

Agricultural Outreach Plan

NYS DOL's Agricultural Outreach Plan (AOP) details the activities planned for providing services and outreach to both Migrant and Seasonal Farmworkers (MSFWs), H-2A foreign guest workers and Agricultural businesses for the period of July 1, 2017 to June 30, 2019, and is prepared in accordance with WIOA proposed Section 167 and Unified Planning Guidance.

Submission Requirements

The goal of the AOP is to describe the strategies the Agriculture Labor Program (AgLP) will use in the coming program year to provide services to MSFWs through the American Job Center network, or New York State Career Center System, which are quantitatively proportional and qualitatively equivalent to those provided to non-MSFWs, and to detail how services will be delivered to Agricultural businesses in an effort to ensure the jobs they provide are filled with the available, domestic labor supply. In addition, the AgLP is committed to ensuring that H-2A foreign guest workers and domestic farmworkers understand their rights and how the labor law in New York State protects them.

NYS DOL's plan includes the following:

- (1) *Assessment of Need* - Information on PY17 agricultural and MSFW activity, projected levels of agricultural activity in PY18, and projected numbers of MSFWs in NYS in PY18.
- (2) *Outreach Activities* - A description of how MSFWs across the state will receive services in PY18, as well as an assessment on staff and the resources available for outreach.
- (3) *The State's strategy for:*
 - (A) Coordinating outreach efforts with WIOA Title I section 167 grantees as well as public and private community service agencies and MSFW groups;
 - (B) Explaining to farmworkers the services available at the local Career Centers;
 - (C) Marketing the employment service complaint system to farmworkers and other farmworker advocacy groups;
 - (D) Providing farmworkers with a basic summary of farmworker rights, including their rights with respect to the terms and conditions of employment; and
 - (E) Urging those farmworkers reached through outreach efforts to go to the local Career Center to obtain the full range of employment and training services.
- (4) *Services Provided to MSFWs through the American Job Center Network and Services to Agricultural Businesses through the American Job Center Network* - Review of the ways New York's AgLP staff will ensure MSFWs receive the same services as non-MSFWs and information on utilizing OSOS/NYS Job Bank, as well as job bulletins, to ensure that Agricultural businesses receive the workforce required to maintain a vital industry in NYS.
- (5) *Other Requirements* - Opportunity for the State Monitor Advocate (SMA) to review and approve the AOP, and review and public comment by WIA Section 167 National Farmworker Jobs Program (NFJP) grantee PathStone Corporation, other agricultural organizations, and the public.

Assessment of Need

(i) *NYS Migrant Seasonal Farmworker Characteristics and MSFW Needs*

Typical Characteristics of MSFWs in NYS:

- Predominantly Spanish Speaking and/or English Language Learner (ELL).

- Countries of origin include Mexico, Guatemala, Jamaica, Burma, Haiti, Korea, and U.S. born workers from Puerto Rico.
- Common languages include Spanish, Haitian Creole, and Korean.
- Farmworkers are MSFW, seasonal, and year-round workers depending on the crop and method of farming.

Farmworkers, including MSFWs, have similar needs to other immigrant, refugee, and low wage worker populations, including:

- Flexible hours for accessible services as agricultural work hours do not always coincide with typical business hours;
- Assistance with language barriers; and
- Assistance with finding work in agriculture by word-of-mouth and friends/neighbors.

In NYS, farmworkers tend to be seasonal workers that work at area farms seasonally. In the off season, workers may find other temporary jobs or will wait to be called back by their previous agricultural employer.

(ii) A review of the previous year’s agricultural activity in the state:

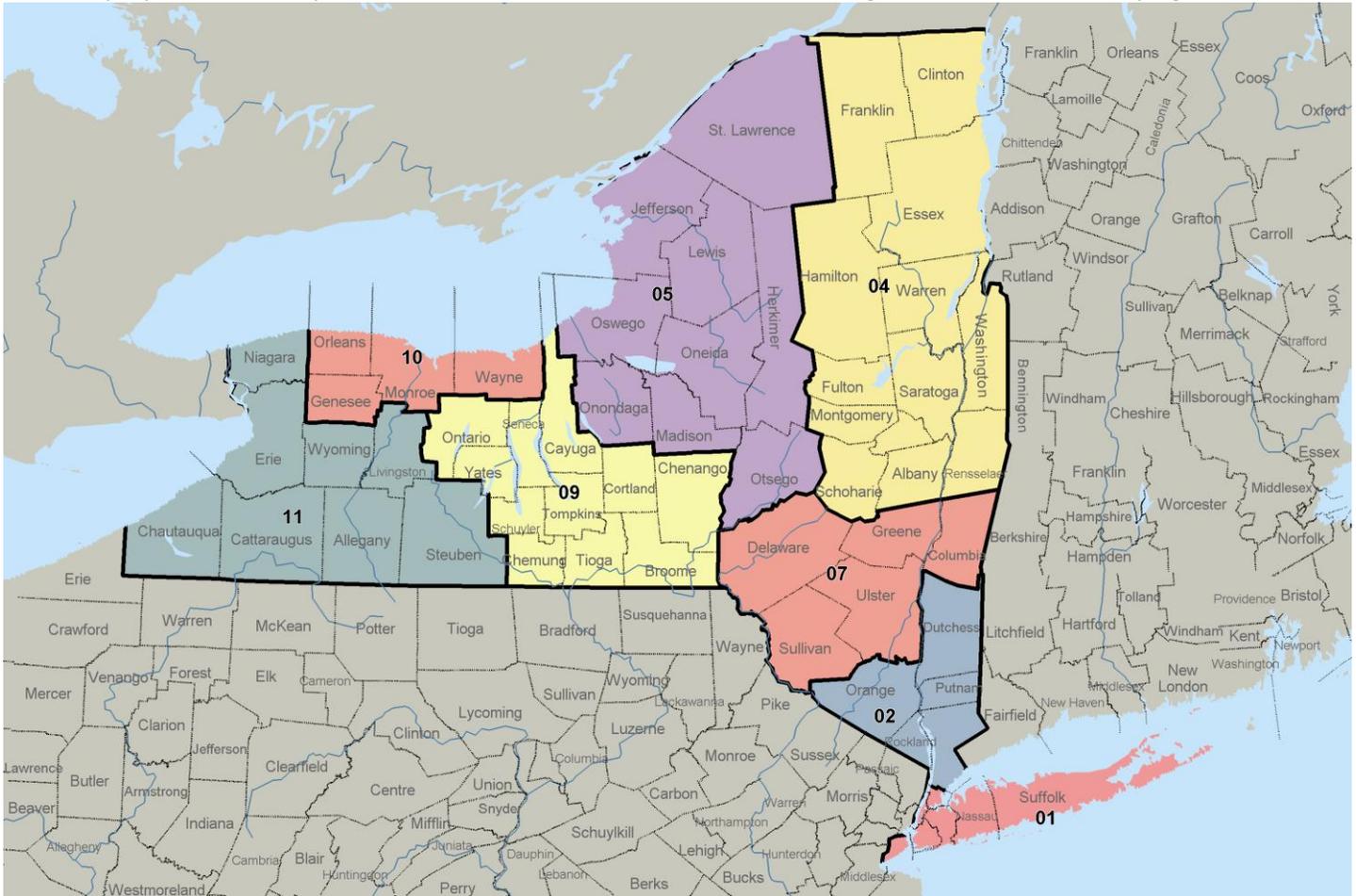
Agriculture is one of the most important industries in NYS, providing food for the state’s consumers and employment for many of its residents. Crops grown across the state are very diverse and include a variety of fruits, root vegetables, and plant/nursery stock. Throughout PY17, the AgLP recorded information on the specific crops grown on farms staff visited and provided vital data demonstrating the best time of year to visit certain farms based on the crops grown at that location.

Regional crop activity in PY16 was as follows¹:

1. Region 1 consists of Suffolk, Nassau counties and the 5 boroughs of NYC. Major agricultural industries include greenhouses/nurseries operations, fruit and vegetable crop farms and horse farms.
2. Region 2 consists of Dutchess, Orange, Putnam, Rockland and Westchester counties. Major agricultural industries include apple and other stone fruits, vineyards and ground crops.
3. Region 7 consists of Columbia, Delaware, Greene, Sullivan and Ulster counties. Major agricultural industry is apples. Other predominant commodities in the region include stone fruits, ground vegetables, hay, corn, grapes, berries, nurseries, dairies and livestock.
4. Region 4 consists of Albany, Clinton, Essex, Franklin, Fulton, Hamilton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, and Washington counties. Major agricultural industries include apples orchards, vegetable farms, nurseries/greenhouses, and dairy farms.
5. Region 5 consists of Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, Otsego, and St. Lawrence counties. The major agricultural industries are apples orchards and onion farms followed by other vegetable and berry crops, and nursery operations. The dairy industry is also a major contributor to the agriculture economy in the area.
6. Region 9 consists of Broome, Cayuga, Chemung, Cortland, Ontario, Schulyer, Seneca, Tioga, Tompkins, and Yates counties. The major agricultural industries in the area are vineyards, followed by fruit and vegetable farms and dairies.
7. Region 10 consists of Genesee, Monroe, Orleans and Wayne counties. The major agricultural industry is apple orchards, but various vegetables such as cabbage, onions, potatoes, squash, and corn are also produced regionally.

8. Region 11 consists of Allegheny, Cattaraugus, Chautauqua, Erie, Livingston, Niagara, Steuben, and Wyoming counties. The major agricultural industries include apple orchards, vineyards, mixed ground crops including onions, cabbage and potatoes, berry patches and dairy operations.

¹ For the purposes of this report, New York State has been divided into the regions that are covered by AgLP staff:



(iii) A review of the previous year’s MSFW activity in the state:

For PY16, the estimated number of MSFWs in NYS totaled approximately 17,131². The estimated numbers of MSFWs per geographic region³ is:

1. Region 1: 1,544
2. Region 2: 948
3. Region 7: 2,188
4. Region 4: 1,131
5. Region 5: 631
6. Region 9: 1,920
7. Region 10: 6,771
8. Region 11: 1,988

This number is partially based on information obtained in the federally required 5148 report, which estimated 6,670 MSFWs in NYS using the numbers reported on the Grower/Processor Certificates issued by NYSDOL’s

² This number also includes H-2A foreign guest workers and Seasonal Farmworker. Guest workers add 6,459 to the total estimate.

Division of Labor Standards. However, these certificates only apply to farms with five or more migrant farmworkers. To capture seasonal workers and farmworkers on the smaller farms, the AgLP used data from the program's Farm Lists, which is collected for each region by AgLP staff. In PY16, AgLP staff visited small, medium, and large farming operations, including seasonal and year-round workforces. The goal was to reach as many of the seasonal Farmworkers and H-2A foreign guest workers in the state as possible. AgLP staff performed outreach education to a total of 4,286 MSFWs; 1,587 H-2A foreign guest workers and 1,370 Year-Round farmworkers in PY16. The number of farmworkers served in each for geographic region includes:

1. *Region 1:* 1,923
2. *Region 2:* 582
3. *Region 7:* 589
4. *Region 4:* 269
5. *Region 5:* 333
6. *Region 9:* 717
7. *Region 10:* 1,788
8. *Region 11:* 1,042

PathStone, the current WIA Title I section 167 grantee, reported serving 2,021 MSFWs, resulting in a combined total of 9,264 individuals receiving employment services in PY16.

Assessment of AgLP Progress and Assessment of Equity Ratio Indicators:

In PY16, the AgLP Program became fully staffed. DIPA reviewed the field staff Regional Outreach Plans (ROPs) for 2016 and the following detailed assessment of each AgLS' ROP⁴ indicates progress in services being provided to farmworkers and agricultural businesses in NYS. Further, the AgLP staff worked with providers including those in government and non-governmental positions. The assessments below include the total Significant Contacts by region to reflect some of innovative ways staff provide services and disseminate information to DIPA's target population.

- Region 1-The AgLS in this region intended to conduct activity at 206 farms, and exceeded his goal by reaching 219 farms. He also continued to contact farmworkers in Riverhead, NY at the Spanish Apostolate. In total, the AgLS made 2,724 contacts for calendar year 2016, which includes activity related to MSFWs, H-2A workers, year-round workers, and agricultural employers.
- Region 2-The AgLS in this region estimated field activity goal at 106 businesses. The AgLS reached his goal. Activity was conducted both in the field and at the region's Farmworker Community Center, or "The Alamo", in Pine Island, NY. The Region 2 AgLS made 869 contacts during the PY16 season.
- Region 7- The AgLS in this region planned field activity goal at 100 farms. Areas of the Hudson Valley were affected by weather which caused a reduction in workforce. Approximately 95% of the migrant seasonal farms were reached during the season. Activity was conducted both in the field and at the region's Farmworker Community Center, or "The Alamo", in Pine Island, NY. The AgLS reached 913 contacts.
- Region 4- The AgLS in this region planned field activity at 70 area farms. The AgLS conducted field work at 74 area farms. In PY15, the AgLS had 93 contacts with migrant seasonal Farmworkers. In PY16, the AgLS had 101 contacts with migrant seasonal Farmworkers. The AgLS had a successful season, conducting 688 contacts.

⁴ Numbers are greater than MSFWs served. AgLSs serve all farm workers in the field: seasonal, migrant and year round.

- Region 5- This region faced challenges in PY16. Weather played a role in less migrant workers in the area. Additionally, several farms decided to use the H-2A foreign guest worker program as their sole workforce. The AgLS planned to conduct field work at 55 farms and reached 53 farms. The AgLS had 581 contacts for the PY16 season.
- Region 9- This region also faced weather challenges that reduced the number of workers in the area. There are many farm labor contractors in this area that serve many of the local vineyards and the AgLS was successful in meeting with them and their crews. In total, the AgLS had 847 contacts in the region during the PY16 season.
- Region 10- The farmers in this region had a 30% reduction in workforce due to weather. The AgLS was visited 140 farms and had 2413 contacts for the season.
- Region 11- Weather was also a factor in this region, but the AgLS conducted outreach and provided services to 100 farms in the region. The AgLS added 9 farms to the Farm List and had 1312 contacts for the season.

Data based on the Equity Ratio Indicators for program years 2015-2017 indicate that the State typically meets three of the five indicators (referred to jobs, referred to supportive services, and job development contacts). However, the Equity Ratio Indicators for services in the last four years are difficult to fully review because the data is not cumulative over the four quarters. It is therefore difficult to determine, if over the course of the program year, the service Equity Ratio Indicators are being met. Additionally, the formulas used to track the Equity Ratio Indicators will need to be reviewed for accuracy.

(iv) DIPA training:

DIPA provided training in 2017 regarding better documentation of support services provided to farmworkers. We will also continue to review the quarterly 5148 data to determine if the training has helped with reporting requirements. DIPA will also discuss further training for outreach staff by other NYSDOL staff to ensure proper documentation of services provided.

(v) A projected level of agricultural activity in the state for the coming year:

The AgLP has seen a steady increase in the number of agricultural job orders, both for domestic labor and H-2A workers, submitted each program year, since PY12⁵. Based upon this consistent and steady increase, it is believed that the level of agricultural activity in PY17 will be equal to, or greater than, the level of agricultural activity in PY16.

Based upon the total number of Grower/Processor Registrations submitted to Labor Standards, combined with the AgLP's known number of MSFWs not captured by the registrations and the number of H-2A guestworkers, the estimated number of MSFWs in NYS for PY17 totals 17,131 individuals.

In PY17 and PY18, an increased focus will be placed on assisting Agricultural businesses in submitting job orders for domestic labor. As the AgLP was brand new in PY12, the focus was largely on meeting the Agricultural Businesses across the state and notifying them of the services the Agriculture Labor Specialists (AgLS) could provide to them and their workers on the farm. Now that the businesses are aware of the AgLS in their area, more focus can be placed on providing them with the labor supply required to ensure their farms thrive. An increased labor supply will ultimately correlate to a high activity level in the industry overall.

(vi) A projected number of MSFWs in the state for the coming year:

Based on last year's numbers, and the data provided by Labor Standards in the Farm Labor Contractor Registrations and Grower/Processor Registrations for each quarter's 5148 report and that provided by

⁵ The AgLP was launched in PY12.

PathStone Corporation, it is the AgLP's estimate that approximately 17,131 or more farmworkers will be in NYS during PY18.

Outreach Activities

Numerical goals for the number of MSFWs to be contacted during PY18:

The eight bilingual AgLS are stationed in New York State Career Centers⁶ close to high populations of agricultural workers. For those staff members who are not located in offices deemed significant by USDOL ETA, the AgLP worked with DEWS to ensure the AgLS can work in a "significant office" at least one day per week. This will ensure MSFWs can reach an AgLS from almost anywhere in the state on any given day. Because the staff is strategically located close to MSFW populations, the goal is to reach as many of the estimated 17,131 farmworkers in PY18 as possible. Likewise, an objective of the AgLP is to visit farms with an MSFW workforce twice during the season to provide outreach services to MSFWs working on the farm during the harvest season that may not have been there earlier in the year, during the planting season.

Outreach will also continue to be provided to dairy workers, who may be year-round workers as time permits. This will lead to an overall increase in the number of farmworkers reached by AgLP staff, and may also lead to the discovery of seasonal workers who may work at these dairies and can receive outreach services.

Assessment of available resources:

For PY18 there are currently eight AgLS (field staff) and three Supervisors who conduct full-time outreach to MSFWs. The AgLP also has two Labor Liaisons. In addition to conducting outreach as needed, the Labor Liaison will also assist the AgLP in connecting local domestic labor with available jobs in NYS. The Division Director also maintains direct contact with farmworkers and conducts outreach to Farmworkers with a hands-on approach to ensure Division of Immigrant Policies and Affairs (DIPA) provides information and services relevant to the distinct needs of agricultural workers.

In addition to the 11 full-time AgLP staff, the Labor Liaisons, and the Director, the NY SMA will conduct outreach throughout PY18.

In February and March 2017, Agriculture Labor Program staff received training on the following:

- Field Visit Outreach including new reporting form (Jeanette Lazelle)
- Special Field Outreach Project "Outreach to Female Farmworkers" (Jeanette Lazelle)
- Guidance on Regional Outreach Plan Development (Geovanny Trivino)
- Updates on AgLog Database (Geovanny Trivino)
- Employment Services Referrals (Stacey Rice)
- FLCU: The role of the Labor Liaison in H-2A (Caylin Gwise)
- FLCU: Conducting Field Checks and Housing Inspections (Melissa Buckley and Ruth Gonzalez-Cruz)
- FLCU: New Materials for the H-2A Worker (Melissa Buckley and Ruth Gonzalez-Cruz)
- Human Trafficking training for DIPA Front Line Staff (Estelle Davis, Esq)
- General Outreach to Immigrant Workers and Outreach Log Database entries (Carmen Calderon)

Technical Advisories are shared with all NYSDOL staff as appropriate. DIPA will also request training on employment services as needed for outreach staff. Additionally, DIPA is working on further developing its internal protocols and providing technical training as needed. At minimum, DIPA will train staff on all program areas on a yearly basis.

⁶ One AgLS is located in NYSDOL's Central Office located in Albany, NY but spends time at two local Career Centers (Amsterdam and Hudson) during the harvest season. All other staff works out of Career Centers.

Staff capacity building is a New York State priority. Professional development activities are provided through conference calls, UI training webinars, video conferencing and train the trainer workshops. In addition to live training provided by UI experts, staff resource guides are available on our NYSDOL internet and intranet site. Training and guides are updated regularly to provide current UI Reform laws and changes in regulations and implementation procedures. Training has included such topics as *Assisting UI Customers in the Career Center* and *Identifying and Reporting UI Issues*.

1. In PY18, AgLP staff will continue to work closely with PathStone Corporation. Staff will continue to participate in PathStone's Program Area Advisory Committee Meetings throughout the season. Additionally, the local AgLS will work at PathStone's Williamson office to provide outreach, information, and employment services to farmworkers who visit and are referred to the AgLP by PathStone. Additionally, NYSDOL and PathStone will work together to execute an MOU by the end of PY17.
2. The AgLP also continues to develop the services and information available to farmworkers through the Farmworkers Community Center in Pine Island, also known as the Alamo. During PY16, the AgLP staff provided services and information from the Alamo three days per week. This will continue as we further develop the services that farmworkers can access at this location.

Furthermore, in PY18, Long Island's Riverhead Spanish Apostolate will continue to host the local AgLS at their offices. For both locations, our staff presence provides much needed outreach and assistance to workers who would not typically visit the nearest NYS Career Center.

Tools used to conduct outreach:

To reach an estimated 17,131 MSFWs, as well as year-round agricultural workers in PY18, AgLP staff will use several tools:

- The primary delivery method is personal contact. Staff travel to farms several days each week to meet with MSFWs in person and provide them with packets of information relevant to their rights; supportive services available to them in the community; and employment related services available at the Career Centers across the state.
- Each AgLS is equipped with a mobile technology, making the AgLS accessible to MSFWs even when they are not at the Career Center.
- Prior to visiting farms, staff assemble a packet of materials including fact sheets from NYSDOL, information on other agencies serving MSFWs in the community (Community Resource Guides), and contact information for the AgLP staff. The following documents are included in the basic outreach packet for MSFWs (non-foreign guest workers):
 - DIPA services (in English and Spanish)
 - DIPA AgLP Contact List
 - NYSDOL General Services (in English and Spanish)
 - DEWS New York Career Center Locations (contains address and phone number)
 - NYSDOL Protection for Farmworkers (in English and Spanish)
 - Farmworker Fact Sheet (in English and Spanish)
 - Community Resource Guide

In addition, the staff tailors these worker packets by adding specific information regarding workshop and training opportunities available at their local Career Centers.

- When applicable, staff also provides outreach services at various events across the state. Several times per year, there are events held in the agricultural community where outreach can take place and staff can have direct access to farmworkers. These events include:
 - Empire Farm Days
 - Mexican Consulate events throughout the year
 - Guatemalan Consulate events throughout the year

Services Provided to MSFWs through the American Job Center Network

The goal of outreach is to contact MSFWs who are not reached by the normal intake activities of the NYS Career Center. The AgLS provide outreach services to farmworkers at their living and gathering locations outside of the physical Career Center, which may include farm sites, labor camps, grocery stores, and churches. The AgLS explain the services that can be accessed at the local Career Center and educates the farmworkers on their rights and responsibilities under NYS labor law. Regarding employment services, the AgLP staff encourage farmworkers to visit the nearest NYS Career Center to explore the career services available to them.

AgLS provide the following services through outreach:

- Information on services available through PathStone Corporation, New York’s current WIA 167 grantee;
- Information on training services such as GED, ESL, and basic education available through the Career Center or other services provided in the community;
- Details on applying for UI, if applicable;
- Health care, transportation, and child care services available in the local area;
- Information about New York State and Federal labor laws and their enforcement;
- Appropriate channels for filing complaints through the Employment Services Complaint System; and
- Resolution of “apparent violations” observed or uncovered by the AgLS during their outreach visit.

To ensure that MSFWs receive quality services when they visit any of the local Career Centers in NYS, the AgLP created and presented a specialized training webinar for Labor Services Representatives (LSRs) in DEWS who regularly serve customers seeking employment. The goal of the training is to guarantee that farmworkers are served by all LSRs in the Career Centers, rather than rely exclusively on the AgLP Staff. The content of the training details the distinct nature of agriculture and the nuanced employment needs of both agricultural businesses and farmworkers. It also provides step-by-step instructions for creating comprehensive employment profiles for farmworkers; performing skills and job matching; and knowing where to find agricultural job openings in active recruitment in OSOS. The webinar is updated and recorded annually and is available online to allow newly hired LSRs to receive the training at any time and at their own pace. There is also a Quick Tips Guide that LSRs can reference quickly in order to make the resources readily available.

Providing these services to farmworkers, and ensuring they utilize them, increases the likelihood of farmworkers becoming more competitive in the local, regional, and national economy, and enables them to use acquired skills to transition to employment in the non-agricultural sector if they so choose.

Services Provided to Agricultural Businesses through the American Job Center Network

Providing services to Agricultural Businesses in New York is extremely important because they require a reliable workforce to ensure the products they grow can be harvested in a time and manner that guarantees the highest quality product reaches consumers. The AgLS provide many services to employers, including updating them on compliance with state and federal labor laws and ensuring they have the most current posters, forms, and guides. AgLP staff also provides the following business services to Agricultural Employers:

- Assistance in recruiting domestic labor;
- Matching workers' skills and experience to business needs and available positions;
- Answering questions about recruiting and registering workers;
- Referrals for labor laws and compliance issues; and
- Labor market data

Additionally, a Memorandum of Agreement (MOA) between NYSDOL and the NYSDOH was established in August 2015 to ensure that the goals of each agency are met while providing streamlined services to the agricultural businesses and farmworkers affected. More specifically, the agreement eliminates duplicative migrant labor camp pre-occupancy and occupancy inspections, which would otherwise be required by both agencies.

In PY18, the AgLP will continue to focus on providing Agricultural Businesses the domestic labor they need to succeed in this important industry. The AgLP will continue the "Labor Needs" project that began in PY13 to determine exactly what the businesses in the state are looking for in their workforce and the time of year they will most likely need workers. The Labor Needs Form provides an opportunity for the Agricultural Business to place a local job order with the AgLS. The AgLS then enters the information into OSOS, and the job order becomes active on the NYS Job Bank, becoming visible to potential workers on the Internet.

For those workers without computer access, these jobs are also posted in the NYS Career Centers, as well as the Farm Jobs Bulletin the AgLP implemented in April 2013. This bulletin is sent out to staff approximately every two weeks and can be posted at grocery stores, churches, and other MSFW gathering locations so they may become aware of available positions across the state. We expect these initiatives will help workers obtain jobs and businesses receive the labor supply required at farms across the state.

While conducting field visits and outreach to MSFWs, the AgLP staff also speak with Agricultural Businesses and provide information on services available to them. Just as the workers have a packet, the staff also prepares a business packet prior to visiting the farm that includes the following:

- NYSDOL Services for Business Flyer
- DIPA Services Flyer
- DIPA AgLP Contact List
- NYS Agricultural Minimum Wage Poster
- NYS Federal Bonding Program
- Farm Labor Commissary Registration Form
- NYSDOL Application for Grower/Processor of Migrant Registration
- Pay Notice Agreement for Workers (in English and Spanish)
- Blank Wage Statement (For non-H-2A employers)
- Blank Wage Statement (For H-2A employers)
- Unemployment Insurance Employer Registration Information
- Workers' Compensation Advocate for Business Booklet
- What Business Owners Must Know About Workers' Compensation Flyer
- USDOL H-2A Employer Handbook
- List of region-specific service providers by county for the AgLS' territory

Furthermore, AgLP staff develops and implements various trainings for farm labor contractors and agricultural employers. The goal of the written materials and information sessions is to promote an understanding of the roles and responsibilities of employers, as well as the rights and services available to farmworkers. Through online webinars,

recorded training sessions, in-person workshops, and the distribution of written information along with employer-specific packets, AgLP staff has provided education such as:

- Know Your Rights presentations at Mexican Mobile Consulate events around NY State
- Presentations at Ag & Markets Listening Tour for New and Beginning Farmers around NY State
- Know Your Rights Presentations at Department of State's Office of New Americans Centers around NY State
- AgLP/PathStone and DEWS Joint Training in Rochester and Middletown NY
- Outreach at Empire Farms Days
- Compliance Education at Jumpstarting the Next Generation hosted by Cornell Cooperative Extension
- Compliance Education at New York Wine & Grape Foundation in conjunction with the USDOL

In March 2017, the ES Complaint system was updated and training was provided to all Career Center and partner staff. The ES Complaint system is discussed with workers when they reach out to AgLP staff to discuss possible violations of labor law. Workers seeking to file formal complaints are assisted with completing the complaint form and the AgLP staff forward the form to the appropriate enforcement office. Where workers do not want to file formal complaints, the AgLP staff work with businesses to discuss potential violations and resolve them with business cooperation.

In the off season, the AgLP staff craft their regional outreach plans and begin contact with businesses to discuss their anticipated labor needs for the following season. The AgLP staff discusses the Agricultural Recruitment System (ARS) as a possible way to obtain the necessary labor for their business. The AgLP continue to contact businesses throughout the season and will continue to offer ARS as a possible option for their labor needs. The overall trend the past few seasons has shifted interest away from local job orders to the H-2A guest worker program to meet the businesses' labor needs. But the AgLP staff continue to discuss local job orders as a possible solution to short term labor needs. And businesses will occasionally submit smaller local job orders for early season or end of season labor needs.

Other Requirements

- State Monitor Advocate:* Belen Ledezma is the NYS Monitor Advocate. She has been given an opportunity to review and comment on this AOP.
- Review and Public Comment:* The draft of this AOP will be made available to the groups listed below on November 1, 2017 and they will be given a 30-day window to provide feedback and comments. The following groups and organizations will be invited to share their input and comments:
 - Cornell Cooperative Extension;
 - New York Farm Bureau;
 - New York State Department of Agriculture and Markets;
 - PathStone Corporation;
 - Worker Justice Center of New York;
 - The International Institute of Buffalo; and
 - Cornell Farmworker Program

MSFW Career Centers (Eric Denk – DIPA)

NYSDOL is complying with the requirements under 20 CFR 653.11. The list of the 10 Significant MSFW centers and agricultural plan is located on our NYSDOL website. <https://labor.ny.gov/immigrants/agricultural-outreach-plan.shtm>