: 1-617-624-5757 or visit us at <a href="http://www.mass.gov/dph/dcs">www.mass.gov/dph/dcs</a></p>	 <p style="text-align: center;"><b>Farm Labor Camp Housing: Knowing your Rights in Massachusetts</b></p> <p style="text-align: center;"><b>Massachusetts Department of Public Health</b></p>  <p style="text-align: center;"><b>Bureau of Environmental Health Community Sanitation Program</b></p>
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Figure 5. Front Side of Frequently Asked Questions Pamphlet

## Why is Knowing Policy Important?

It's important to know Farm Labor Camp Housing Policy to understand one's benefits while working at a farm labor camp. These benefits come from laws that farm labor camp operators must follow.



## Frequently Asked Questions

### Can farm laborers have visitors?

- Visiting hours are between 6:00 pm or at the end of the workday to 10:30 pm on workdays and from 10 am to 10:30 pm on non-workdays. Visitation does not need to be approved by operators beforehand. There are no time limitations for governmental agents, clergy members, legal services, medical personnel, or members of the press.

### What are the minimum housing standards?

- All buildings should be clean, weatherproof, structurally sound, and free of debris and toxic waste. The rooms should be supplied with adequate heating fixtures when necessary. Adequate bath and toilet facilities for both genders should be provided within 200 ft. of the living quarters.



### What are the requirements for water supply?

- The farm operator must provide an adequate supply of potable water. If the water comes from a private well, it should be tested on a yearly basis by an agency that has been certified by the Department of Public Health.

### What are the requirements for living quarters?

- Laborers are entitled to at least 50 ft<sup>2</sup> in their sleeping rooms. Every room should have at least one (1) window, one (1) light fixture and one (1) outlet. Each person shall be provided with secure personal storage space. Living quarters should be separated according to gender and families.

### What are the bedding, linen, and laundry requirements?

- The farm operator is required to provide laborers with at least one (1) clean mattress, one (1) pillow, two (2) clean sheets, and one (1) bathing towel. There should also be a means to wash and dry clothes. If there is no laundry on site, transportation and compensation should be provided to an off-site laundromat.

Figure 6. Back Side of Frequently Asked Questions Pamphlet for Farm Laborers

## **Appendix H: Questions for Farm Labor Camp Visits**

1. How many people work here?
2. How many of houses are there?
3. How far is the housing from the farm?
4. What types of crops are farmed?
5. Do the workers work seasonally or year round?
6. Demographics of the workers
7. Do you also host the families of laborers at this camp or just laborers?
8. Are the beds bunked?
9. How does food work? Supply your own or cafeteria style?
10. Is the water supplied through a well or pipes?
11. Who cleans the houses? The laborers or an outside workforce?
12. Payment all at the end or in increments dependent on crops?
13. How many people live in one room?
14. How much space is given per person?

## Appendix I: Notes from Farm Labor Camp Visits

### Farm 1

- 1) Offers agricultural training, and global education
- 2) Overnight or weekend volunteers live in a bunkroom under the visitor center, or in the global village on the farm.
  - a) They eat food that they prepare themselves from food grown at the farm.
- 3) 24 residential volunteers (23 currently) that live on the farm from 6 months to a year
  - a) Residents live in two RV's and two apartment houses.
  - b) Given a monthly stipend of around 400 dollars, required to get their own food.
  - c) All get full background checks that go back around 7 years
- 4) Fire safety classes are a big part of the farm since global villages use fires to cook food.
- 5) All the buildings were properly equipped with a fire extinguisher
  - a) Including the global village buildings
- 6) RV's
  - a) Most people stay there during summer months as there is no heating provided.  
However there is AC
  - b) 3 people per RV, one master bedroom and one bunk.
  - c) Permit on the inside of the RV door
  - d) No building codes for RV's
    - i) Building inspector will not sign off on the RV's-causing drama
- 7) Apartment houses
  - a) Rooms consisted of bunks and single beds
  - b) More than 50 square feet per person

- c) Male and females have separate rooms
  - d) Bathrooms were labeled and in great condition
  - e) Permits were located near the entrance of the houses.
  - f) Each of the houses have self-locking combo locks to ensure safety of the workers
  - g) “Secure” storage for all the residents was offered through lockers located in a basement in one of the apartments.
    - i) Most people don’t use them
    - ii) Most of the time they use regular bureaus and closets that are supplied.
  - h) Washer and dryer located in the building.
    - i)
- 8) Visitors
- a) Day visitors are not a problem; only if they are going to help work then supervisor should be notified
  - b) Overnight visitors
    - i) Need permission from supervisors
  - c) Since these aren’t migrant farm workers, CMR 425 doesn’t apply to them.
- 9) Violations
- a) Most of the violations occurred in the kitchen:
    - i) Dishes not put away once dry
    - ii) Uncovered food
    - iii) Trash without a lid
      - (1) Some had insects flying around the trash
    - iv) Food in the pantry not off the ground

- b) These are mostly minor violations
  - i) This means the inspector will tell the supervisor to fix them within 30 days.
  - ii) Notified through a letter
  - iii) Inspector doesn't have to come back

## **Farm 2**

- 1) They work selling flowers
- 2) There is 30 acres at the main farm and 50 more further up the town
- 3) Generally start selling bulbs and flowers in January and they work until the end of the summer
  - a) Plant bulbs in October and store in a freezer for the early spring.
- 4) Around 40 day workers during peak season
- 5) Two trailer homes-identical
  - a) Can hold up to eight people combined.
    - i) There is only one person living on the camp right now
  - b) Two double rooms in each home
  - c) Kitchen, living room, and bathroom provided in home
  - d) Kitchen has closed trash barrel and fire extinguishers
- 6) The workers are provided with cable TV and high speed internet
- 7) There is a washer and dryer between the trailer homes in a small shed
- 8) There can be visitors at any time they don't have to check in with farm operator
- 9) Food is usually bought at a Wal-Mart a ¼ of a mile down the road.

### **Farm 3**

- 1) Farm laborers works on a lot of different crops
  - a) Roots
  - b) Berries
  - c) Apples
  - d) squash
- 2) Type of Housing
- 3) Most people live year round
  - a) They pay rent 350
- 4) House can hold six people.
  - a) Only three living there right now.
  - b) They are allowed visitors after they check in with farm manager first
  - c) Manager interviews all the residential applicants. Very strict as to who can live there.
- 5) Kitchen:
  - a) Some issues with food and item storage.
  - b) Dishes were wet
  - c) Tap water has a sign for high sodium content
  - d) Pantry level not high enough is some locations
  - e) Community kitchen meaning not only the residents use it but the other laborers as well.
- 6) Secure storage is located in the barn adjacent to the house
- 7) Housing Directions and certificate of Occupancy is posted on the door to the house
- 8) Oil burner had an emergency off switch in the kitchen.

- 9) Farm is paid through a CSA
  - a) People give money in advance for food
  - b) 1600 members in the summer
  - c) 600 members in the winter
- 10) Bathrooms are cleaned weekly by an outside crew
- 11) There are gallons of water in each greenhouse and the crew leader's truck.
- 12) Truck is supplied with first aid kits
- 13) 1 crew leader per six people

#### **Farm 4**

- 1) Race track
  - a) Around 760 horses being kept, up to 1300 horses can be kept
  - b) Most likely will close in December due to constantly losing money for years
  - c) The workers follow the owners to take care of the horses and do trainings with them.
  - d) Certificate of Occupancy displayed in farm manager's office and near front office  
where everyone goes through
- 2) Housing
  - a) A bunch of single rooms that were exactly 50 square feet.
  - b) It was one closet and bed and that's it.
  - c) There is one light and one sprinkler above the bed
- 3) Bathrooms
  - a) Bathrooms are located in a separate building.
  - b) Communal showers for men, separate ones for women.



- c) Men's were definitely dirtier than woman's.
  - d) They get cleaned once a week
  - e) 425 posted in the bathroom
- 4) Laundry
- a) Laundry is open daily till 6 same place jockeys get ready and do laundry.
  - b) A lot of them just wash clothes in buckets.
- 5) Food
- a) Cafeteria burned down earlier in the year
  - b) Food is offered through food trucks
  - c) There is a small eating area offered, most eat in their rooms
  - d) There is also nearby restaurants and a stop and shop they can get microwaveable meals from.

### **Farm 5**

- 1) Grow apples and peaches
- 2) House can keep up to six people
- 3) Only two living there now from Jamaica
- 4) Kitchen is clean for the most part.
- 5) Some dishes were not but away
- 6) Food needed to be stored properly
  - i. Some food in pantry was not off the ground
  - b. Kevin checked the temperature of the water and fridges in the house.
  - c. First aid kits were checked to make sure they were full

- d. Kevin also checked all the screens on the windows.
- e. Rooms were up stairs secure storage was provided in each room
- f. There was an emergency exit in one of the rooms.
- g. The bathroom was clean and provided toiletries.
- h. He finished up with an outside check of the building.

### **Farm 6**

- a) Grows apples and other veggies
- b) Barrack style housing
  - i) Can house up to 32 people
  - ii) Is only housing four people right now.
- c) Kitchen is connected to the barracks but separate entrance.
  - i) Kevin found a lot of issues in the kitchen but they were all minor.
  - ii) Dirty dishes
  - iii) Food kept out of the fridge
  - iv) There was not proper enclosed food storage.
  - v) The area around the stove was very dirty with grease.
- d) The barracks were kind of dirty but mostly clean
- e) Some issues were
  - i) Bunks were not 4 feet apart
  - ii) Food was being stored in the lockers, which was in the sleeping area.
  - iii) Some of the laborers had used cardboard to create huts.
  - iv) Some had electrical wiring all over the beds

- f) The bathrooms were clean except for the showers they were pretty dirty.
- g) When Kevin did his walk around there were crushed squash and other vegetables around the house.
- h) This farm labor operator seemed impatient and wanted it to be over.
- i) Overall there were no problems with the visits and it was very informative.

### **Farm 7**

- 1) Grow apples
- 2) House style, house is almost 100 years old
- 3) Keeping 10 people there right now.
- 4) Kitchen
  - i) For the most part was ok plenty of food storage
  - ii) There were some issues with wet pots being stored away and starting to get rusted
  - iii) The fan for the stove was also not working well and had to be fixed.
- 5) In the house there were two first aid kits.
- 6) There were three rooms on the first floor 2 beds per each.
- 7) Upstairs had two bedrooms in use with two beds each
- 8) Each room had two lockers for secure storage.
- 9) One of the rooms had an issue with a broken window that needed to be fixed.
- 10) Boiler was in the basement, Kevin and the group went down there to check for any leaks or blatant fire hazards.
- 11) He finished up with an outside check of the building.

## **Appendix J: Summative Team Assessment**

While working on our IQP project, we have all developed many skills that will help us as we move through our academic and professional careers. We have all learned the skill of flexibility. Throughout the last two terms, our project has continued to change and develop. During this process, we all continued to stay positive and have confidence in our project. Our team has also learned the skill of learning material quickly. Throughout the project, we often had only a couple days to learn new material and present that material to our advisors and our sponsors. Before the project, nobody in our group even knew what a farm labor camp was, but now fourteen weeks later we have all become very knowledgeable in the subject.

Another skill we have developed as a team are presentation skills. Before the project, we all had very weak presentation skills. Throughout the term, we worked to develop our skills and when it was time for the final presentation we all were able to deliver our presentation with confidence.

A skill that we need to improve on in the future is communication. Throughout the project, we could have done a better job informing each other, as well as our project advisors and sponsors. There were often times when everyone was not informed on changes in the project and we should have done a better job informing everyone of those changes. Our group is mindful of this weakness and in the future we all hope to better develop this skill.