

# The Recruiter Connection

## “Devoted To Sharing Ideas Amongst Recruiters”



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### Resourceful Recruiting

By Rafael Bruno

While working as a recruiter I have learned to work with many people from different backgrounds. I have been able to understand the needs of the farmworker community and to offer them the support they need through referrals to community agencies. During the last training we learned that a recruiter should be resourceful. It is the truth, because the door has opened for me since I started working closer with agencies.

I wanted to share a recent story about gaining people’s trust. I met a family that recently arrived in Dunkirk. I obtained a referral from the school. The family was homeless at the time and needed a lot of help. When I first interviewed them, the mom didn’t want to sign up for the program because she was afraid of me. When she lived in Ohio, some guy knocked at her door and pretended to be looking for information about apartments, but in fact he was an immigration officer. He arrested her husband. I had to return five times to the one bedroom apartment that she was sharing with the other workers. To gain the mother’s trust, I wore my ID each time that I visited her. I helped her to get food, a bed, found an Immigration Attorney for the husband in Ohio, and helped her to get medical insurance for her child. Believe it or not, it wasn’t until Will requested the COE from Ohio and I showed her the copy that she decided to sign the COE. This experience gave me the opportunity to meet many new community agencies and receive referrals from them.

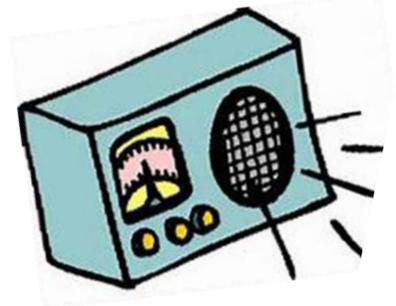
I really like my job and teammates. It is a great job!

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### Spanish Radio Celebrity

By Rut Nakkache

I met a woman at one of the Spanish Markets in Poughkeepsie who offered me an opportunity. I was not able to complete a COE but she liked what I told her about the program. She said “I have a Spanish Radio...maybe you would like to come and speak about it on the radio...” So, this will happen in the very near future. We will see the impact this has on the population and how much the numbers can grow from this. So, wish me luck!!! I will tell you the result in the next issue.



## New Trend in Orange County

By Antonio Flores

There is a new trend happening in my area. It is about the new workers coming in, almost all of them, are from Mexico with approved H2A visas. Before I used to find just a few, but this has increased tremendously this year. This is very helpful because usually these kind of migrant

workers are young. Also, I found that because of this issue, the farmers are much more relaxed. It is easier to talk to them and they are more accessible.



*"We take so much for granted and there are people who are willing to risk their lives to find something better."*

## How Far Do You Go In Helping Farmers?

By Velma Pollock

This is a shout out for help or suggestions. How far do we go in helping a farmer find workers? I have a farmer who has over the years asked for my help in finding workers for him. Over the years, I have recommended workers to him and he has hired them from my suggestions. However, it seems these workers do not last. Well the last worker who I spoke to told me the farmer's main foreman is very abusive to them. I asked the last hired hand why he didn't go directly to the farmer and explain what was going on. He said "Who is going to believe me, I do not have the status that the foreman has", so he decided to leave. I have known this particular worker for many years. The only reason he looked for a different job was because the farm he was at closed and he had been there for 15 years. The last 3 workers I have recommended have said the same thing. So my question is: How do I address this issue with the farmer? Do I continue to help him?

## The American Dream

By Velma Pollock

About a month ago I went to follow up on a family who had just gotten here from Mexico. As I am talking to the young mom who was in her 30's, I asked her how she got here. She said that she drove from Mexicali. I said, "By Yourself?" She told me that she drove herself across the country with her 2 sets of twin boys and a baby girl, 5 kids. She mentioned to me that her husband, who works on a dairy farm in Washington County, told her that he missed her and the kids. She said that was all he had to say. She decided to be brave for her family and husband and come to a country that offered the American Dream for her family. This just made me think that we take so much for granted and there are people who are willing to risk their lives to find something better.





### **NEW PAYROLL HIGHLIGHTS:**

- ✓ Travel form now in Excel Format.
- ✓ We can now accept faxed or emailed timesheets and travel forms.

**Fax: 518-289-5623**

**Email:**

[nancyrob@nycap.rr.com](mailto:nancyrob@nycap.rr.com)

- ✓ Please make sure to sign your forms before submitting.

### **NEW COE SUPPLEMENTAL FORM:**

- ✓ Revised form now has 3 copies.

- White - ID/R Office
- Yellow – METS
- Pink - Recruiter

## Safety Out In The Field

By Kenny Carmona

I want to share an experience that I had while recruiting. I received a referral from the METS for an OSY. I tried to find her many times and she was always either working, grocery shopping or at a doctor's appointment. One day, she was finally home! The house has a small closed in porch. All the times that I have been there I have never seen a dog. But, when I knocked at the door this time, there was a dog (Pitbull). The dog didn't seem harmful and I like dogs so it didn't matter. I really needed to do the ECOE. The dog started barking at me. The student then came out and I asked her if the dog bites. She told me the dog doesn't bite, that it was still a puppy and liked to play. When the student completely opened the porch door for me to do the interview, the dog "started to play". The dog started licking me and jumping all over me. By the way, the dog wasn't that small and had long nails. The dog was rough playing with me while I interviewed the student. But when I say playing, I mean the dog was full of mud, jumping, licking and biting me (softly). At one point the dog had my hand in his mouth, while I typed the ECOE with the other hand. The OSY student tried to put the dog away, but he kept running away from her. I tried to keep calm, but the dog was too annoying. After all of that I was going to finish the ECOE no matter what! I asked the OSY student to please take the dog away. At that point the dog decided to test my limits and was running back and forth from a small water creek near the house. Apparently this smart, nice puppy decided to take a small bath and then jumped on me soaking and

covering all my clothes in mud. After the ECOE was completed, I told the student not to worry about it. The dog tried to jump in my car and I stopped him. No, no, no, I would not allow the dog to get the inside of my car all muddy. I ended up all scratched from the dog's nails, wet and dirty. I went back home to take a shower and change my clothing because I was not presentable to go to another house. I think that if I ever see even a Chihuahua, I will ask the owner to take the dog away while I do the interview. I now carry a first aid kit and extra clothes in my car. Please be safe out there!



**May Holiday:**

Memorial Day - 5/30

*"Things change and keep changing all the time and you will receive surprises."*



## Always Be Prepared To Recruit

By Irene Sanchez

After a long day working with the Boys Scouts, my son Jirel and I decided to eat at a Chinese Buffet near home. The place was already closing, but the owner said we still had 30 minutes and that would give us plenty of time to eat. Ten minutes after, a group of 15 people arrived and my recruiter instinct became quickly ignited. Before I could say anything my son, which it seems, has been trained to be a migrant recruiter, says "Mommy a group of farmworkers came in" and went straight to make conversation with them. By the way, my son tells everyone I'm a farmworker too. Some of the restaurant workers were upset because they had to make more food and one of the employees walked around screaming in her native language but we did not understand anything. So, I walked to the buffet and start talking in Spanish to my son and vice-versa and thus began a conversation with one of possible students. We made jokes about the fact we couldn't understand the lady speaking Chinese, so we started speaking Spanish. Jirel started talking to the lady that appeared to be related to the farmer. After Jirel did most of the work, I spoke with her and she said that they guys were farmworkers. I told her about the program and sat down. As we were almost leaving, we approached the group's table and I left my card. I explained the program in both Spanish and English since the farmer was there and quickly asked what the program was about. The workers told me they were working in Leroy, New York and that two of them had recently arrived. Since, they came from Leroy, I asked if they knew Jerry; "The Puerto Rican guy that is very strong" and they said yes! I quickly sent Jerry a text to let him know he has two more guys that just arrived. I left them some winter hats and our brochures, so the farmer could tell it was a real program. Moral of the story always go prepared, and train your children to help you recruit!

## Never Assume Anything!

By Rut Nakkache

I had an experience in my area that I would like to share with everyone.

The area of Ulster County where the majority of the apple farms are located was invaded by Jamaicans last year. This was due to reasons totally out of our control.

As you may know, this population comes without children and usually, almost always, are men alone in their thirties, forties, fifties and up. I am saying "almost always" (I am moving now into the experience and positive part.) because to my surprise I found

a couple of weeks ago TWO Jamaicans under 22! In the many, many years of my experience this has never happened. So, I am telling you two things; keep going into the places where "usually" only Jamaicans are over age and second, do not assume anything. Things change and keep changing all the time and you will receive surprises.

## Trainers Corner: Irene Sanchez

We are approaching the harvest season. As an attempt to help reach eligible students, you will be receiving H2A Clearance Orders from our office. If you are not familiar yet with H2A program, I will give you a brief history.

The H-2A Temporary Agricultural Guest Worker Program allows U.S. agricultural employers to hire foreign workers on temporary work visas to fill seasonal agricultural jobs. In order to participate, employers must prove that an attempt of hiring U.S. workers failed. This could be done through **posting the job with the Department of Labor** and interviewing applicants in their business offices before the clearance gets approved. Basically, they have to show a shortage of U.S. workers.

H2A workers are mostly young men between 18 and 35 years old. The vast majority come from Mexico and nationally we are seeing some increases in H-2A workers from Jamaica, Central America and Haiti. H2A workers are eligible for the Migrant Education Program as long the worker is 21 years of age or younger and meets all the other MEP eligibility requirements.

The hiring of H2A workers has doubled from 55,921 in 2010 to 108,144 visas in 2015. Because of the H2A workers we might see fewer families and more single males arriving at the camps. Still, you might notice migrant families moving in with relatives or to apartments for rent instead of living on the camps. Especially moving in with families that were part of the program at one point and had expired.

### What is a Clearance Order?

You can access clearance orders directly from the ICERT Visa Portal System. [www.icert.doleta.gov](http://www.icert.doleta.gov)

Example- H2A Clearance Order

THE GOV. W. AVERELL HARRIMAN  
STATE OFFICE BUILDING CAMPUS

STATE OF NEW YORK - DEPARTMENT OF LABOR

FARM LABOR GROWER/PROCESSOR APPLICATION SUMMARY  
APRIL 1, 2016 TO MARCH 31, 2017  
ISSUED: 04/21/16

GROWER NAME : RIVER VIEW FARMS LLC CERTIFICATE NO.: GR0916024  
ADDRESS: 13216 ASHWOOD RD  
CITY: WATERPORT CNTY: ORLEANS STATE: NY ZIP: 14571

FARM NAME: RIVER VIEW FARMS LLC 585) 6825717  
ADDRESS: 13216 ASHWOOD RD  
CITY: WATERPORT CNTY: ORLEANS

NO. OF WORKERS 10 HOME STATES FL BEGIN WORK 05/01/16 END WORK 11/30/16

CAMP NAME: RIVER VIEW FARM  
ADDRESS: 13216 ASHWOOD RD  
CITY: WATERPORT CNTY: ORLEANS

HOUSING (COST, ROOM, ETC): 2 WOOD STRUCTURES, 2 BTHRMS, 5 BDRMS, 2 KITCHENS, 2 DNGRMS  
COMMISSARY: NO GOODS SOLD OR LEASED: NONE

COMMISSARY OPERATOR: NONE  
ADDRESS:  
CITY: STATE: ZIP:

CROP WORK TO BE DONE RATES TO MIGRANT PER UNIT, CAPACITY OF UNIT  
SWT CHER, PEARS HAND HARV - CHERRIES, PEARS \$10/40# LUG W/STEMS, \$15/20 BU: \$10/HR  
APPLES HAND HARV (PROCESS, FRESH) \$15, \$25/20 BU BIN @ LEAST \$10/HR  
CHER, PRS, APPLES GENERAL ORCHARD WORK \$10/HR

WAGES PAID: WEEKLY ON FRI BY: RENE E BROADWELL OFFICE MGR/MEMBER  
FOR 08.00 HOURS PER DAY 40.00 HOURS PER WEEK

OVERTIME: NO  
BONUS: YES  
10% OF GROSS APPLE WAGES PAID AT END OF SEASON IF STAY UNTIL END OF SEASON  
BONUS PAID BY: RENE E BROADWELL

BENEFITS PROVIDED (SICK LEAVE, HOLIDAYS, ETC.): NONE

CHARGES: NO MADE BY:  
THE FOLLOWING ARE A LIST OF THOSE CHARGES AND AMOUNTS OF CHARGES AND ALL OTHER PLANNED PAYROLL DEDUCTIONS AS WELL AS NON-ECONOMIC TERMS AND CONDITIONS OF EMPLOYMENT

MEALS :  
ROOM (RENT) :  
ELECTRICITY :  
FUEL :  
TRANSPORTATION TO N.Y.S. :  
TRANSPORTATION FROM N.Y.S. :  
PAYROLL DEDUCTIONS :  
OTHER CHARGES :  
NON-ECONOMIC TERMS/COND. :

Keep in mind that visiting H2A camps will have easier accessibility because workers live in large camps and farmers might be expecting visitors. Bring the H2A Clearance order with you! Contrary to regular camps, H2A camps have a "leader". So find out who that person is and get the phone number. Have handouts and flyers ready for the farmer. If you encounter any problems attempting to visit a farm or camp, please contact Will Messier immediately. Good Luck!



**Identification/Recruitment Program**

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Ballston Spa, NY 12020

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[nancyrob@nycap.rr.com](mailto:nancyrob@nycap.rr.com)

Articles needed for  
the July Edition!

Please email to the  
above address.

## From the Director's Desk:

In New York State, when recruiters complete the COE the area causing the most problems seems to be last grade, grade and still in school. I will describe some common errors that I see when approving COEs which can cause issues when we send reports to school districts and when we submit our child counts to the Federal Government. Improved knowledge in this area will improve our accuracy and reliability of our reporting system. If you use the ECOE it restricts some of the errors that recruiters make but it doesn't eliminate all of them.

For each of the following scenarios please assume that you are recruiting on 6/15/16:

**Scenario 1** - While recruiting a migrant family you make two children eligible. The first is a high school dropout who last attended 10<sup>th</sup> grade in the 2012/13 school year. This student has expressed interest to you of getting the High School Equivalency Diploma. The 2<sup>nd</sup> child is attending 7<sup>th</sup> grade in the local middle school. How would you document the last grade, grade and still in school sections?

Child one: Last Grade = 10, Grade = D+ and still in school = D+

Child two: Last Grade is not completed, Grade = 7 and still in school = Y

*Please note when a child is attending school with a grade range of K-12 the last grade is not required.*

**Scenario 2** - While recruiting a migrant family you make three children eligible. The first child completed 10<sup>th</sup> grade in Guatemala but is here to work. The 2<sup>nd</sup> will be entering the 7<sup>th</sup> grade in September in New York State. The 3<sup>rd</sup> child just turned 4 years old on June 1<sup>st</sup>. How would you document the last grade, grade and still in school sections?

Child one: Last Grade 10, Grade = OS and still in school = OS

Child two: Last Grade is not completed, Grade = 6 and still in school = Y

Child three: Last Grade is not completed, Grade = P4 and still in school = N

**Scenario 3** – While recruiting a migrant family you make two children eligible. The 1<sup>st</sup> child recently dropped out of high school in Texas on 5/10/16. She was in 11<sup>th</sup> grade but wanted to work with her family in New York. The 2<sup>nd</sup> child just finished 8<sup>th</sup> grade in Texas. How would you document the last grade, grade and still in school sections?

Child one: Last grade is not completed, Grade = 11 and still in school = DO

Child two: Last grade is not completed, Grade = 8 and still in school = Y