



June 2025

## The Needs of Farmworkers in Washington State: *Final Report*

The 2022 Washington State Legislature directed the Washington State Institute for Public Policy (WSIPP) to conduct a study of the needs of farmworkers in Washington. Specifically, WSIPP was directed to work with Latino-led community organizations to collect information from farmworkers about their experiences in the Washington agricultural industry through a survey, interviews, or focus groups. WSIPP was also tasked with reviewing programs and policies shown by research to address the needs of farmworkers and how state and federal agencies collaborate to administer and enforce laws and programs.

A preliminary report for this study was published in November 2023. It provided a background on farmworkers in the US and our plan for a survey of farmworkers in Washington. This report, the final in this series, details the results of that survey, collaboration between government agencies on farmworker issues, and the research literature on policies to help farmworkers.

[Section I](#) provides background and summarizes key takeaways from the preliminary report. [Section II](#) overviews the survey methodology and details the results. [Section III](#) describes collaboration between state and federal agencies to administer services to farmworkers. [Section IV](#) reviews data and research on programs to help address farmworker needs. [Section V](#) concludes with takeaways and opportunities for future research.

### Summary

This final report in the series presents the results of our survey of farmworkers in Washington, as well as our review of collaboration between government agencies and research on programs to help meet the needs of farmworkers. More than half of the respondents to the survey reported that employers do not consistently adjust work in response to heat and smoke. English speakers are more likely to report receiving safety training and equipment. Most farmworkers who access government services do so with help from community-led organizations or figures. Finally, having insurance is associated with greater use of preventative care and less use of emergency care.

State and federal agencies work together to deliver programs and enforce policies related to farmworkers in Washington. Federal agency personnel relayed that Washington is among the most effective states at providing services and enforcing protections for farmworkers. State agency personnel reported good relationships between staff at different agencies. They also communicated that coordination is hampered at the state level by a lack of formal processes for collaboration, such as shared databases and intentional linkages between staff at different agencies.

Programs and policies to help farmworkers are diverse and related to issues in occupational, social service, and legal domains. Initiatives to support farmworkers are often integrated with the work of community-based organizations.

## I. Background

This report is the second and final in a series. The legislative assignment for this study, given in [Exhibit 1](#), required WSIPP to gather specific information from farmworkers as part of an assessment of their needs in Washington State through interviews or surveys. WSIPP was also directed to review coordination between state and federal agencies in administering policies and services to farmworkers, as well as data and research on initiatives intended to address the needs of farmworkers.

A preliminary report in the study was published in November of 2023. That report documented the size and geographic distribution of the agricultural industry and known farmworker employment in Washington. Agriculture is a major industry in Washington, generating more than \$20 billion per year in revenue. In 2022, approximately 113,000 individuals were conducting farmwork in the state's farms, orchards, greenhouses, ranches, and food packing operations.<sup>1</sup> The distribution of farmworkers throughout the state is not equal. Yakima County, a major center of agricultural production, had three times as many farmworkers as any other county. Chelan and Grant Counties also had a relatively larger number of farmworkers. Fewer farmworkers were present in counties like Ferry and Wahkiakum, where little agricultural production occurs.

The preliminary report also documented the research literature on the challenges farmworkers and their families faced.

<sup>1</sup> Briar, C., & Miller, M. (2023). *The needs of farmworkers in Washington State: Preliminary report*. (Doc. No. 23-12-4101) Olympia: Washington State Institute for Public Policy.

### Exhibit 1 Legislative Assignment

- i. *[An appropriation is made....] solely for a comprehensive study to assess specific needs of farmworkers in the state in order to help policymakers determine whether those needs are being met by state administered programs, policies, and statutes. The [Washington State Institute for Public Policy] must consult with farmworker advocacy organizations, state agencies administering programs and policies impacting farmworkers, and nonprofit organizations that work directly with farmworkers.*
- ii. *As part of its information gathering, the institute must hear from farmworkers, either directly or through the nonprofit organizations, regarding farmworkers' experiences and working conditions. These personal, real-life experiences from farmworkers must be based on informal interviews or surveys conducted by Latino nonprofit organizations that have well-established connections and relationships with farmworkers.*
- iii. *The study must focus on needs related to health and safety in the workplace, payment of wages, and preventing harassment and discrimination of, and retaliation against, farmworkers for asserting their rights regarding health and safety standards, wage and hour laws, and access to services.*
- iv. *The study must include:*
  - A. *An examination of how the relevant state agencies coordinate with each other and federal agencies in administering and enforcing the various laws, policies, and programs, and of the agencies' education and outreach to farmworkers regarding farmworkers' rights and protections;*
  - B. *A review of available data from, and research of, programs that are intended to increase health and safety outcomes for farmworkers and that are intended to provide farmworkers access to services and benefits; and*
  - C. *Options on ways to improve agency coordination and the effectiveness of reviewed programs.*
- v. *It is the intent of the legislature to provide funding in the 2023-2025 fiscal biennium budget for the institute to complete the report by June 30, 2025, with a preliminary report submitted by December 1, 2023.*

Engrossed Substitute Senate Bill 5693  
Chapter 297, Laws of 2022

While studies specific to Washington are scarce, research throughout the broader US finds that farmworkers face many work-related and socioeconomic challenges that are not as prevalent among other workers. Farmwork can be dangerous, featuring high rates of fatal and non-fatal injury and exposure to heat, smoke, and often pesticides. The poverty rate among farmworker families is nearly twice as high as for other industries, and farmworkers are much more likely to struggle with food and housing insecurity, as well as poor access to healthcare. This research helped to establish context for the assignment and coverage of the survey.

Our approach to the survey in this final report reflects this research and the requirements of the study assignment. WSIPP was required to ask farmworkers about their experiences in Washington regarding health and safety in the workplace, wages and hours, use of government services, and harassment or retaliation for asserting their rights. Given research establishing a lack of access to healthcare, food, and housing at the national level, we also asked farmworkers about socioeconomic factors to establish the prevalence of these trends in Washington.

This study's directive provided options for how WSIPP was to hear from farmworkers, mentioning surveys or informal interviews. Focus groups were also considered as a possibility. Ultimately, given the level of resources appropriated, we determined that a survey would be the most effective way to reach a large sample of farmworkers and cover all the topics in the directive. Maximizing sample size was also desirable due to the lack of comprehensive data on the state of farmworkers in Washington.

The assignment language for this study directs WSIPP to focus our research solely on the needs of farmworkers in the state. Ultimately, the needs of farmworkers are tied to the needs of and challenges faced by other stakeholders in the state, such as farmers, ranchers, and other employers of agricultural labor. The experiences and needs of these other stakeholders fall outside the legislative mandate for this study; as such, we do not consider them in this assessment. However, their needs could be explored in future research.

## II. Survey Results and Analysis

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In this section, we summarize the responses of farmworkers to our survey.

In all, we received 202 responses to the survey across a variety of locations and types of farmwork. The survey was carried out as described in the preliminary report. Surveyors collected responses between April and October of 2024, covering most of the growing and harvesting season in the Washington agriculture industry. The survey was conducted by a team recruited by *Comunidad para el Avance Familiar Educativo* (CAFÉ), a Wenatchee-based Latino-led non-profit.

Surveyors approached potential respondents in community spaces or at the job site. Respondents were given an informational sheet that described the purpose of the study and provided them with contact information. After consenting to the survey, surveyors read each question to the respondents and marked their responses. The surveys were conducted in Spanish or English, depending on the respondents' preferences.<sup>2</sup> After completing the survey, respondents were provided with a \$30 gift card in an envelope as compensation. They signed the envelope to confirm their receipt of the gift card.

After the conclusion of the survey period, the completed surveys and signed envelopes were sent to WSIPP, where they were securely scanned and shared with staff at the Social and Economic Sciences Research Center (SESRC) at Washington State University for data entry and translation.

For more background information on the survey, see the preliminary report in this series.<sup>3</sup> The complete survey is available in [Appendix I](#).

Farmworkers were provided opportunities to add comments or elaborate on their responses throughout the survey. Farmworkers were also asked to share anything they wished at the end of the survey. Where relevant, we summarize sentiments from these comments in the following analysis.

It is important to emphasize that our survey results may not represent the broader farmworker community in Washington. We designed our outreach to target farmworkers from diverse locations across the state. As a result, some locations in our sample are overrepresented compared to the overall population of farmworkers statewide. Since the type of farmwork performed (such as work in orchards, fields, or packing houses) varies widely by location, this also means that some types of farmwork are overrepresented in our sample relative to the real distribution of farmwork in Washington.

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<sup>2</sup> On the spot translation into indigenous languages, such as Mixteco, Triqui, or Zapoteco, was also offered. No respondents requested this, however.

<sup>3</sup> [Briar & Miller \(2023\)](#).

Our analysis of the survey proceeds as follows: We first report the general demographic, occupational, and housing characteristics of our sample. We then discuss respondents' wages and hours, including issues with timeliness and non-payment of wages. Next, we explore exposure to work-related hazards such as heat, smoke, pesticides, and injuries. After that, we detail farmworkers' use of government services and experiences of harassment and retaliation for accessing those services or exercising their rights. Finally, we describe farmworkers' additional socioeconomic challenges, including access to food, housing, and healthcare.

## Respondent Demographics

First, we review the background and demographic characteristics of our sample. Respondents to the survey were most likely to identify as male (60%); approximately 38% identified as female, while 2% did not answer. This is in line with national statistics that indicate that the agricultural labor force is more male dominated than other industries.<sup>4</sup> The age of respondents ranged from 18, the minimum age to be eligible to take the survey, to 80, with a median age of 38.

Ninety-eight percent of respondents identified their ethnicity as Hispanic or Latino/Latina. This is higher than the national proportion of Hispanic or Latino/Latina farmworkers.<sup>5</sup> Most respondents reported being born in Mexico (83%), followed by the US (14%). The remaining respondents were from other Central American countries.

<sup>4</sup> US Department of Labor, Employment and Training Administration. (2022, January). [14 Findings from the National Agricultural Workers Survey \(NAWS\) 2019–2020: A Demographic and Employment Profile of United States Farmworkers](#). Report No. 16.

The most commonly spoken language among survey respondents was Spanish (97%). English was spoken by 23% of respondents, and indigenous languages, such as Mixteco, Triqui, Zapoteco, or others, were spoken by 20%. Many respondents were multilingual.

## Work Characteristics

Next, we summarize the types and locations of work conducted by respondents. Respondents reported working between one and 45 years in the Washington agricultural industry, with a median of ten years.<sup>6</sup>

### **Exhibit 2**

Respondent-Reported Type of Farmwork

Type of farmwork	Percentage of respondents
Orchard, tree fruit, vineyards	76%
Annual crops (vegetables or berries)	41%
Warehouse or food packing plant	27%
Field crops (corn, grains, dry beans, chickpeas, lentils)	15%
Dairy farm or ranch (animal products)	2%
Other	2%

#### Note:

Many respondents reported doing multiple types of farmwork at the time of the survey, so percentages sum to more than 100%.

<sup>5</sup> *Ibid.*

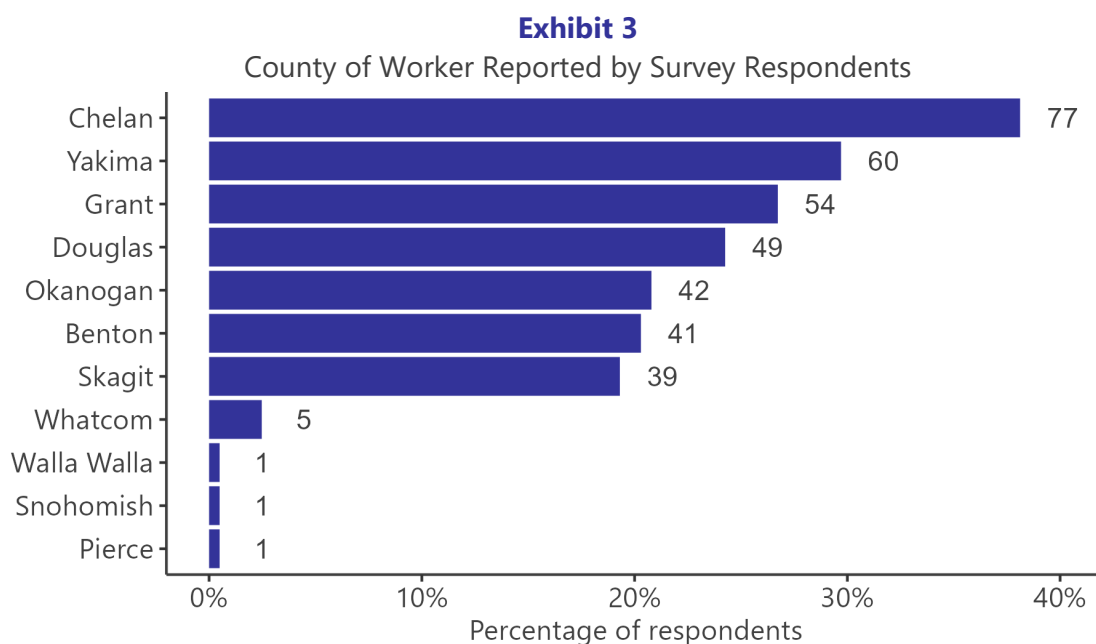
<sup>6</sup> A disproportionate share of respondents reported working in round-number years such as 10, 20, or 30, suggesting that some were approximating.

Exhibit 2 depicts the percentage of respondents who reported conducting different types of farmwork. Three-quarters reported working in orchards, tree fruit, and vineyards. The next most common type of farmwork was with annual crops, followed by warehousing and packing operations. It is common for farmworkers to perform multiple types of farmwork per year as certain crops become harvestable. As a result, respondents' answers could depend on when they were surveyed.

Several types of Washington agriculture production recorded by the Washington State Employment Security Department (ESD) are not represented by respondents to our survey, including floriculture, mushroom production, and nursery and tree production.

For our survey, we did not consider those in farm management services, supervisory roles, and farm labor brokering services as farmworkers. These data also indicate that the plurality of domestic farmworkers in Washington work in orchards, vineyards, and with tree fruit, as in our sample.<sup>7</sup>

Exhibit 3 portrays the percentage of respondents who reported working in different counties in Washington. Central Washington counties, such as Chelan, Yakima, Grant, Douglas, and Okanogan, were most likely reported as worksites by survey respondents. Many respondents reported working in multiple counties under their current employers. Several counties with a significant number of farmworkers (more than 1,000) are not represented in our sample: Kittitas, Thurston, Spokane, King, Adams, and Franklin.



Notes:

Respondent counts are given at the end of each county's bar.

Some respondents reported working in multiple locations. As a result, percentages sum to more than 100%.

<sup>7</sup> These data are not directly comparable to our survey however, because they only allow farmworkers to list one sector of work and do not include H-2A workers. Washington

State Employment Security Department. (n.d.). [Agricultural employment and wages](#).

However, our sample contains a large number of respondents from the three counties with the most farmworkers: Yakima, Chelan, and Grant. Benton, Okanogan, Skagit, and Douglas Counties are also significant sites of farmworker employment and are represented in our sample.<sup>8</sup>

Around 26% of respondents stated they were temporary guest workers in the US with an H-2A visa. The H-2A visa program permits US agricultural employers to bring foreign nationals to the US to work seasonal jobs if the employer can demonstrate that no domestic workers are available to fill those positions.<sup>9</sup> There were no respondents who skipped this question in the survey. Respondents were not asked about their documentation status outside of having an H-2A visa. All H-2A recipients in our sample were male, and 94% said they could not speak English.

Farmworkers who are not recipients of an H-2A visa, regardless of their documentation status, are referred to as domestic workers in this report.

### Housing Characteristics

Briefly, we describe respondents' reported housing characteristics.

Federal law requires that employers of individuals on H-2A visas provide housing. Of the 52 H-2A recipients among our respondents, only two reported receiving housing from their employer.

Thirty-two of the 50 who reported receiving housing from their employer lived in dedicated farmworker accommodations, 17 lived in rented property, and one lived in temporary accommodations such as camping.

Of the 150 domestic farmworkers in our sample, only 20 (13%) reported obtaining housing from their employer.

[Exhibit 4](#) depicts the breakdown of reported housing type by employer housing provisions among domestic respondents. When asked about their type of housing, most domestic respondents to the survey lived in either rented housing from someone other than their employer or individually owned property. Around 20% of domestic respondents owned their housing. Unsurprisingly, the most common form of employer-provided housing was dedicated farmworker accommodations.

Domestic workers reported living at their current place of residence anywhere from two weeks to 70 years. The median length of stay among domestic workers was seven years. Only 16% of domestic workers lived in their current residence for less than a year. In line with recent literature about farmworker mobility, these results suggest that farmworkers are settling in their communities in Washington long-term.

H-2A holders had shorter lengths of stay, with a median of three months. Stay lengths ranged from two months to three years, but only four H-2A workers (8%) had stays exceeding six months.

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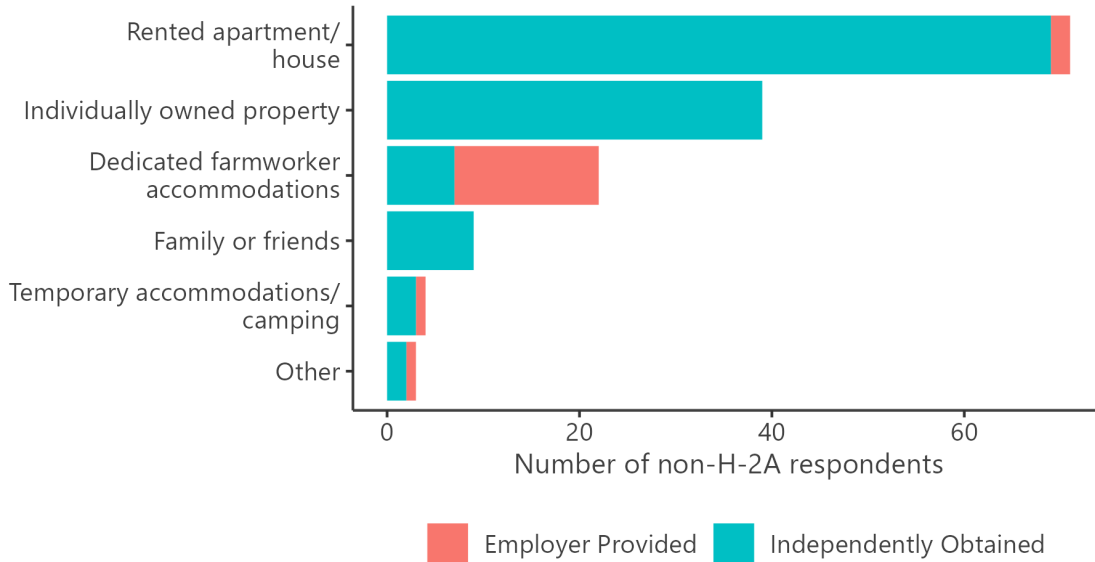
<sup>8</sup> Ibid.

<sup>9</sup> The process to obtain an H-2A visa is detailed further in [Section III. U.S. Citizenship and Immigration Services \(n.d.\) \*H-2A Temporary Agricultural Workers\*](#).



#### Exhibit 4

#### Respondents by Housing Type Currently Occupied among Domestic Workers



**Note:**

The number of respondents reporting living in each housing type is given outside of each bar.

#### Wage and Hour Issues

We now describe farmworkers' work in terms of pay, hours and seasons worked, and the timeliness and completeness of their compensation.

#### Mode and Frequency of Pay

Most farmworkers (81%) reported being paid weekly. Sixteen percent were paid biweekly, 2% were paid monthly, and 1% did not answer. Most farmworkers were paid by the hour, as shown in Exhibit 5. There was a distinct divide in the mode of pay by H-2A visa status, with H-2A holders being much more likely to be paid by volume of produce picked (piece rate) or by the week. Domestic workers were more likely to be paid by the hour.<sup>10</sup>

<sup>10</sup> When asked about their preferences for mode of pay, most farmworkers either did not answer the question or indicated that they were agnostic.

#### Exhibit 5

#### Mode of Pay by H-2A Status

Mode of pay	Total	H-2A	Domestic
Piece rate	35%	67%	24%
By the hour	50%	0%	39%
By the week	25%	81%	33%
Other	2%	0%	3%
No answer	<1%	2%	0%

**Note:**

Many respondents reported being paid in multiple modes. As such, percentages add to more than 100%.

The mode of pay farmworkers received also varied by the type of farmwork they conducted. Piece-rate and hourly pay were more common among those working in orchards, tree fruit, vineyards, and annual crops. Those working in food packing warehouses and field crops were more likely to be paid by the week. See Exhibit A1 in Appendix II for a complete breakdown of the mode of pay by farmwork type.



### Hours and Seasonality of Work

When asked about their last week of work, respondents reported working between 12 and 92 hours at their current employer. On average, farmworkers worked 36 hours in the past week. When asked about their work in peak season, respondents reported working an average of 42 hours per week. There were no significant differences between H-2A and domestic workers regarding hours worked.

Farmworkers worked for an average of 8.8 months of the year in agriculture. However, there was a distinct difference between H-2A (average of 6.4 months) and domestic workers (average of 9.6 months), likely due to the more temporary, employer-based nature of H-2A visas. Among domestic workers, 45% stated that they worked in farmwork in Washington year-round.

Those who did not work year-round in Washington's agricultural industry were asked about their activities the rest of the year. Once again, there was a notable difference between H-2A and domestic farmworkers. Ninety-four percent of H-2A respondents said they returned to their home country outside of working in Washington agriculture, while only one domestic respondent reported doing so. Domestic respondents were most likely to report staying in Washington and looking for other work (63%), staying in Washington but not working (18%), or looking for work elsewhere in the US (17%).

### Issues with the Payment of Wages

In the last two years of working in Washington agriculture, respondents overwhelmingly reported that their employers paid them on time (96%).

Ninety-four percent of respondents reported being paid what all employers promised them in the past two years.

Around 24% of respondents reported having worked more than 40 hours per week at their current employer, entitling them to overtime pay of time and a half for those weeks under Washington State law. Only 22% report always receiving overtime pay for all weeks over 40 hours, meaning that 19% of the total sample reported working overtime and not always getting paid. This contradicts the fact that 94% of farmworkers said they had been paid what all employers owed them in the past two years. These contradicting results may result from misunderstandings about how the overtime law works.

Three of the 25 additional comments made by farmworkers at the end of the survey discuss issues with the payment of wages and hours worked. Some felt that they were not paid enough, given their work. This was a more common comment among individuals working for piece-rate pay, several of whom referenced efforts to raise the rate of pay.

Three respondents mentioned overtime or the new overtime law in their final comments on the survey. All three felt that it was a bad idea. They communicated that it had led to them working fewer hours than they wanted because bosses no longer allowed them to work over 40 hours per week. One specifically said that they needed more working hours to make ends meet. These comments were spontaneous, as respondents were not asked about their opinion of the overtime law.

## Occupational Health and Safety

Farmworkers were asked about health and safety issues at work and how employers took steps to lessen potential harm. This section reviews responses to questions about heat and smoke exposure at work, access to the Occupational Safety and Health Administration (OSHA)-mandated facilities, occupational injuries, and use of pesticides.

Exhibits 6 – 9 in this section depict survey results overall and broken down by subgroups. The question for each exhibit is shown above the chart. Columns in each exhibit show the proportion of farmworkers who responded “Yes” to that question. Read from left to right; the first column shows the overall proportion. The other columns show the proportion of “Yes” responses among specific subgroups based on H-2A status, sex, and English-language proficiency. Since H-2A workers are all male and have limited English ability, results disaggregated by sex and language (the last four bars) are shown only for non-H-2A workers.

In each exhibit, the number above each bar represents the number of farmworkers responding “Yes” to the question in the given subgroup. Some questions (e.g., *“What medical services have you sought?”*) were only asked if farmworkers responded “Yes” to a preceding question (e.g., *“Have you sought medical services in the past year?”*). A note below each figure is included if the question was only asked of a subset of respondents.

## Heat and Smoke Exposures

The survey asked farmworkers if they had worked during high heat and wildfire smoke during the past two years.

*Working in Excessive Heat. Exhibit 6(A)* shows that more than half of the survey respondents said they worked during “excessive” heat over the last two years.

There were large differences in this outcome between H-2A and domestic workers: only 11% of H-2A farmworkers reported working in excessive heat, compared to 71% of domestic farmworkers.

Domestic farmworkers who spoke English were more likely to report working in the heat than individuals who said they could not speak English.

Farmworkers 50 years and older were particularly likely to report having worked in excessive heat. In fact, every male domestic farmworker older than 50 said they have worked in these conditions.

Exhibit 6(B) shows that 57% of all respondents said they needed medical attention because of working in heat in the past two years of Washington farmwork.

These proportions measure a farmworker’s self-assessed need and are larger than other measures of healthcare use, such as from administrative records (e.g., hospital visits). In a previous Washington farmworker survey, half of the respondents reported heat-related symptoms at work during a single survey week.<sup>11</sup> Some farmworkers did not report working in excessive heat ([Exhibit](#)

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<sup>11</sup> Spector, J., Krenz, J., & Blank, K. (2015). [Risk factors for heat-related illness in Washington crop workers](#). *Journal of Agromedicine*, 20(3), 349-359.

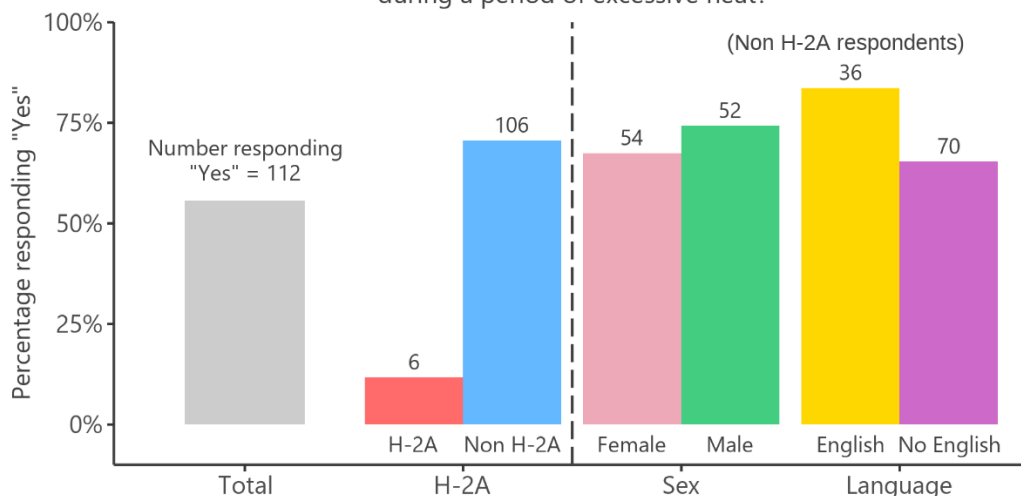
6(A)) but subsequently said they had experienced health symptoms related to working in heat (Exhibit 6(B)). Although it is unclear why, this pattern is largely attributable to responses by H-2A workers: 22 H-2A workers reported heat-related symptoms, but 17 of these farmworkers did not previously say they had worked in excessive heat.

About half of the farmworkers who reported working in excessive heat said their employers changed the workday in response to that exposure. Among individuals who said their employer made changes, the most common employer responses were to change working hours (76%) or offer additional breaks (56%).

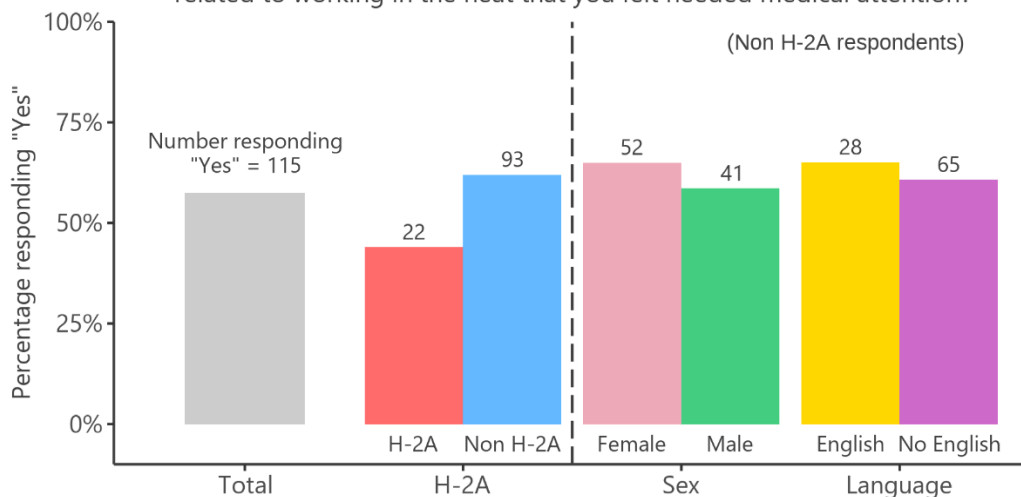
### Exhibit 6

#### Prevalence of Farmworker Heat Exposures

(A) In the past two years, have you had to work during a period of excessive heat?



(B) In the past two years, have you experienced any symptoms related to working in the heat that you felt needed medical attention?



*Exposure to Wildfire Smoke.* Exhibit 7(A) shows that half of respondents reported working in wildfire smoke during the past two years. While 60% of domestic farmworkers reported working in smoke, only 22% H-2A workers and domestic farmworkers with less (1-3 years) experience (19%) said they had this experience. This pattern could be related to whether a respondent has work experience during the summer of 2023 when Washington faced its most severe wildfires in recent history.

Among workers who reported working in smoke, 82% said they had experienced health symptoms such as sore eyes, throat, or difficulty breathing (Exhibit 7(B)). Farmworkers were asked whether their employers responded to smoke exposure by providing personal protective equipment, such as masks. Among domestic workers, English speakers were twice as likely to say that employers offered equipment at least "sometimes." Almost half (44%) of domestic farmworkers who could not speak English reported that they were "never" offered a mask during intervals with smoke.

#### *Access to Drinking Water, Handwashing Stations, and Toilet Facilities.*

Federal agricultural field sanitation requirements include the placement of toilet and handwashing facilities within a "reasonable" distance ("generally, [...] a ¼ mile walk") of agricultural fieldwork. Drinking water must be readily accessible to agricultural workers.<sup>12</sup> The survey asked farmworkers about the accessibility of these three services (toilet facilities, handwashing, and drinking water) within a ten-minute walk of their work site.

Farmworkers tended to answer these questions in the same way: if a farmworker had access to toilets "always," "some days," or "never," they reported the same level of access to other facilities.

Half of the respondents indicated that they are within a short distance of toilet facilities, handwashing, and drinking water "every day," 80% reported access to all three facilities at least half of the working days.

Nine out of ten H-2A workers reported access to toilet facilities, handwashing, and water facilities "every day." Among domestic farmworkers, 63% of women and 74% of men reported access to toilets within a ten-minute walk "most days" or more, while 30% of women and 21% of men reported more limited access to toilets "some days" or "never."

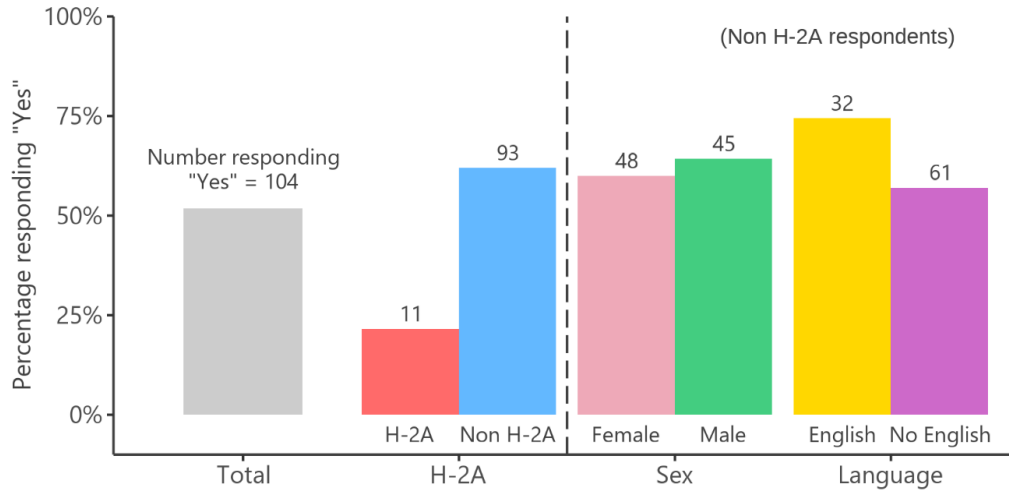
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<sup>12</sup> Occupational Safety and Health Administration. Wage and Hour Division. (n.d.) *OSHA Field Sanitation for Agricultural Employers*.

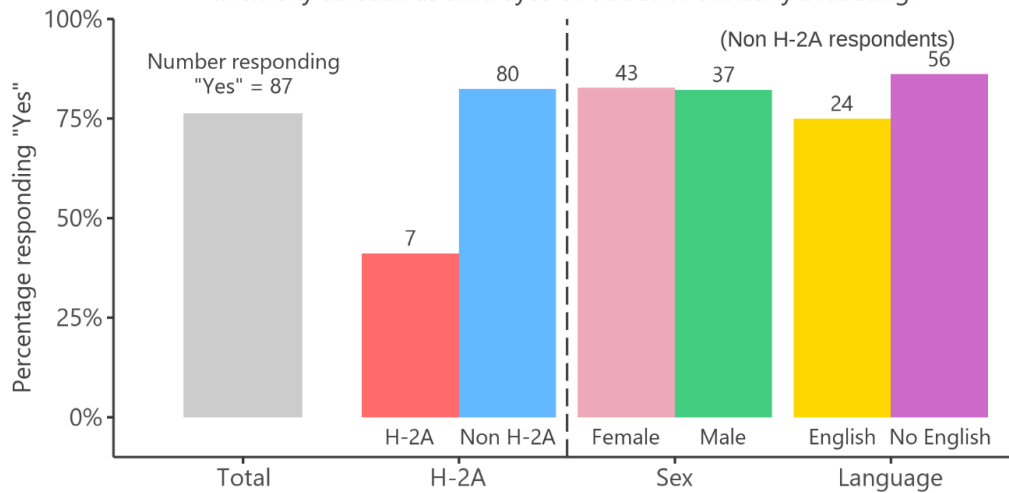
### Exhibit 7

#### Prevalence of Farmworker Smoke Exposures

(A) In the past two years, have you been exposed to smoke from wildfires while at work?



(B) At that time, did you experience symptoms due to working in smoky air such as sore eyes or throat or difficulty breathing?



Note:

Surveyors were directed to ask Question 7(B) only if farmworkers responded "Yes" to Question (7A).

## Injuries at Work

Fifteen percent of farmworkers reported having had an injury that made it difficult to work while at their current job. Among domestic workers, non-English speaking farmworkers were twice as likely (22%) to report an injury than English-speaking farmworkers (9%).

Twenty-four farmworkers (77% of those with self-reported injuries) requested time off to recover.

Ten respondents said they were given enough time off to recover, nine received less time than requested, and five were not offered time off after making a request.

## Pesticides

Exhibits 8 and 9 show the prevalence of occupational pesticide use reported by surveyed farmworkers, health symptoms related to pesticide exposure, access to personal protective equipment, and training to use pesticides.

*Occupational Pesticide Use.* Exhibit 8(A) shows that fewer than half of the respondents reported that pesticides are used at their current job. This proportion differed substantially by English-speaking and national background: 19% of H-2A workers, 72% of English-speaking domestic farmworkers, and 47% of non-English-speaking domestic farmworkers reported working at a site where pesticides are used.

The gap in pesticide use between English and non-English-speaking farmworkers may stem from uncertainty among farmworkers with limited English proficiency rather than a difference in work assignments. A recent study in Washington reported that only a third of farmworkers were able to identify pesticides from English-language labels correctly.<sup>13</sup>

Less than one in ten farmworkers (7%) reported being exposed to pesticides in their sleeping area. Among farmworkers who work with pesticides, one in five (18%) said they have been exposed to pesticides in their sleeping quarters.<sup>14</sup> As described in [Section IV](#), evidence from Washington suggests that domestic pesticide exposures can be reduced substantially through simple steps, such as separating contaminated clothing.

## *Health Symptoms Due to Pesticide Exposure.*

Exhibit 8(B) shows that half of the respondents said they have previously experienced health symptoms because of exposure to pesticides.

Health symptoms due to pesticide use were over twice as common among female than male domestic farmworkers. The harmful effects of pesticides are larger for smaller people since the exposure increases relative to their body weight.<sup>15</sup>

<sup>13</sup> Ponce-González, I., Arias, G., Diaz, E., & Parchman, M. (2024). [Empowering agricultural workers through community health worker-led pesticide safety workshops in Washington State](#). *Health Services Research and Managerial Epidemiology*, 11.

<sup>14</sup> Surveyors were instructed to ask this question only to farmworkers who reported sleeping at their worksite. Ten farmworkers total were in this category (5%). However, 151 (75%) farmworkers provided a response to this question, indicating that surveyors asked the question more broadly

than instructed. Sixty-seven percent of farmworkers who work with pesticides were asked this question. Since farmworkers may be exposed to pesticides in residential quarters away from the worksite, we report the information provided in survey responses.

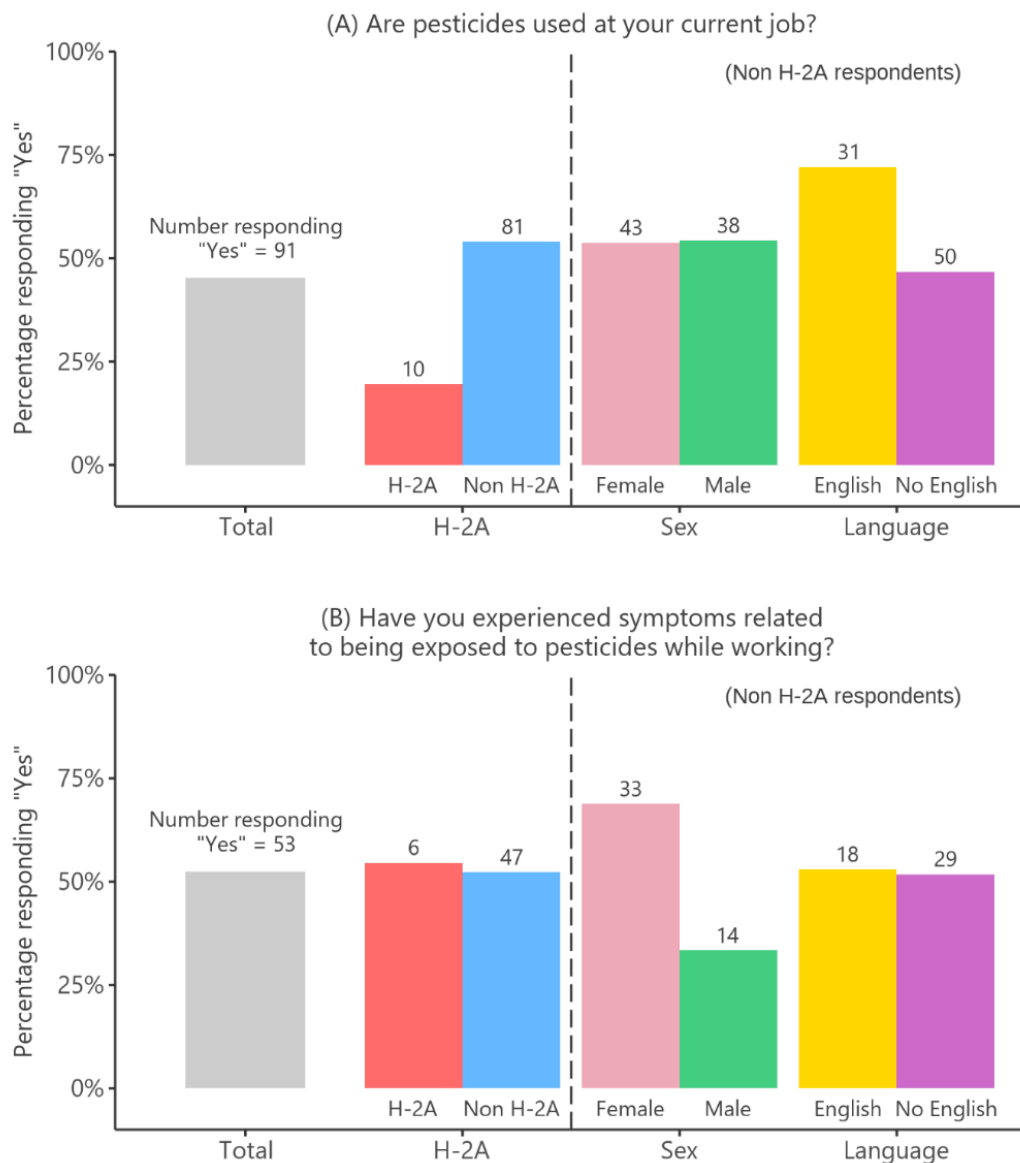
<sup>15</sup> National Research Council, Division on Earth, Life Studies, Commission on Life Sciences, Committee on Pesticides in the Diets of Infants, & Children. (1993). [Pesticides in the diets of infants and children](#). National Academies Press.

The magnitude of this difference is consistent with prior research about farmworkers in the US, which draws attention to female farmworkers' greater

occupational exposure to pesticide drift, fungicides, and fumigants compared to male farmworkers.<sup>16</sup>

### Exhibit 8

#### Survey Responses on Topics Related to Use and Exposure to Pesticides at Work.



**Note:**

Surveyors were directed to ask Question 8(B) only if farmworkers responded "Yes" to Question (8A).

<sup>16</sup> Kasner, E., Keralis, J., Mehler, L., Beckman, J., Bonnar-Prado, J., Lee, S., . . . Calvert, G. (2012). [Gender differences in acute pesticide-related illnesses and injuries among farmworkers in](#)

[the United States, 1998–2007](#). *American Journal of Industrial Medicine*, 55(7), 571–583.



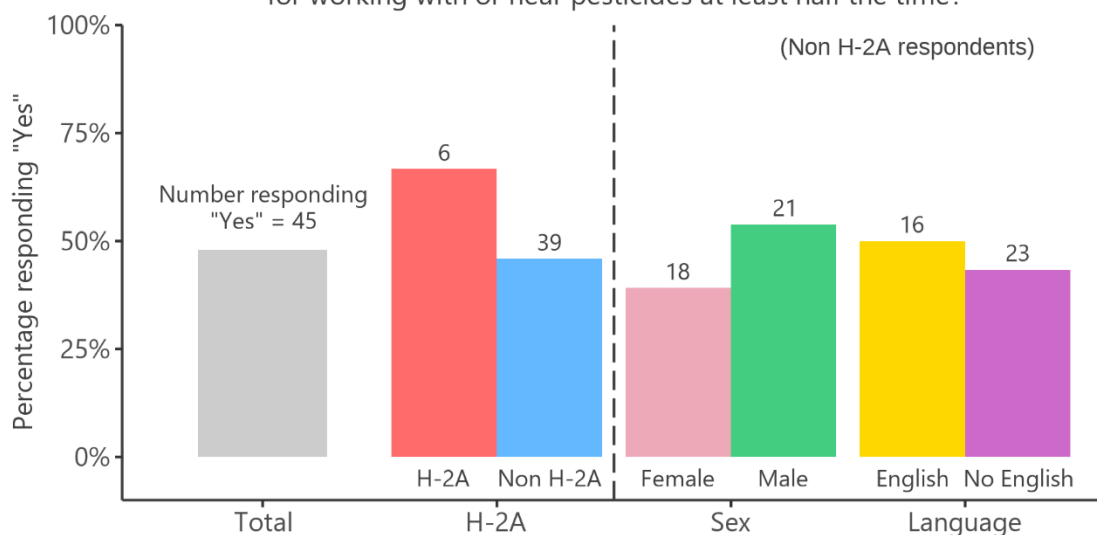
*Protective Equipment and Training.* Among domestic farmworkers who work with pesticides, fewer than half reported that their employer provides them with a mask or other protective equipment (PPE) at least half the time ([Exhibit 9\(A\)](#)), and only one in three reported having access to PPE “always” or “most of the time.”

Among domestic farmworkers, there was a stark difference between English speakers and non-English speakers in reported receipt of pesticide-use training ([Exhibit 9\(B\)](#)). While three-quarters of English-speaking domestic farmworkers who work with pesticides reported having received pesticide safety training lasting at least an hour, less than one in three non-English-speaking domestic farmworkers who said they work with pesticides recalled receiving that level of preparation.

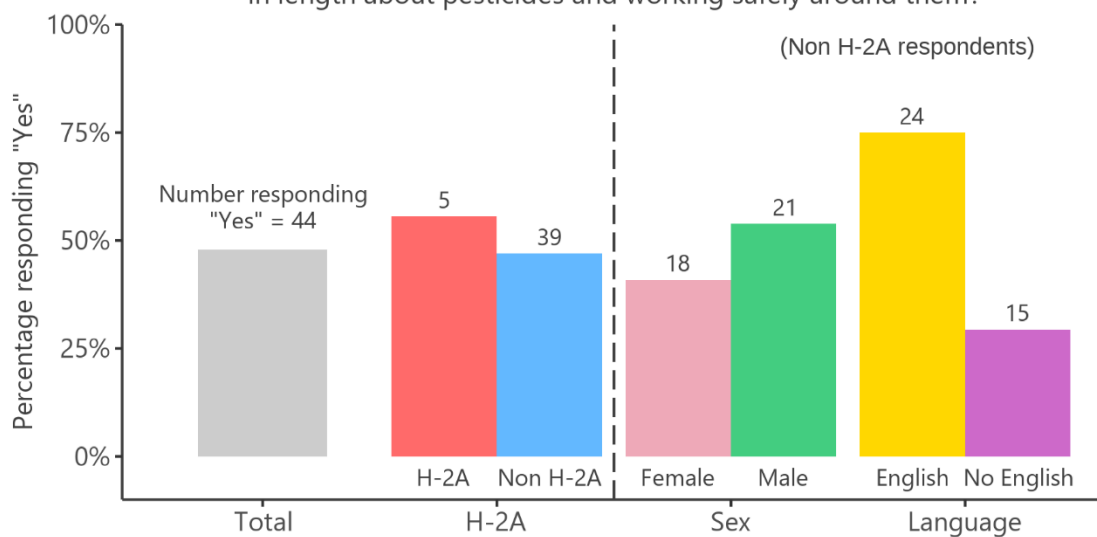
### Exhibit 9

#### Survey Responses on Topics Related to Receipt of Equipment and Pesticide-Use Training

(A) Does your current employer give you protective equipment for working with or near pesticides at least half the time?



(B) Have you ever received trainings of an hour or more in length about pesticides and working safely around them?



**Note:**

Surveyors were directed to ask Questions 9(A) and 9(B) only if farmworkers responded "Yes" to Question (8A), "Are pesticides used at your current job."

In a previous survey of Washington farmworkers, only 30% of respondents who had worked in agriculture for five or more years said they had prior training in preventing pesticide exposure.<sup>17</sup> As described in [Section IV](#), Washington uses a federally approved “train the trainer” model in which supervisors receive pesticide-use training and deliver instructions to farmworkers, but the state does not verify whether farmworkers received training.

Responses to open survey questions documented differences in farmworkers’ support and receipt of protection by employers. One farmworker noted:

*“Our boss sends us to an agency in Wenatchee for a day [to] receive education about all of the pesticides...”*

Another noted:

*“We are not provided with PPE. We have to pay out of pocket for everything, working minimum wage.”*

Out of forty-three total farmworkers who recalled receiving pesticide training, most received instruction in their current role from a coworker (42%), their employer (23%), or a government official (19%).

### [Use of Government Services](#)

We now discuss farmworkers’ reported use of services provided by state and federal governments. In total, 45% of farmworkers reported using government services.

### **Exhibit 10**

#### Farmworker Use of Government Services

Type of service	Percentage
Finding work	18%
COVID-related assistance	16%
Unemployment benefits	13%
Immigration status or visa	4%
Obtaining medical coverage	3%
Obtaining work-related training	3%
Workers’ compensation claim	2%
Claim for unpaid wages	1%

The most common services used by farmworkers were related to finding work, COVID-related financial assistance, and unemployment benefits. [Exhibit 10](#) breaks down the frequency of use of each service among respondents. Farmworkers were not asked what agency they had obtained these services from, though many who got help finding work specifically mentioned WorkSource Washington, the Employment Security Department’s flagship employment service. The roles of various state and federal agencies in providing these services are explored in [Section III](#).

Of those who used government services, 69% went to a community figure or organization for help in applying (3% did not respond). This demonstrates the importance of community resources in connecting eligible farmworkers to services.

<sup>17</sup> Ponce-González et al. (2024).

## Work-Related Concerns, Harassment, and Retaliation

We now discuss respondents' experiences with harassment and retaliation for reporting problems or exercising their rights at work. Twenty-nine percent of survey respondents observed issues in the work environment, impacting either themselves or a coworker, related to health and safety. Issues regarding payment, working hours, employer-provided housing, or other work-related factors (such as disputes between employees, discrimination, or unjust working conditions) were relatively infrequent (less than 15 respondents each).

Among workers who observed any of the above concerns, 74% (49 individuals) reported the concern to a supervisor. Only one individual reported the concern to a government agency. Twenty-three percent (15 individuals) did not report the concern to anyone.

The most common reason for not reporting concerns was that respondents did not feel it would lead to changes in their workplace. The frequency of indicated reasons for not reporting concerns among these respondents is given in [Exhibit 11](#). Since these individuals make up a small share of our sample, their answers should not be interpreted as representative of all farmworkers in Washington.

Of the 50 respondents who had reported a work-related concern to a supervisor or government agency, 27 (around half) reported being treated differently at work (such as having hours cut, being given less favorable assignments, facing threats and harassment, or being fired). Five respondents reported being fired or let go for raising work-related concerns.

### **Exhibit 11**

#### Respondent Reasons for Not Reporting Work-Related Concerns

<b>Reason for not reporting work-related concern</b>	<b>Count</b>
Didn't feel like it would lead to changes in the workplace	12
Fear of being arrested or deported	6
Didn't know how to do so	6
Weren't aware that they could	5
Fear of retaliation at work	5
Didn't feel like it needed to be changed	4
Unable to access resources, such as a lack of internet	2
Other	4

#### Notes:

These responses are drawn from those who reported a work-related concern and decided not to report it. This is a small share of the overall sample (15 respondents total, or 7.4%). Their reasons for not reporting concerns should not be interpreted as representative of all farmworkers in Washington.

Only three respondents reported filing a workers' compensation claim.<sup>18</sup> All three reported being treated differently following their claim, but none were fired or let go.

The plurality of additional comments made by farmworkers and recorded throughout the survey discussed their interactions with bosses. Farmworkers reported both positive and negative relationships with their bosses. Farmworkers sometimes described their bosses as facilitating access to medical care, providing training, and offering good pay and treatment. In other cases, farmworkers described abuse and mistreatment by their bosses, including being forced to work through sickness and injury, being threatened with firing or deportation for asserting their rights, and being subject to acts of humiliation. More negative experiences with bosses and supervisors were reported than positive experiences.

Several farmworkers reported discrimination by bosses. In particular, respondents described discrimination based on their use of indigenous languages, such as being made to work harder and longer because of their inability to speak up in a shared language. Others reported being told by supervisors not to speak in their indigenous languages.

## [Access to Healthcare, Food, and Housing](#)

Finally, we explore questions farmworkers were asked related to their ability to pay for food and housing, access to health insurance, and use of medical services.

### [Food & Housing Affordability](#)

[Exhibit 12\(A\)](#) shows that on a week-by-week basis, 42% of surveyed farmworkers struggle with food costs for their household at least half the time.

There were large differences in responses to this question depending on whether farmworkers spoke English. While only 12% of domestic farmworkers who speak English struggle to afford food "most" or "every week," 28% of domestic farmworkers without English language skills struggle to afford food nearly every week.

[Exhibit 12\(B\)](#) shows that one in four farmworker respondents reported difficulties finding consistent housing at least half the time on a week-by-week basis.

H-2A workers were over twice as likely to experience housing insecurity at least half the time (44%) compared to domestic workers (19%). Among domestic farmworkers, men (29%) and non-English speaking farmworkers (23%) were over two times as likely as women (11%) and English-speaking farmworkers (9%) to report challenges finding housing.

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<sup>18</sup> Since applying for workers' compensation benefits is not the same as filing a complaint against an employer, we

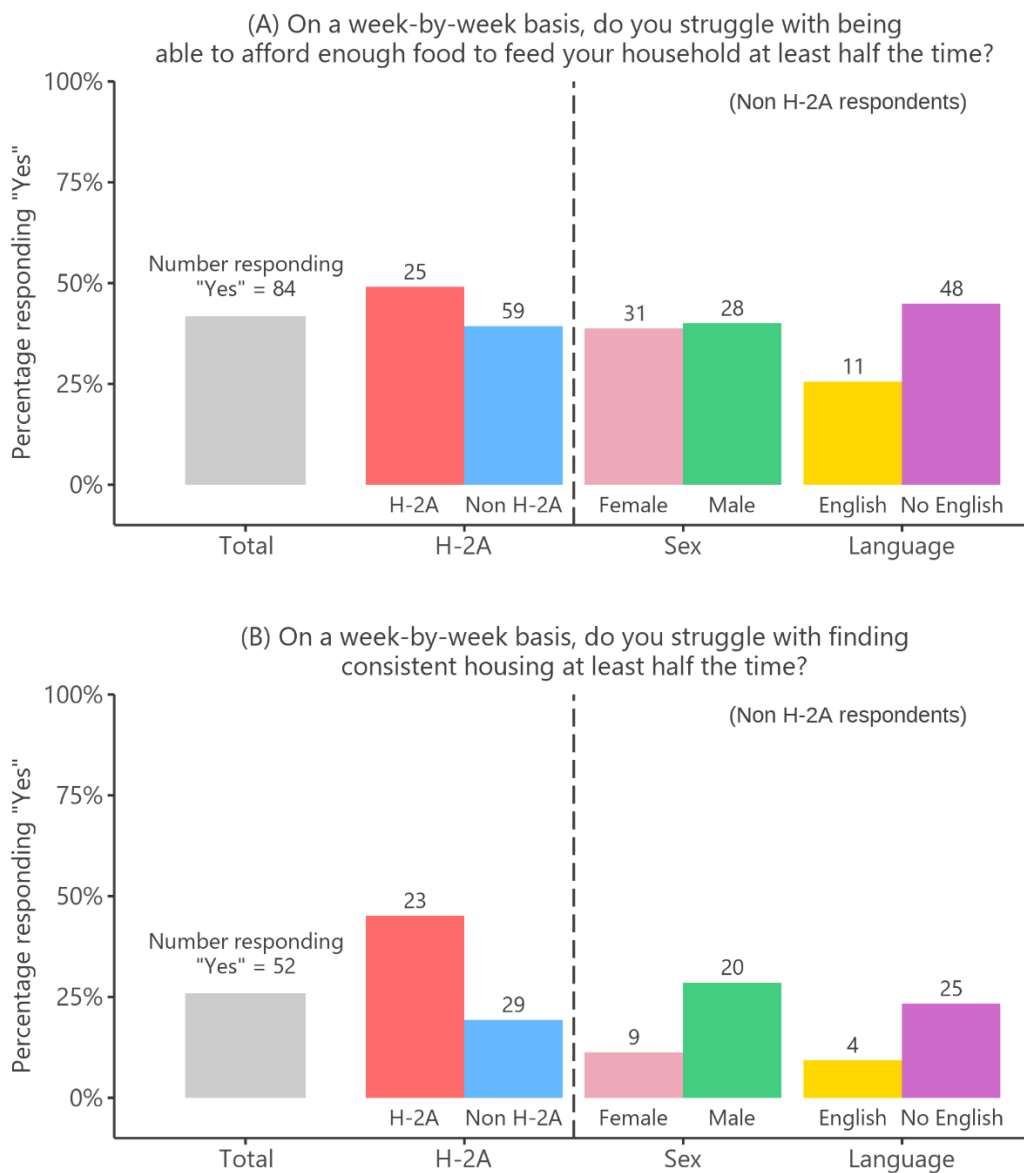
consider this as separate from reporting to a government agency.

Since difficulties affording housing and food are related, we examined their relationship in this sample. There were distinct patterns for H-2A and domestic farmworkers.

H-2A farmworkers were nearly evenly split between individuals who struggle to afford both food and housing "every week" (43%) and individuals who "never" struggle with either (47%). In contrast, domestic workers reported a more varied, unpredictable experience: 63% "never" struggle to find consistent housing, but 72% of this subgroup struggle to afford food for at least "some weeks."

### Exhibit 12

#### Survey Responses on Topics Related to Food and Housing



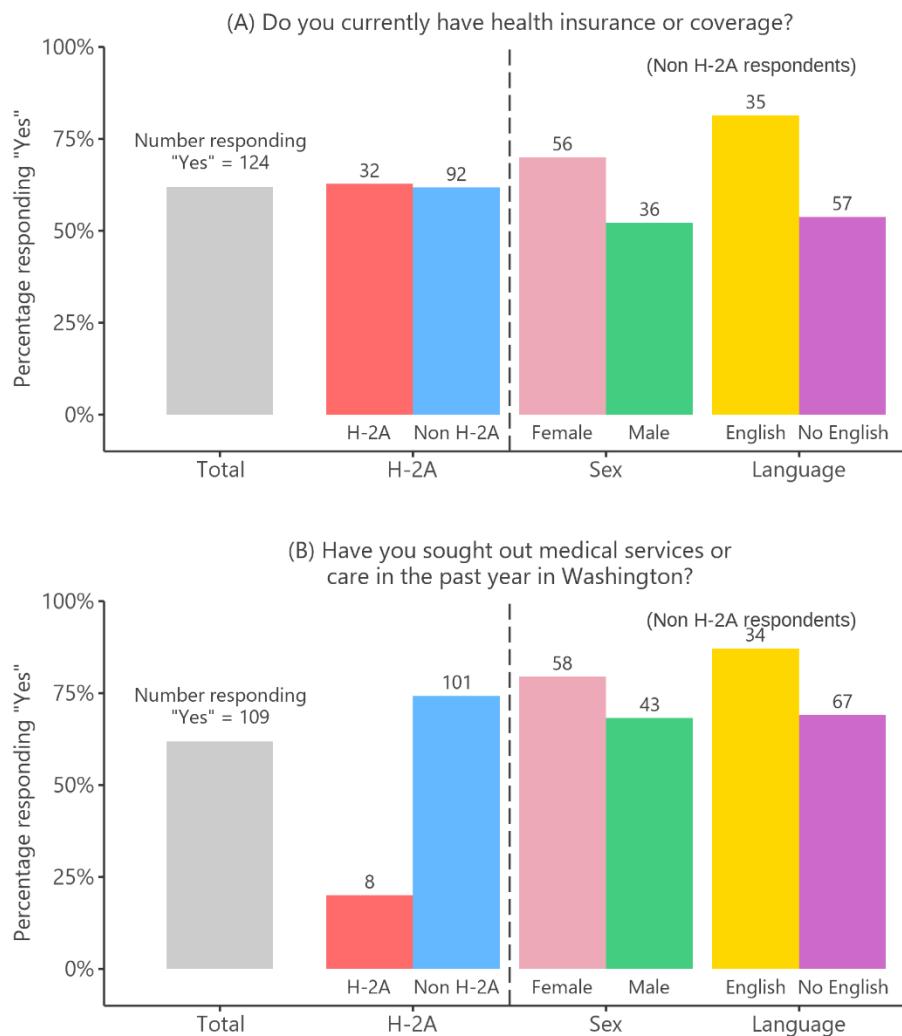
## Health Insurance

Exhibit 13(A) shows responses related to access to health insurance and the use of medical services. Nearly two out of three (60%) respondents said they have health insurance. This proportion was the same for H-2A workers, eligible to purchase coverage through the healthcare marketplace at a discounted rate.<sup>19</sup> More than nine out of ten insured farmworkers said they have Medicaid or Medicare.

There were differences in health insurance enrollment across demographic groups. On average, domestic female farmworkers reported being insured at a higher rate (70%) than male farmworkers (52%). Domestic farmworkers who spoke English had higher enrollment in health insurance (82%) than their non-English speaking counterparts (54%).

### Exhibit 13

#### Survey Responses on Topics Related to Health Insurance and Medical Care



<sup>19</sup> Washington State Health Care Authority. (n.d.) Washington Health Plan Finder. [Health Insurance with a H-2A visa handout](#).



Older farmworkers were more likely to be insured than younger farmworkers. The lowest insurance coverage rates (25%) were among non-English-speaking men under 40.

#### Use of Medical Care

More than half of all respondents reported they received medical services in Washington over the past year (Exhibit 13(B)). One in four H-2A workers (23%) and one in ten (9%) domestic farmworkers did not respond to this question. Among farmworkers who responded, the proportion of those who accessed care was nearly four times higher among domestic workers (74%) than H-2A workers (20%). Farmworkers who sought care were most likely to report visiting a doctor's office.

In a similar pattern to health insurance coverage, older and English-speaking domestic farmworkers were more likely to say they had received medical care. Notably, 96% of English-speaking farmworkers over 40 who responded to this question said they received care within the past year.

Farmworkers with health insurance (64%) were more likely to say they had received medical care compared to farmworkers without health insurance (39%).

#### Reasons for Seeking Medical Care.

Exhibit 14 shows the percentage of farmworkers receiving care by type of need. Results are disaggregated by whether the respondent reported having health insurance.

Farmworkers with health insurance were more likely to receive dental care, routine checkups, and care for an ongoing condition. Farmworkers without health insurance were twice as likely as farmworkers with health insurance to have received emergency services. Out of 76 farmworkers without health insurance, only one said they received medical care for an ongoing condition. In contrast, one-third of farmworkers with health insurance said they are receiving ongoing care.

#### Reasons for Not Seeking Medical Care.

Among the 93 farmworkers who did not report seeking medical services in Washington in the past year, 61% reported feeling like they did not need them.

Of 44 H-2A workers who said they did not seek care, 95% said they did not need care. In contrast, among 49 domestic workers who did not seek care, 31% reported having no healthcare needs.

In this group of domestic farmworkers, the most common explanation for not seeking care was due to cost; half said that they "couldn't afford care." Only four domestic workers total said they "couldn't find time or couldn't get an appointment," "weren't sure how to access care," or were "afraid of being reported or punished."

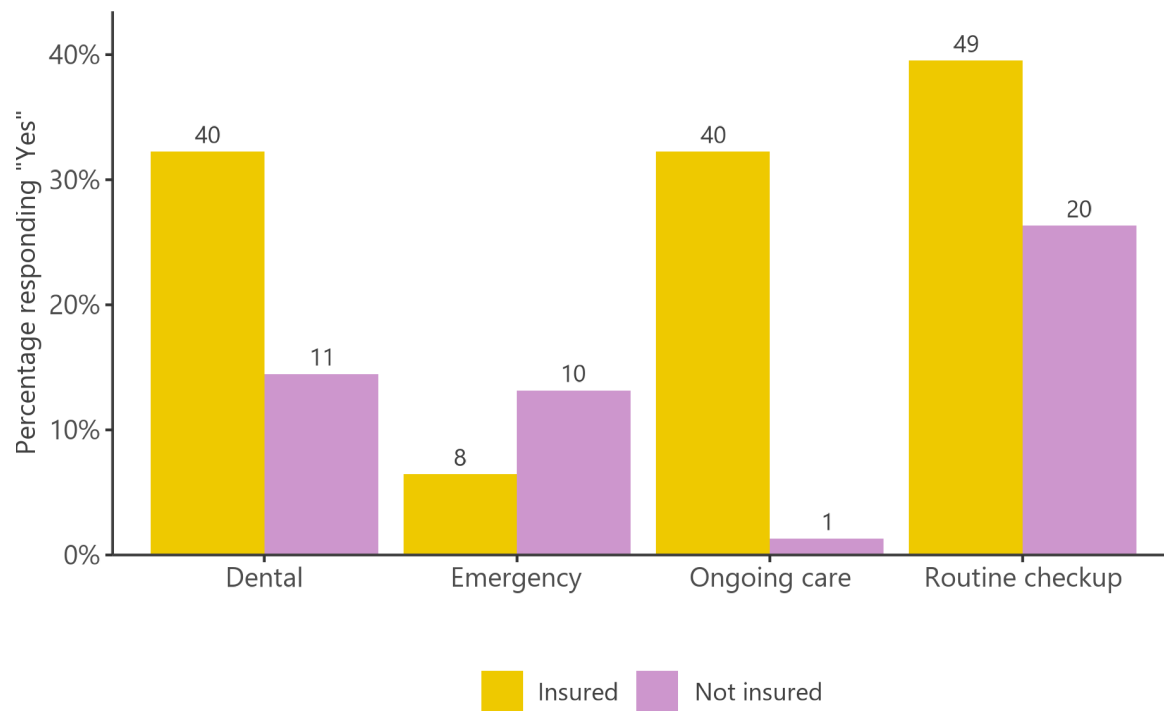
### Key Takeaways from Survey Analysis

Overall, our survey revealed a wide range of backgrounds, experiences, and opinions among farmworkers.

Exhibit 15 summarizes key takeaways from our examination of the survey data, organized by section.

### Exhibit 14

Have you received medical care for one of the following reasons over the past year?



## Exhibit 15

### Key Takeaways from Survey Analysis

Survey topic	Key takeaways
Demographics and work characteristics	<ul style="list-style-type: none"> <li>• Most respondents were Latino/Latina/Hispanic and from Mexico or the United States.</li> <li>• Around a quarter of our sample consisted of H-2A visa holders, all of whom were male.</li> </ul>
Wage and hour issues	<ul style="list-style-type: none"> <li>• 96% of respondents report being paid on time, and 94% report being paid what they're owed by all employers in the last two years.</li> <li>• Around a quarter of farmworkers reported having worked more than 40 hours. Around a third of them report not receiving overtime pay less than half of the time.</li> </ul>
Health and safety in the workplace	<ul style="list-style-type: none"> <li>• Nearly 65% of domestic farmworker respondents reported exposure to wildfire smoke and extreme heat at work over the last two years.</li> <li>• More than half of respondents said employers do not consistently make changes to address these occupational-environmental exposures. English speakers were twice as likely to say employers offered protective equipment.</li> <li>• About half of farmworkers who work with pesticides recalled a one-hour safety training. English speakers were more likely to report receiving training.</li> <li>• Women were twice as likely to experience pesticide-related illness and less likely to say employers provided protective equipment.</li> </ul>
Use of government services	<ul style="list-style-type: none"> <li>• 45% of respondents reported using government services; more than two-thirds of those who did used a community organization or individual to help access them.</li> </ul>
Work-related concerns and harassment	<ul style="list-style-type: none"> <li>• 29% of farmworkers reported seeing a work-related concern affecting them or someone they work with.</li> <li>• Three-quarters of those individuals reported their concern to a supervisor; around half of those who reported said they were treated differently at work thereafter, receiving less favorable hours, pay, conditions, or being fired</li> <li>• Responses indicate that the disposition of bosses and supervisors affects the overall experience in farmwork.</li> <li>• While some reported good experiences with bosses, others shared experiences of abuse and discrimination.</li> </ul>
Social and health services	<ul style="list-style-type: none"> <li>• Three-quarters of domestic farmworkers struggle to afford food "sometimes" or more frequently. Half of H-2A workers reported struggling to find housing and afford food every week.</li> <li>• Having health insurance is associated with more use of preventative and ongoing healthcare among farmworkers and less use of emergency services.</li> </ul>

### III. Inter-agency Coordination on Programs, Policies, and Services

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Washington State and federal agencies manage a variety of programs, policies, and services to support farmworkers in the state. This section describes collaboration and coordination between those agencies in enforcing statutes and policies and administering programs.

The content in this section is based on personal communications with agency staff and a review of the existing literature over the course of January 2023 to February 2025. Since that time, the goals of many federal agencies that administer services and enforce standards regarding farmworkers have changed. Given those changes, it is uncertain how collaboration and coordination between state and federal agencies will evolve in the coming years.

#### Coordination on Programs and Policies

Farmworkers benefit from government programs that are the result of collaboration between state and federal agencies. For our review of such collaborations, we narrow the scope to include only programs and policies exclusively targeted at farmworkers.<sup>20</sup>

Within that scope, we identified several areas of coordination among agencies:

- Employment-related issues,
- Administration of the H-2A Temporary Agricultural Worker visa program,

- Pesticide safety and incident reporting,
- Farmworker housing, and
- Education.

We address each area in turn.

#### Employment-Related Issues

Several Washington State agencies collaborate with the US Department of Labor (USDOL) and other federal agencies on programs targeted at farmworker employment. These include efforts to help match potential farmworkers to employers, monitor workplace safety, enforce state and federal regulations, and collect data on farmworkers in the US.

*Finding Employment in Farmwork.* The Employment and Training Administration at USDOL oversees a number of programs and systems intended to help farmworkers find employment and report labor standards violations. The relationships among these programs and state agencies are depicted in [Exhibit 16](#). The green and purple arrows describe one- and two-way relationships, respectively.

The Employment and Training Administration administers three main programs: employment services programs under the Wagner-Peyser Act, the Monitor Advocate System, and the National Farmworker Job Act. We discuss each of these programs in turn.

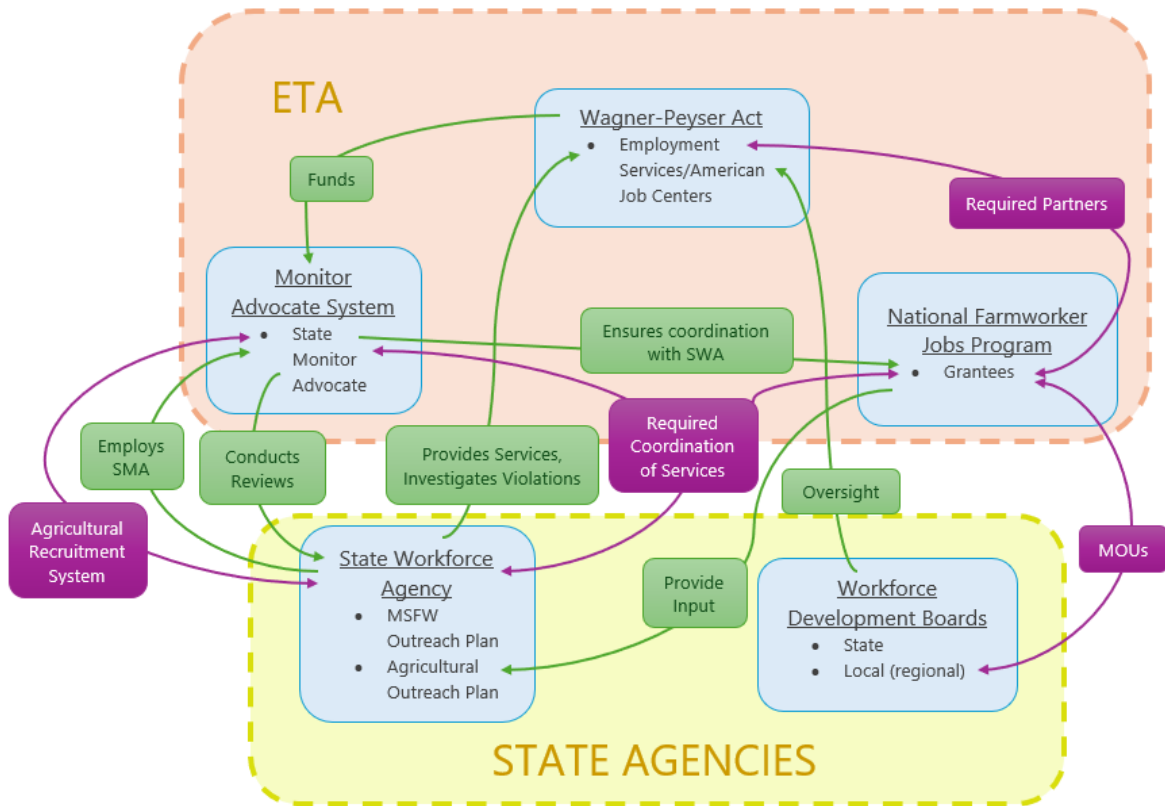
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<sup>20</sup> For instance, while many farmworkers benefit from food assistance programs, we do not consider those in our review

as they are intended to help the public in general rather than farmworkers specifically.

## Exhibit 16

### Relationships Between Employment-Related the Employment and Training Administration Programs, State Agencies



#### Notes:

Purple arrows represent two-way collaboration while green arrows represent oversight or advising relationships.

ETA = Employment and Training Administration.

SWA = State workforce agency.

SMA = State monitor advocate.

ESD = Employment Security Department.

MSFW = Migrant Seasonal Farmworker

The Wagner-Peyser Act of 1933 established the nationwide employment services system to support access to work for qualified job seekers.<sup>21</sup> Employment services are offered at American Job Centers, a network managed at the state level by each state workforce agency, with oversight from state and local workforce development boards. Job centers offer job search assistance, counseling, testing, and referrals.

Washington's workforce agency is ESD, and the network of Washington job centers is called WorkSource. As noted in [Section II](#), many respondents to our survey specifically named WorkSource when asked about their use of government services.

<sup>21</sup> U.S. Department of Labor, Employment and Training Administration. (n.d.). [Wagner-Peyser Program](#).

In 1974, the U.S. District Court for the District of Columbia ordered that workforce development services offered to migrant seasonal farmworkers (MSFWs) be equitable to those offered to other workers through employment services.<sup>22</sup> In 1977 and 1980, USDOL published regulations to implement that order.<sup>23</sup> As a result of this mandate, state workforce agencies developed new resources for MSFWs, including an outreach program, an Agricultural Outreach Plan, and MSFW-specific labor violation complaint requirements.<sup>24</sup>

The order also led to the creation of the second main program, the Monitor Advocate System, a nationwide initiative to improve outreach to MSFWs, track services for MSFWs provided at American job centers, help resolve labor complaints, and promote the Agricultural Recruitment System. Each state has a state monitor advocate to monitor services provided to MSFWs. Washington's advocate conducts ongoing reviews of ESD services for MSFWs to ensure equitability with other employment services. The state advocate engages in monthly calls with regional and national monitor advocates to help resolve problems at the state level.<sup>25</sup> As of April 2025, these monthly calls have been suspended.

The monitor advocate system works closely with the USDOL Agricultural Recruitment System, which helps state workforce agencies (such as ESD) recruit and refer US workers to temporary agricultural jobs in other states. This not only helps farmworkers to find jobs that fit their skills but also helps employers find workers that match their needs.<sup>26</sup>

The third program under the Employment and Training Administration, the National Farmworker Jobs Program, provides grants to organizations and public agencies that offer career training or housing services to MSFWs. State monitor advocates are required to meet quarterly and establish memoranda of understanding (MOUs) with National Farmworker Jobs Program grantees in their states to coordinate employment-related complaints, as well as gather input from grantees on improving coordination to administer services for MSFWs. The advocates work to ensure effective collaboration on MSFW issues. The National Farmworkers Jobs Program grantees are also required to enter MOUs with their local workforce development boards to coordinate services.<sup>27</sup>

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<sup>22</sup> Civil Action No. 2010-72, U.S.D.C., commonly called the "Judge Richey Court Order."

<sup>23</sup> National Archives and Records Administration. (September 15, 2023). *Improving protections for workers in temporary agricultural employment in the United States*. Federal Register.

<sup>24</sup> National Farmworker Jobs Program. (2016). *Program Guide*.

<sup>25</sup> Regional Monitor Advocates and the National Monitor Advocate have been offering one on one calls with SMAs to

discuss relevant topics. Engdahl, K., Region Six Monitor Advocate, Employment and Training Administration, USDOL. (personal communication, August 8, 2024).

<sup>26</sup> WorkforceGPS. (April 8, 2021). *Acquiring workers for agricultural jobs through the agricultural recruitment system*. U.S. Department of Labor, Employment and Training Administration; 20 CFR 653 Subpart F.

<sup>27</sup> National Farmworker Jobs Program (2016).

*Enforcing Employment Standards.* The Wage and Hour Division at USDOL provides training to state monitor advocates and workforce agencies to support compliance with federal labor regulations. They have a bi-weekly standing meeting with ESD to share information and clarify agency enforcement and outreach responsibilities, discuss opportunities for program improvement, resolve issues with the H-2A system, and refer violation cases when necessary. The Wage and Hour Division also has MOUs with Washington’s Department of Labor and Industries (L&I) and the City of Seattle to coordinate enforcement and outreach where appropriate.<sup>28</sup>

At the state level, cross-agency collaboration on employment issues typically occurs through standing meetings, which enable communication about potential violations of workplace standards. For instance, the Fraud Prevention and Labor Standards division at L&I holds regular meetings with ESD to share information. Agency personnel emphasized that “tip sharing” is often informal and based on professional relationships between staff at different agencies.

*Data Collection on the State of Farmworkers.* Since 1989, USDOL and the National Agricultural Statistics Service at the US Department of Agriculture have carried out the National Agricultural Workers Survey (NAWS) to monitor the welfare and status of farmworkers nationally and regionally.<sup>29</sup> In face-to-face interviews, this survey asks a random sample of farmworkers about demographic, employment, and health-related topics.<sup>30</sup> Only domestic workers are included in the survey sample. Additionally, the state where a respondent resides is not identified, except California, which limits the utility of NAWS in informing state-level policy questions.<sup>31</sup>

#### *H-2A Temporary Worker Visa Program*

The Office of Foreign Labor Certification at USDOL and ESD collaboratively oversee the H-2A Temporary Agricultural Worker visa program application process in Washington. The H-2A application and approval process is described in detail in [Exhibit 17](#).<sup>32</sup>

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<sup>28</sup> Silva, T., District Director in Seattle, Wage and Hour Division, USDOL, & Yim, S., Community Outreach and Resource Planning Specialist, Wage and Hour Division, USDOL (personal communication, July 17, 2024).

<sup>29</sup> U.S. Department of Labor, Employment and Training Administration (n.d.). [National Agricultural Workers Survey](#); US Department of Agriculture, National Agricultural Statistics Service. (April 17, 2024). [Surveys: Farm Labor](#).

<sup>30</sup> NAWs samples from 17 U.S. Department of Agriculture regions during different seasons in proportion to the

predicted total farm labor. Within regions, counties, zip codes, employers, and crop workers are successively sampled at random.

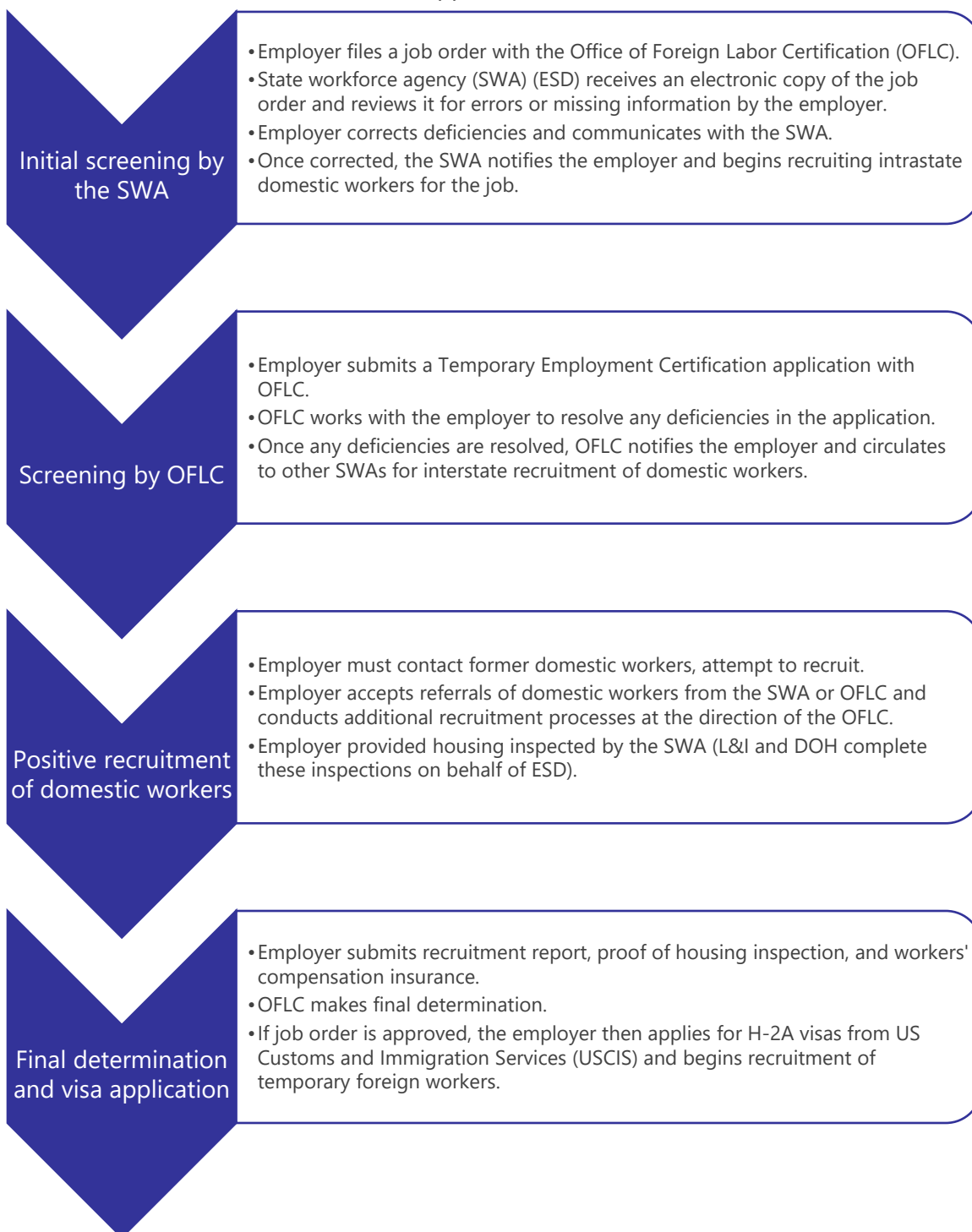
<sup>31</sup> US Department of Labor, Employment and Training Administration. (n.d.). [Data Limitations](#).

<sup>32</sup> Office of Foreign Labor Certification, US Department of Labor. (February 2023). [H-2A Application Process Flow Chart for employers](#).



## Exhibit 17

### H-2A Application Process



Once H-2A workers arrive at the worksite in Washington, ESD is responsible for ensuring their treatment complies with federal regulations. The Employment Security Department and L&I conduct joint site visits to educate H-2A workers about their rights and the services each agency provides. Agency staff also look for apparent violations of state and federal regulations and provide contact information to farmworkers should they wish to report concerns.<sup>33</sup> The Employment Security Division processes complaints from farmworkers and conducts random, unannounced field checks to ensure compliance with state and federal law. Most issues are minor and can be resolved on the spot without a formal violation being filed. Those that ESD cannot informally resolve are sent to the appropriate enforcement agency, such as L&I, Wage and Hour Division at USDOL, or the Equal Employment Opportunity Commission.<sup>34</sup>

## Pesticides

The Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA) grants the Environmental Protection Agency (EPA) the authority to regulate the registration, distribution, sale, and use of all pesticides.<sup>35</sup> Under the authority of FIFRA, the EPA established the Worker Protection Standard, a set of baseline rules providing protection to pesticide applicators and handlers and establishing inspections of pesticide-using operations.

However, FIFRA establishes that states are responsible for primary enforcement of pesticide use violations. As a result, most monitoring and enforcement activities around the Worker Protection Standard are conducted by state or tribal agencies with oversight from the EPA via cooperative agreements to ensure compliance with FIFRA. The EPA offers training to state and tribal agency inspectors to obtain EPA credentials who are then able to conduct compliance inspections under FIFRA authority.<sup>36</sup> In Washington, FIFRA inspections are carried out by the Washington State Department of Agriculture (WSDA).

The Department of Agriculture, L&I, and DOH share responsibility for preventing, responding to, and investigating reported pesticide exposures. Each agency has responsibility for a part of this system: L&I investigates potential Worker Protection Standard violations that involve employee-employer relationships; WSDA investigates potential violations that are not employee-employer related as well as potential violations of other state and federal pesticide laws; and DOH investigates pesticide-related illness that an exposure incident may have caused. The three agencies share a formal agreement to coordinate their responses to exposure incidents along these lines.<sup>37</sup> The three agencies also contribute members to the Pesticide Advisory Board and the Pesticide Application Safety Committee.<sup>38</sup>

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<sup>33</sup> Satran, J., Potter, Z., & Trunnell, A. (April 2024). *ESD Administration of the H-2A Temporary Worker Visa Program*. Joint Legislative Audit and Review Committee.

<sup>34</sup> *Ibid.*

<sup>35</sup> US Environmental Protection Agency. *Federal Insecticide, Fungicide and Rodenticide Act Compliance Monitoring*.

<sup>36</sup> US Environmental Protection Agency, Office of Enforcement and Compliance Assurance. (2015). *Compliance*

*Monitoring Strategy for Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA)*.

<sup>37</sup> Cavin, A., Potter, Z., & Satran, J. (April 2024). *Pesticide safety programs to protect farmworkers*. Joint Legislative Audit and Review Committee.

<sup>38</sup> Washington State Department of Health. (n.d.). *Pesticide Application Safety Committee*; Washington State Department of Agriculture. (n.d.). *Pesticide Advisory Board (PAB)*.

In recordings of their meetings, committee members have stated that it is a useful forum to identify difficulties each agency faces and determine if more focused collaboration could be a remedy.<sup>39</sup>

The Pesticide Illness Prevention Program at DOH is a part of the National Institute for Occupational Safety and Health's SENSOR-Pesticide network that seeks to surveil and analyze the use of pesticides nationwide. The Department of Health investigates reported suspected pesticide poisoning, assessing the severity of the health impact and classifying exposures according to the National Institute for Occupational Safety and Health standards. The Department of Agriculture and L&I are also sometimes involved in these inspections.<sup>40</sup>

## Housing

Many state and federal agencies share responsibility for regulating and inspecting farmworker housing. At the federal level, the Employment and Training Administration sets standards for farmworker housing, and OSHA sets standards for temporary work camps.<sup>41</sup> The Wage and Hour Division at USDOL is responsible for inspecting farmworker housing to ensure compliance at the federal level with OSHA or Employment and Training Administration regulations.<sup>42</sup>

At the state level, regulation and inspection responsibilities depend on housing size and licensing requirements. The Department of Health licenses and inspects farmworker housing with ten or more occupants, five or more buildings, housing built under WAC 246-359, or when an employer applies for a license for their farmworker housing. As a part of this, DOH oversees the Temporary Worker Housing program established by WAC 246-359.<sup>43</sup>

Temporary worker housing that DOH does not inspect falls under the jurisdiction of L&I's inspections team.<sup>44</sup> The ESD is responsible for certifying to the Employment and Training Administration that housing specific to H-2A workers meets state standards. However, the inspections are carried out by DOH and L&I.<sup>45</sup> All three agencies share an MOU to coordinate on the inspection of temporary worker housing.<sup>46</sup>

## Education

The US Department of Education provides funding to state education agencies as part of its national Migrant Education Program to support the children of migratory farmworkers and fishers. These funds are intended to help meet the particular needs of children in families that migrate for work.

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<sup>39</sup> Pesticide Application Safety Committee, Washington State Department of Health. (September 3, 2024). [September 2024 Meeting](#).

<sup>40</sup> Washington State Department of Health. (n.d.). [Pesticide Illness Prevention Program](#).

<sup>41</sup> 20 CFR § 5.654E; 29 CFR § 1910.142.

<sup>42</sup> Washington State Department of Health. (n.d.). [Temporary Worker Housing Frequently Asked Questions](#).

<sup>43</sup> WAC 246-359.

<sup>44</sup> This housing, while not required to be licensed, is still required to meet the same state standards for farmworker

housing as housing inspected by DOH. Washington State Department of Health. (n.d.). [Temporary worker housing – What it is](#).

<sup>45</sup> In the future, USDOL will instead require that H-2A farmworker housing meet federal standards. [Satran, Potter, & Trunnell \(2024\)](#).

<sup>46</sup> Washington State Employment Security Department. (October 2024). [2024 Agricultural Seasonal Workforce Services](#).

Children of migrant farmworkers may relocate with their families between states with different curricular and graduation requirements and resources for multilingual instruction and health services.<sup>47</sup>

Washington's Office of the Superintendent of Public Instruction (OSPI) uses Migrant Education Program funding to provide supplemental academic programs and counseling, home visits, summer school programs, and other similar services to children of migrant farmworkers. The funding also supports the collection of data on migrant students in Washington to tailor programming to meet their needs better.<sup>48</sup>

Through the Migrant Education Program funding, Washington administers the Migrant Education Health Program. This funding subsidizes health and social services for children in migrant farmworker families.<sup>49</sup> Resources are used to provide children with nutritional support as well as vision, hearing, and dental examinations to improve participation in school. It also provides linkages to community social services and supports programs that engage parents to address instances where children have long-term health issues.

### Coordination Challenges

The legislative language for this study requires WSIPP to examine options for improved agency coordination in their work to support and provide services to farmworkers. To identify these opportunities, we spoke with federal and state agency staff about their experiences.

We also reviewed publications detailing instances of collaboration between agencies.

Federal personnel consistently communicated that Washington is one of the most committed and effective states at providing protection and services to farmworkers and that working with Washington State agencies is relatively easy compared to many other states. In some cases, Washington standards and protections for farmworkers exceed federal standards. In this context, several federal agencies described taking a more "hands-off" approach to Washington than other states.

Representatives of state agencies reported regular meetings and productive relationships between staff at different state agencies. However, agency personnel communicated that a lack of formal processes for collaboration hampers coordination between agencies.

Relationships between state and federal agency staff often coincide with past and ongoing collaborative work between agencies rather than an intentional consequence of program design. Put simply, two individuals at different agencies may collaborate or share information *informally* because they worked together on an initiative in the past, not because collaboration is required based on their official position. This can result in lost leads and connections when staff change roles or leave their agencies.

Relatedly, agencies often lack formal systems to share information about farmwork-related complaints, inspections, and violations.

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<sup>47</sup> Migrant Education Program. (n.d.). [About](#). US Department of Education.

<sup>48</sup> Washington Office of Superintendent of Public Instruction. (n.d.). [Migrant Education Program](#).

<sup>49</sup> Washington Office of Superintendent of Public Instruction. (n.d.). [Migrant Education Health Program](#).

For instance, if a violation of a particular workplace standard is reported to one agency, that information may be shared informally with other agencies, but it will generally not be shared through an intentional reporting process. The absence of centralized data and information-sharing processes puts agency staff responsible for proactively and independently requesting information from other agencies. Lack of knowledge about what information agencies collect limits cross-agency inquiries; agency staff used the phrase *“you don’t know what you don’t know”* to describe this problem.

The only well-documented example of this issue is the work of L&I, WSDA, and DOH on pesticides. While the three agencies share a formal agreement to coordinate, there is no shared database or claims management system to share inspection information. Rather, agency staff share information on a case-by-case basis. Further, L&I and WSDA do not share information documenting which farms have been inspected, potentially leading to missed inspection opportunities.<sup>50</sup> Recognizing these disconnects, members of the three agencies now meet monthly to establish measurable outcome goals and share information about their operations.<sup>51</sup>

Staff at other agencies described similar issues with interagency communication and information sharing but did not go into specifics.

In our conversations with agency staff, Oregon’s state agencies’ pesticide monitoring and enforcement system was often cited as a good example for its centralized, formal communication and information-sharing processes. Like Washington, responsibility for pesticide regulation, monitoring, and enforcement is divided among several agencies in Oregon. However, their actions are coordinated through the Pesticide Analytical and Response Center.

When a pesticide exposure is reported through any partnering agency, all the agencies immediately share information about the exposure. A determination over who has jurisdiction is then made, and that agency starts an investigation. After the issue is addressed, an incident report is shared back within the Pesticide Analytical and Response Center. The Center’s board examines these reports and shares information on trends in biennial legislative reports. These reports sometimes include recommendations to the Oregon Legislature about how to reduce pesticide-related incidents. The system also allows healthcare providers to submit requests to obtain information and expertise on treating workers exposed to pesticides.<sup>52</sup> The response center empowers Oregon’s agencies to coordinate the detection and enforcement of pesticide-related issues by clarifying personnel roles and responsibilities and providing a central platform for collaboration.

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<sup>50</sup> Joint Legislative Audit and Review Committee (2024).

<sup>51</sup> Sandison, D.I., Director of Washington State Department of Agriculture. [Letter to Eric Thomas, Legislative Auditor at the Joint Legislative Audit and Review Committee](#). March 1, 2024; Sacks, J., Director of Washington State Department of Labor and Industries. [Letter to Eric Thomas, Legislative Auditor at the Joint Legislative Audit and Review Committee](#).

March 1, 2024; Shah, U.A., Washington Secretary of Health. [Letter to Eric Thomas, Legislative Auditor at the Joint Legislative Audit and Review Committee](#). March 4, 2024.

<sup>52</sup> Pesticide Analytical and Response Center Board. (July 2020). [Coordinating Oregon’s response to pesticide incidents](#). Oregon Department of Agriculture.

## IV. Research on Programs and Policies to Help Meet Farmworkers' Needs

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This section reviews research and data about programs intended to increase farmworkers' health and safety outcomes and provide farmworkers access to services and benefits. The section is organized around four topics: access to health services, occupational health, economic and social resources, and legal advocacy.

Research reviewed in this section used different methodologies to document program impact and relevance to farmworkers. For each example, we describe the methods used, such as surveys, analysis of administrative data, or interviews.

### Healthcare Services

This section reviews programs intended to make healthcare accessible to farmworkers, including providing health insurance, establishing community health centers, and involving community health workers.

### Health Insurance

Increased access to public health insurance by low-income groups is associated with reductions in emergency department visits, out-of-pocket spending, and rates of skipping medication due to cost.<sup>53</sup> In national survey data, injured farmworkers without insurance are twice as likely to visit an emergency department relative to farmworkers with insurance.<sup>54</sup>

Lawfully present immigrants are eligible to purchase health insurance in the Affordable Care Act (ACA) Marketplace and can qualify to enroll in Medicaid after a five-year waiting period.<sup>55</sup> Three national surveys indicate that approximately 70% of eligible farmworker households participated in Medicaid between 2010 and 2022.<sup>56</sup> That proportion is similar to the Medicaid participation rate among other eligible adults.<sup>57</sup> Data from the NAWS suggest that expanding public health insurance through the ACA increased access among farmworkers but had no effect on the use of services for undocumented farmworkers, who remained federally ineligible for comprehensive coverage.<sup>58</sup>

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<sup>53</sup> Sommers, B., Blendon, R., Orav, E., & Epstein, A. (2016). [Changes in utilization and health among low-income adults after Medicaid expansion or expanded private insurance](#). *JAMA Internal Medicine*, 176(10), 1501-1509.

<sup>54</sup> NAWS 2021-2022. p.55.

<sup>55</sup> Washington State Health Care Authority. [Guide to health insurance for immigrants in Washington State](#).

<sup>56</sup> Hill, A., Beatty, T., Smith, S., & Saunders, E. (2025) [Welfare program participation among US farmworkers comparing participation and its determinants in three national surveys](#).

<sup>57</sup> Nelson, D.B., Singer, P.M., & Fung, V. (2024). [Implementing automated Medicaid eligibility renewals was not associated with higher levels of program participation](#). *Health Affairs Scholar*, 2(6).

<sup>58</sup> Kandilov, A.M., & Kandilov, I.T. (2022). [The impact of the Affordable Care Act Medicaid expansions on agricultural workers' health insurance coverage, medical care utilization, and labor supply](#). *American Journal of Agricultural Economics*, 104(3), 1026-1049.

Seven states (CA, CO, IL, MN, NY, OR, and WA) offer state-funded health insurance to some income-eligible adults regardless of immigration status.<sup>59</sup> As of 2024, Washington allows all low-income immigrants to apply for coverage under a Medicaid “look-alike” program called Apple Health Expansion.<sup>60</sup> Apple Health Expansion reached its enrollment cap of 13,000 people one month after enrollment began in July 2024.

Drawing from interviews with agricultural employers, healthcare providers, and community-based organizations, the 2023 California Farmworker Health Study suggested steps to improve access to care for newly insured farmworkers.<sup>61</sup>

First, a key challenge emphasized in that study is that services may be limited to provider networks within designated managed care regions. In Washington’s Apple Health program, these regions are county-based, which may complicate farmworkers’ access to care when they travel between counties for work.<sup>62</sup> To address this, California stakeholders proposed an agricultural-region managed care network.

Second, besides legal eligibility, the most significant barriers to farmworker enrollment in health insurance are logistical, including lack of access to a computer, distance from social service providers, and language barriers.<sup>63</sup>

Placing health insurance “navigators” with connections to community-based organizations at community and migrant health centers has improved enrollment among farmworkers in North Carolina and California and could be complemented by creating a farmworker-specific administrative services organization.<sup>64</sup> The Washington ACA marketplace (Washington Healthplanfinder) maintains an online “Navigator Search” database connecting users to Spanish-speaking insurance navigators at health centers and community-based organizations.<sup>65</sup>

### Health Centers

Federally Qualified Health Centers are federally funded outpatient clinics with sliding scale fees that serve as safety net providers in rural settings. Some Federally Qualified Health Centers are designated as Migrant Health Centers, offering culturally targeted resources for agricultural workers. There are 167 Migrant Health Centers seasonal and permanent service sites in Washington State, ranging from mobile clinics to joint Federally Qualified Health Centers – Migrant Health Centers.<sup>66</sup>

The Federally Qualified Health Centers are important healthcare sites for farmworkers who lack or are ineligible for health insurance. Nationally, 64% of uninsured farmworkers reported accessing healthcare at Federally Qualified Health Centers – Migrant Health Centers in 2021-2022.<sup>67</sup>

<sup>59</sup> Kaiser Family Foundation. (2024). *State health coverage for immigrants and implications for health coverage and care*.

<sup>60</sup> Washington State Health Care Authority. *Apple Health Expansion enrollment cap*. 2024.

<sup>61</sup> Sandhu et al. (2023) and ITUP. (2023). *Making Medi-Cal work for California farmworkers*.

<sup>62</sup> *Apple Health Expansion Service area map* (January 2025).

<sup>63</sup> Guild, A., Richards, C., & Ruiz, V. (2016). *Out of sight, out of mind: The implementation and impact of the Affordable Care*

*Act in US farmworker communities*. *Journal of Health Care for the Poor and Underserved*, 27(4), 73-82.

<sup>64</sup> ITUP (2023).

<sup>65</sup> Washington Healthplanfinder. (n.d.) *Navigator Search*.

<sup>66</sup> National Center for Farmworker Health. (2024). *Migrant health history and legislation: Migrant health program*.

<sup>67</sup> NAWS 2021-2022.



Analysis of survey data suggested that the establishment of Federally Qualified Health Centers in agricultural counties over the last thirty years has been associated with higher rates of healthcare use by undocumented farmworkers and lower reported language barriers in access to healthcare across all farmworker groups.<sup>68</sup>

### Community Health Workers

Community health workers (CHWs) are frontline public health personnel who are familiar with or members of the communities they support.<sup>69</sup> These workers provide health education, referrals, informal counseling, and direct care to farmworkers.<sup>70</sup> When farmworkers are eligible for health insurance, CHWs support enrollment and educate farmworkers about the insurance marketplace.<sup>71</sup> In Washington, CHWs have led farmworker vaccination campaigns, diabetes screening and prevention efforts, and oral health programs for children in farmworker communities.<sup>72</sup>

In focus groups, CHWs who work with farmworkers emphasized that they depend on the training and creation of professional networks to deliver services within the healthcare system effectively.<sup>73</sup>

Skill development, including research and data management, prepares the CHWs to find resources, produce effective health promotion material, and track impact.

In 2018, the Washington State Legislature dedicated funds to DOH to implement recommended CHW training programs.<sup>74</sup> The Department of Health now conducts a free, online, multilingual CHW “Core Competency” training, which includes sections on data and documentation skills.<sup>75</sup>

### Occupational Health and Safety

Measures to safeguard farmworker occupational health include programs to protect against harm, improve access to care when injury occurs, prepare healthcare providers, and facilitate reporting by providers to public health agencies.

### Protection Against Injury

Farmworkers encounter pesticide exposures, extreme heat, air pollution, and other causes of occupational illness and injury.

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<sup>68</sup> Parker, E., Schut, R., & Boen, C. (2024). [The promise and limits of inclusive public policy: federal safety net clinics and immigrant access to health care in the US](#). *Social Forces*, 111.

<sup>69</sup> CHW is an umbrella term to describe a diverse workforce including outreach specialists, health or patient navigators, health advocates, community health educators, or promotoras/es de salud.

<sup>70</sup> Bloss, J., LePrevost, C., Zahra, A., Firnhaber, G., Cofie, L., Zepeda, R., & Lee, J. (2022). [Advancing the health of migrant and seasonal farmworkers in the United States: Identifying gaps in the existing literature, 2021](#). *Health Promotion Practice*, 23(3), 432-444.

<sup>71</sup> Guild, A., & Figueroa, I. (2018). [The neighbors who feed us: Farmworkers and government policy-challenges and solutions](#). *Harvard Law & Policy Review*, 13, 157.

<sup>72</sup> Ponce-González et al. (2024).

<sup>73</sup> LePrevost, C., Cofie, L., Bloss, J., & Lee, J. (2024). [Focus groups revealed how community health workers in North Carolina find, verify, and process health information for migrant and seasonal farmworkers](#). *Health Information & Libraries Journal*, 41(1), 43-52.

<sup>74</sup> Washington State Department of Health. (2019). [Report and recommendations for implementing training and education for community health workers](#). Office of Family and Community Health Improvement, Division of Prevention & Community Health.

<sup>75</sup> Washington State Department of Health. (2025). [Community Health Worker Training Program](#).

**Pesticides.** Research shows that farmworkers trained using Worker Protection Standard-approved pesticide safety videos retain little information after three months, calling into question the effectiveness of “passive” training formats.<sup>76</sup> Recommended and approved approaches include “train the trainer” systems, which provide enhanced and intensive safety instruction for supervisors, who are then responsible for training farmworkers. This model is currently implemented in Washington, but there is no state requirement to track how many farmworkers are trained or verify whether training was adequate.

Other approaches to reduce pesticide poisoning during farmwork include using CHWs as pesticide safety trainers. In one Washington study involving CHWs, nearly four out of five surveyed farmworkers reported never receiving training previously. The in-person CHW-led intervention was interrupted by the pandemic but was associated with moderate increases in workers’ ability to identify symptoms of pesticide exposure and information from pesticide labels.<sup>77</sup>

Half of all pesticide-related illnesses in agriculture are due to “drift,” or movement of pesticides through the air.

Between 2000 and 2015, ground-based “airblast” sprayers were involved in 89% of orchard drift events in Washington.<sup>78</sup> The use of modern “tower” designs, which are positioned to spray horizontally instead of upwards, was associated with reductions in pesticide drift in neighboring fields.<sup>79</sup> The Department of Agriculture maintains an optional and small-scale “On Farm Air Blast Assistance” program to train farmworkers on calibrating airblast sprayers and weather monitoring.<sup>80</sup>

Given that wind carries pesticides beyond the Worker Protection Standard-defined Application Exclusion Zone (100 feet), researchers emphasize the value of “farm-to-farm” notification systems that integrate weather monitoring and real-time drift surveillance.<sup>81</sup>

Exposure to pesticides at home is another concern, both for farmworkers and their families.<sup>82</sup> In a multi-year randomized intervention, agricultural communities in which CHWs provided basic resources (e.g., laundry bags) and led educational sessions on simple steps to protect families, such as placing work boots in plastic bins, exhibited a 60% larger reduction in children’s pesticide exposure relative to the change in the control group.<sup>83</sup>

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<sup>76</sup> Grzywacz, J., Gonzales-Backen, M., Liebman, A., Trejo, M., Gudino, C., Trejo, M., . . . Tovar-Aguilar, J. (2022). [Comparative effectiveness of training alternatives for the EPA’s Worker Protection Standard regulation among immigrant Latino farmworkers](#). *Journal of Occupational and Environmental Medicine*, 64(2), 140-145; Hyland, C., Meierotto, L., Som Castellano, R., & Curl, C. (2024). [Mixed-methods assessment of farmworkers’ perceptions of workplace compliance with worker protection standards and implications for risk perceptions and protective behaviors](#). *Journal of Agromedicine*, 29(3), 355-371.

<sup>77</sup> Ponce-González et al. (2024).

<sup>78</sup> Kasner, E., Prado, J., Yost, M., & Fenske, R. (2021). [Examining the role of wind in human illness due to pesticide](#)

[drift in Washington State, 2000–2015](#). *Environmental Health*, 20, 1-15.

<sup>79</sup> Blanco, M., Fenske, R., Kasner, E., Yost, M., Seto, E., & Austin, E. (2019). [Real-time monitoring of spray drift from three different orchard sprayers](#). *Chemosphere*, 222, 46-55.

<sup>80</sup> Washington State Department of Agriculture. (n.d.) [On Farm Air Blast Assistance](#).

<sup>81</sup> Blanco et al. (2019).

<sup>82</sup> Tamaro, C., Smith, M., Workman, T., Griffith, W., Thompson, B., & Faustman, E. (2018). [Characterization of organophosphate pesticides in urine and home environment dust in an agricultural community](#). *Biomarkers*, 23(2), 174-87.

<sup>83</sup> Griffith, W., Vigoren, E., Smith, M., Workman, T., Thompson, B., Coronado, G., & Faustman, E. (2019). [Application of improved approach to evaluate a community intervention to](#)

*Heat.* State legislation to protect outdoor farmworkers in Washington has existed since 2008 and was updated in 2023.<sup>84</sup> However, research suggests that farmworkers may not receive adequate training and lack knowledge of major sources of risk of heat-related illness, even when employers are OSHA-compliant.<sup>85</sup>

A randomized study in Washington reported the benefits of participatory and culturally targeted heat-education training programs in terms of farmworker adoption of measures to protect against heat-related illness. A one-hour training covering ways to prevent heat-related illness, such as wearing appropriate clothing and staying hydrated, was associated with a 34% improvement in farmworker awareness of risks from extreme heat between the pre- and post-harvest assessments.<sup>86</sup> In combination with measures to provide employers access to heat-forecast data from the Washington State University (WSU) *AgWeatherNet* online platform, the intervention was associated with a 6.5% lower rate of heat-related physiological strain.<sup>87</sup>

*Smoke.* Counties in Washington with the largest farmworker populations also have the highest combined heat and wildfire smoke exposures. Gaps in air quality monitoring can limit the capacity of farm managers to make decisions (such as the timing of harvest) to protect workers and comply with state regulations.<sup>88</sup>

An emerging model of “precision” agriculture is more feasible given the decreasing cost of commercial air quality sensor technology. Researchers are working to integrate a commercial sensor network with WSU’s *AgWeatherNet*, which offers real-time data from over 200 meteorological stations in Washington and is accessed more than 50,000 times per day during the agricultural season.<sup>89</sup>

*Injuries.* Farmwork requires repeated physical tasks that increase the risk of injury.

“Engineered controls,” such as mobile orchard harvesting platforms and “exoskeleton” equipment, modify the work environment to prevent farmworker injuries. These methods are often recommended since they do not rely on workers to learn and implement specific training, such as improving posture, that may be incompatible with their work.<sup>90</sup>

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reduce exposure of young children living in farmworker households to organophosphate pesticides. *Journal of Exposure Sci & Environmental Epidemiology*, 29(3), 358-365.

<sup>84</sup> Washington State Department of Labor and Industries. News Release June 28, 2023. [Updated heat protections for outdoor workers go into effect July 17, 2023.](#)

<sup>85</sup> Langer, C., Mitchell, D., Armitage, T., Moyce, S., Tancredi, D. J., Castro, J., . . . Schenker, M. (2021). [Are Cal/OSHA regulations protecting farmworkers in California from heat-related illness?](#) *Journal of Occupational and Environmental Medicine*, 63(6), 532-539.

<sup>86</sup> Relative to an 8.5% improvement among farmworkers who did not receive the training. Marquez, D., Krenz, J., Chavez Santos, E., Torres, E., Palmández, P., Sampson, P., . . . Spector, J. (2023). [The effect of participatory heat education on agricultural worker knowledge.](#) *Journal of Agromedicine*, 28(2), 187-198.

<sup>87</sup> Chavez Santos, E., Spector, J., Egbert, J., Krenz, J., Sampson, P., Palmández, P., . . . Flunker, J. (2022). [The effect of the participatory heat education and awareness tools \(HEAT\) intervention on agricultural worker physiological heat strain: results from a parallel, comparison, group randomized study.](#) *BMC Public Health*, 22(1), 1746.

<sup>88</sup> Austin, E., Kasner, E., Seto, E., & Spector, J. (2021). [Combined burden of heat and particulate matter air quality in WA agriculture.](#) *Journal of Agromedicine*, 26(1), 18-27.

<sup>89</sup> Schollaert, C., Austin, E., Seto, E., Spector, J., Waller, S., & Kasner, E. (2023). [Wildfire smoke monitoring for agricultural safety and health in rural Washington.](#) *Journal of Agromedicine*, 28(3), 595-608.

<sup>90</sup> Centers for Disease Control and Prevention. National Institute for Occupational Safety and Health (NIOSH). (April 10, 2024). [About hierarchy of controls.](#)

A Washington study compared measures of repetitive physical activity between farmworkers harvesting apples using ladders and picking from self-propelled orchard platforms.<sup>91</sup> Harvesting from platforms was associated with better posture and lower heart rates and was perceived by farmworkers to be less strenuous. An economic analysis concluded that using platforms and in-field sorting machines may be cost-saving for apple harvesting operations.<sup>92</sup>

### Management Practices and Barriers to Care

Farmworkers encounter barriers to reporting injury. Researchers estimate that nine out of ten occupational pesticide exposures are unreported,<sup>93</sup> and half of farmworkers have untreated injuries causing chronic pain.<sup>94</sup>

Management practices, such as setting the pace of work and providing breaks, set expectations for risk-taking and access to care for farmworkers.<sup>95</sup>

Recent research from Washington based on interviews with farmworkers emphasizes that state policies intended to protect farmworkers may be inconsistently enforced, leaving employers with primary influence over workplace culture.<sup>96</sup>

This body of research suggests that resources could be used to support and train agricultural management, including helping supervisors improve communication with farmworkers, prioritize injury prevention, and look for ways to increase representation of farmworkers in supervisory and advisory roles.<sup>97</sup>

### Preparing Healthcare Providers

Accurate surveillance and effective treatment of farmworker occupational injury requires that workers know they have a treatable condition and have access to care. Further, clinicians must be prepared to recognize and document that health outcomes are related to work.<sup>98</sup>

Clinicians face challenges communicating with farmworkers (e.g., due to lack of interpreter services or patients' fear of retaliation from employers), may be ignorant of available workers' compensation benefits, and may lack the training to identify conditions related to agricultural work (such as illness from pesticide exposure).<sup>99</sup>

<sup>91</sup> Thamsuwan, O., Galvin, K., Tchong-French, M., Kim, J., & Johnson, P. (2019). [A feasibility study comparing objective and subjective field-based physical exposure measurements during apple harvesting with ladders and mobile platforms](#). *Journal of Agromedicine*, 24(3), 268-278.

<sup>92</sup> Zhang, Z., Pothula, A., & Lu, R. (2017). [Economic evaluation of apple harvest and in-field sorting technology](#). *Transactions of the ASABE*, 60(5), 1537.

<sup>93</sup> Prado, J., Mulay, P., Kasner, E., Bojes, H., & Calvert, G. (2017). [Acute pesticide-related illness among farmworkers: barriers to reporting to public health authorities](#). *Journal of Agromedicine*, 22(4), 395-405.

<sup>94</sup> Snipes, S., Cooper, S., & Shipp, E. (2017). ["The only thing I wish I could change is that they treat us like people and not like animals": Injury and discrimination among Latino farmworkers](#). *Journal of Agromedicine*, 22(1), 36-46.

<sup>95</sup> Langer et al. (2021).

<sup>96</sup> Parker, M., Ybarra-Vega, M., & Postma, J. (2024). [Agricultural worker perspectives on climate hazards and risk reduction strategies](#). *Journal of Agromedicine*, 29(3), 333-343; Santos, E., Moreno, M., Hernandez, A., Garcia, R., Spector, J., Ornelas, I., & Baquero, B. (2025). ["A veces no aguantas lo pesado que es el trabajo": A qualitative study on work conditions, labor and social policies, and health among Latino agricultural workers in Washington State](#). *SSM- Qualitative Research in Health*, 7, 100507.

<sup>97</sup> Bendixsen, C., Ramos, A., & Holmes, S. (2023). [Structural competency and agricultural health and safety: An opportunity to foster equity within agriculture](#). *Journal of Agromedicine*, 28(1), 45-52.

<sup>98</sup> Azaroff, L., Levenstein, C., & Wegman, D. (2002). [Occupational injury and illness surveillance: conceptual filters explain underreporting](#). *American Journal of Public Health*, 92(9), 1421-1429.

<sup>99</sup> Prado et al. (2017).

In a study conducted in Washington, farmworker-serving clinicians and CHWs reported a need for training to identify and document agricultural injuries, to improve communication between providers and farmworkers' employers, and to refer workers to occupational health specialists and outreach workers to help them navigate legal and community-based resources.<sup>100</sup>

A 2024 Washington State Joint Legislative Audit and Review Committee (JLARC) report noted that DOH does not include pesticide poisoning as a notifiable condition in its electronic case reporting system and has not yet received funding for a medical education program to improve provider and health worker practice related to farmworker pesticide safety.<sup>101</sup>

### Improving Reporting to State Agencies

Consistent underreporting of occupational risks (such as pesticide use) and health outcomes (such as non-fatal injuries) by employers and farmworkers underscores the importance of surveillance programs that facilitate ongoing and routine data collection rather than relying on state investigations after claims are made.

*Pesticide-Use Reporting.* As described in [Section III](#), WSDA, L&I, and DOH coordinate pesticide-related issues and exposures in the state. While pesticide operators must record pesticide use, they are not required to submit this information to regulators.

In contrast, some states conduct ongoing "exposure surveillance." California maintains a use reporting program that requires farms to report the methods, dates, and locations where pesticides are used. These data enable researchers to analyze the relationship between agricultural pesticide use, community pesticide exposures (e.g., within homes and schools), and population health outcomes.<sup>102</sup>

*Non-Fatal Agricultural Injuries.* The National Institute for Occupational Safety and Health State Surveillance Program funds occupational health monitoring programs in 23 states.<sup>103</sup> In addition to maintaining "fundamental" surveillance capacity, 13 states, including Washington, have "expanded" programs involving "in-depth surveillance activities" on state-specific topics.

Michigan has used this funding to maintain a state-wide, comprehensive farm-injury surveillance system. The program requires that all hospitals code and report work-related farm injuries, including the toxic effects of pesticide exposure.<sup>104</sup> Research suggests that 95% of the injuries identified through this program are not captured in the state workers' compensation program, consistent with data from Iowa.<sup>105</sup>

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<sup>100</sup> Simmons, J., Liebman, A., & Sokas, R. (2018). [Occupational health in community health centers: practitioner challenges and recommendations](#). *New Solutions: A Journal of Environmental and Occupational Health Policy*, 28(1), 110-130.

<sup>101</sup> [Joint Legislative Audit Review Committee \(2024\)](#).

<sup>102</sup> Madrigal, J., Gunier, R., Jones, R., Flory, A., Metayer, C., Nuckols, J., & Ward, M. (2024). [Residential proximity to agricultural herbicide and fungicide applications and dust levels in homes of California children](#). *Environment International*, 192, 109024.

<sup>103</sup> Centers for Disease Control and Prevention and NIOSH. (2025). [State Occupational Safety and Health Surveillance Program](#).

<sup>104</sup> Harduar Morano, L., & Rosenman, K. (2023). [Non-fatal work-related farm injuries occurring to Michigan adults and youths](#). *Journal of Agromedicine*, 29(2), 155-161.

<sup>105</sup> Kica, J., & Rosenman, K. (2020). [Multisource surveillance for non-fatal work-related agricultural injuries](#). *Journal of Agromedicine*, 25(1), 86-95 and Missikpode, C., Peek-Asa, C., Wright, B., & Ramirez, M. (2019). [Characteristics of agricultural and occupational injuries by workers'](#)

The authors note that farmworker injury surveillance could be improved through more consistent documentation of worker categories (e.g., seasonal worker status and industry), as well as data collection from urgent care and migrant health centers.

### Economic and Social Benefits

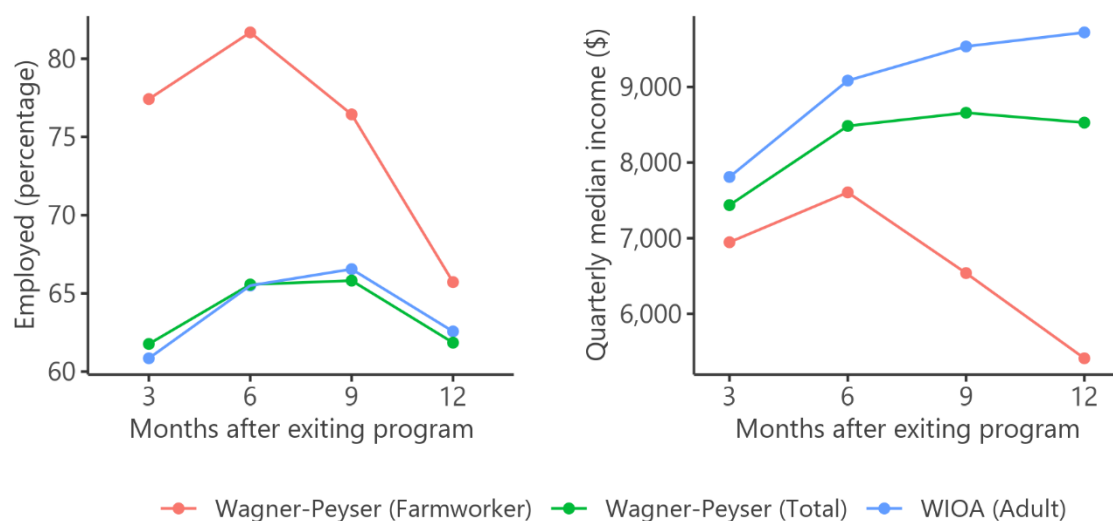
Federal and state-based initiatives facilitate farmworkers' access to economic and social services and benefits. This section reviews programs related to job training, housing assistance, and access to food.

### Job Training

Multiple federal workforce development programs support adults in Washington. Services offered through the National Farmworker Jobs Program, Workforce Innovation and Opportunity Act (WIOA), and Wagner-Peyser Employment Services may be delivered at American Job Centers (i.e., WorkSource in Washington).

#### **Exhibit 18**

Average Quarterly Employment and Median Income among Workers Receiving WIOA "Adult" or Wagner-Peyser Services (2019 – 2023)



Note:

An average of 2,830 Washington farmworkers exited Wagner-Peyser training programs each year (4.2% of all recipients of Wagner-Peyser services in Washington) during this interval.

compensation and other payer sources. *American Journal of Industrial Medicine*, 62(11), 969-977.



These programs provide different services to different target populations. “Adult” programs are defined under Title I of the WIOA and deliver “basic services and [...] job training.” These workers may receive individualized training, such as intensive assessments and skill development. Wagner-Peyser Employment Services is a WIOA Title III program supporting a larger range of job seekers. The services include job search assistance and individualized career counseling for all individuals legally eligible to work in the U.S.<sup>106</sup> Farmworkers represented 4.2% of all adults served by Wagner-Peyser programs in Washington between 2019–2023. Compared to other trainees, farmworkers exiting WorkSource programs are older, more likely to be English language learners without a high school degree, and less likely to be ex-offenders or report a disability.<sup>107</sup>

We assessed employment outcomes among farmworkers who received training through Wagner-Peyser programs, including comparing outcomes among all adults who received WIOA and Wagner-Peyser services. We collected data on income and employment outcomes for adults who received WIOA Title I services (“WIOA Adults”), any Wagner-Peyser services (WP Total), and migrant and seasonal farmworkers (Wagner-Peyser Farmworkers) receiving these services over five program years (2019–20 to 2023–2024) from WIOA State Data Books.<sup>108</sup> [Exhibit 18](#) shows the percentage of adults who are employed three, six, nine, and twelve months after

exiting a training program and the median income for these employed persons.

Farmworkers who finish training with Wagner-Peyser programs in Washington are more likely to be employed after exiting compared to other adult trainees. However, after 12 months, the difference is reduced. While this trend in employment rates may reflect the seasonality of agricultural work, employed farmworkers have lower median incomes than employed non-farm working adults at all intervals after leaving a training program. Employed farmworkers earn 10% less than overall Wagner-Peyser adults three months after exiting a program, but this gap increases to 38% after one year.

### Food Assistance

Lawfully present immigrant adults who have been US residents for five years are eligible to apply for support from the Supplemental Nutrition Assistance Program (SNAP).

Nationally, fewer than half of eligible agricultural households participate in SNAP. Data from the NAWS and the US Census suggest that between 26% and 42% of eligible agricultural households participate.<sup>109</sup> Six states (CA, CT, IL, ME, MN, and WA) have state-funded food assistance programs to support immigrants who are ineligible for SNAP. In Washington, this program supports all lawfully present immigrants.<sup>110</sup>

<sup>106</sup> Washington State Workforce Training and Education Coordinating Board, Employment Security Department, and Workforce Development Councils. (2020). [PY2019 WIOA Annual Report. Washington State Workforce Innovation and Opportunity Act Title I and Title III.](#)

<sup>107</sup> U.S. Department of Labor. Office of Policy Development and Research. (February 2024). [PY 2022 state data book Washington.](#)

<sup>108</sup> Department of Labor. Employment and Training Administration. State Performance Data. (n.d.). [WIOA state data books.](#)

<sup>109</sup> Hill et al. (2025).

<sup>110</sup> National Immigration Law Center. (2024). [State-funded food assistance programs.](#)

In comparison, resources from the Special Supplemental Nutrition Program for Women, Infants, and Children and the National School Lunch Program are not restricted by immigration status. Participation by income-eligible agricultural households is estimated to be higher for both programs (59% and 61%, as estimated by NAWS).<sup>111</sup>

Low uptake of programs to reduce food insecurity may result from farmworker uncertainty about eligibility and welfare stigma.<sup>112</sup> Further, farmworkers are vulnerable to temporary loss of benefits when workers lose income-based eligibility during the agricultural harvest season.<sup>113</sup>

Statistical analysis of enrollment in SNAP by low-income households suggests that simplifying and automating enrollment, particularly for programs with common eligibility criteria (such as SNAP and Medicaid), can improve the efficiency of caseworkers' social services and help ensure that low-income families do not experience interruptions in access to food support.<sup>114</sup>

Qualitative research drawing from interviews with coordinators of rural food banks has suggested that institutional collaborations

that place CHWs within rural food distribution centers, including permanent and mobile food pantries, can support work to address the social and health needs of farmworkers and other geographically isolated populations.<sup>115</sup>

### Housing Assistance

As agricultural workers and their families settle permanently in rural communities, there is an increasing need for policies and programs to improve access to housing. Previous farmworker surveys in Washington have documented this need and made policy recommendations.

According to a 2012 Farmworker Housing Needs Assessment, 36% of local farmworker families have substandard or unaffordable housing.<sup>116</sup> That analysis estimated a gap in housing for 15,000 "local" farmworkers and 36,200 "non-local" farmworkers. A 2020 JLARC report estimated that 539 permanent housing units and 21,564 seasonal beds were constructed since the 2012 report.<sup>117</sup>

The 2022 Department of Commerce (Commerce) Farmworker Housing Needs Assessment showed that farmworker wages in Washington are typically 40-60% of median family income levels, leaving farmworkers unable to compete on the private market.<sup>118</sup>

<sup>111</sup> Hill et al. (2025).

<sup>112</sup> Pulvera, R., Jackson, K., Gosliner, W., Hamad, R., & Fernald, L. (2024). [The association of safety-net program participation with government perceptions, welfare stigma, and discrimination](#). *Health Affairs Scholar*, 2(1) and Rockler, B., Grutzmacher, S., Garcia, J., Smit, E., & Braverman, M. (2024). [Psychosocial factors play a central role in determining SNAP utilization for farm workforce](#). *Frontiers in Public Health*, 12.

<sup>113</sup> Ambrozek, C., Beatty, T., & McNichols, C. J. (2024, July 28-30). [Agricultural workers' attachment to the safety net: Employment cycles and churn in the supplemental Nutrition Assistance Program](#) [Paper presentation]. 2024 Annual Meeting, New Orleans, LA, Agricultural and Applied Economics Association.

<sup>114</sup> Kenney, E., Soto, M., Fubini, M., Carleton, A., Lee, M., & Bleich, S. (2022). [Simplification of Supplemental Nutrition](#)

[Assistance Program recertification processes and association with uninterrupted access to benefits among participants with young children](#). *JAMA Network Open*, 5(9).

<sup>115</sup> Sommers, I., Gunter, K., McGrath, K., Wilkinson, C., Kuther, S., Peek, M., & Chin, M. (2023). [Trust dynamics of community health workers in frontier food banks and pantries: a qualitative study](#). *Journal of General Internal Medicine*, 38, 18-24.

<sup>116</sup> Cedar River Group. (2012). [On common ground: Meeting the need for farmworker housing in Washington State](#). Washington State Legislative Report.

<sup>117</sup> Washington Joint Legislative Audit and Review Committee. (2020). [20-07 Final report: Farmworker housing tax preference](#).

<sup>118</sup> Washington State Department of Commerce. Community Services & Housing Division. (January 2022). [Washington Farmworker Housing Needs Assessment](#).



Since federal law requires that employers of H-2A workers provide housing, this insecurity is most acute among domestic migrant workers who seek temporary units unavailable on the private market.

Drawing from interviews with public housing authorities and farm labor associations, the Commerce report recommended the state pursue increases in dedicated funding for farmworker housing and implement revisions to the tax exemption for farmworker housing recommended in the 2020 JLARC report. The assessment also recommended creating specialized “housing navigator” support services to help farmworkers find housing and communicate with landlords.

Both the 2012 Washington assessment and a 2023 Oregon Farmworker Housing Needs Assessment cited successes in Washington with shared financing for farmworker housing involving the state, employers, and community-based organizations.<sup>119</sup> Collaborative financing allows employers to share risk and decreases coordination costs. Involving community-based organizations with connections to farmworker communities ensures initiatives address farmworker preferences and needs.

## Legal Services and Advocacy

### Indigent Legal Services

Farmworkers often work in rural municipalities with limited public resources to support advocacy work.

In this context, federal and state programs subsidize legal assistance.<sup>120</sup> Federal and state regulations limit the use of legal aid funds, increasing the importance of other funding sources.

*Federal Legal Aid Funding.* The federal government funds legal aid through the Legal Services Corporation (LSC) which dedicates grants for legal representation of eligible “agricultural workers.” Texas, California, and Washington are the largest recipients of these grants.<sup>121</sup>

Since 1995, federal regulation, Legal Services Corporation-funded legal aid cannot be used for class action lawsuits. It can only be used to represent lawful permanent residents and H-2A workers (for employment rights violations under the H-2A contract).<sup>122</sup> Washington applies the same restrictions to the use of state-funded legal aid.

Research from a survey of attorneys who represented temporary foreign workers emphasized that a primary challenge in representing H-2A workers is plaintiffs’ inability to appear in court (having returned to their country of origin). Those attorneys suggested ways to improve the representation of temporary foreign workers, such as increased funding for outreach to make workers aware of their rights, as well as the inclusion of foreign workers under worker protection statutes.<sup>123</sup>

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<sup>119</sup> State of Oregon, Housing and Community Services. (2023). *Cultivating home: A study of farmworker housing in Hood River, Marion, Morrow, and Yamhill Counties in Oregon.*

<sup>120</sup> Pruitt, L., & Showman, B. (2014). *Law stretched thin: Access to justice in rural America.* *South Dakota Law Review*, 59, 466.

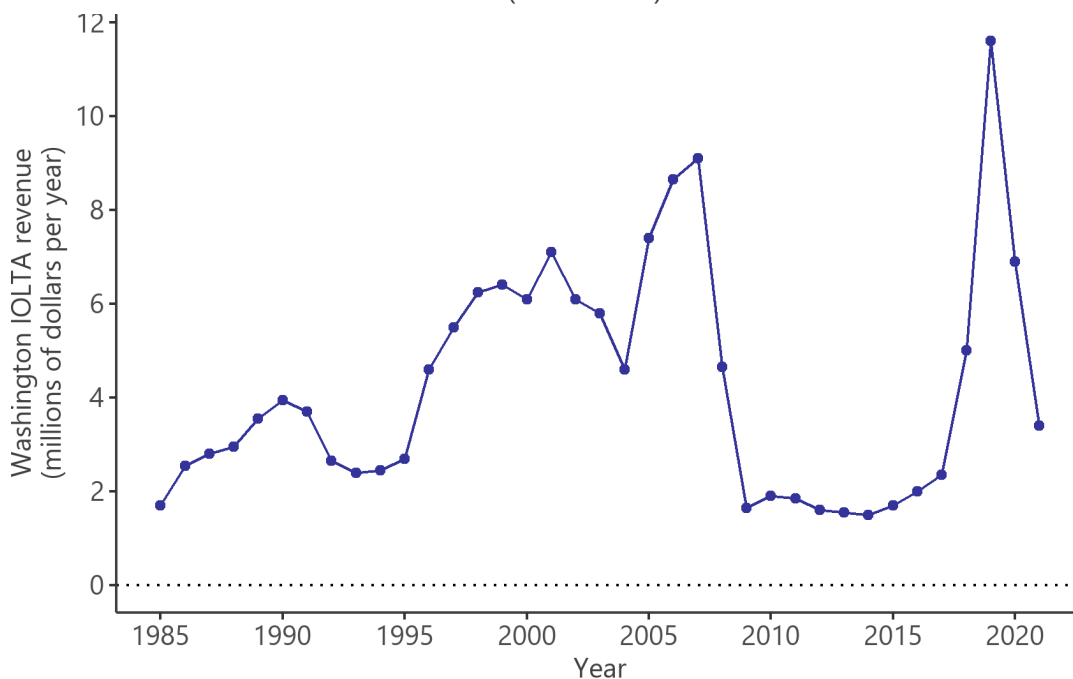
<sup>121</sup> Legal Services Corporation. (2023). *Grant awards based on congressional appropriation.*

<sup>122</sup> National Immigration Law Center. (2016). *Guide to immigrant eligibility for federal programs. LSC-funded legal services.*

<sup>123</sup> Beltran, B., Lyon, B., & Schivone, N. (2021). *Scorched border litigation.* *Columbia Human Rights Law Review*, 53, 1.

## Exhibit 19

Legal Foundation of Washington Annual Revenue from “Interest on Lawyers’ Trust Accounts” (1985-2021)



*LSC-Ineligible Services: Interest on Lawyers’ Trust Accounts.* States that wish to represent workers who are ineligible under LSC strictly separate LSC from non-LSC legal aid offices. Non-Legal Services Corporation legal aid can be used to represent farmworkers in class action lawsuits and without regard for their immigration status. In Washington, the 1995 federal restrictions on LSC funding resulted in the division of Evergreen Legal Services into two legal aid organizations: Northwest Justice Project (LSC-funded) and Columbia Legal Services.

Class action litigation, which aggregates many individual legal claims, is an important tool for the defense of farmworker rights.<sup>124</sup>

Private claims by farmworkers are often not viable, given the costs of representation and small sums awarded. Class actions generate larger awarded sums and offer stronger deterrence against employer abuse.

Since the 1980s, states have used “Interest on Lawyers’ Trust Accounts” (IOLTA) programs to collect and transfer interest from client trust accounts to legal aid. Every state operates an IOLTA program. This account is the largest funder of non-LSC and non-state-appropriated legal aid in Washington.<sup>125</sup>

<sup>124</sup> Dias-Abey, M. (2018). [Justice on our fields: can "alt-labor" organizations improve migrant farm workers' conditions?](#). *Harvard Civil Rights-Civil Liberties Law Review*, 53, 167.

<sup>125</sup> Fingles, J., Singh, S., & Zavaleta, S. (2020) [Columbia Legal Services: Impact evaluation](#).

A primary challenge for IOLTA-supported casework is that federal funds' targeted interest rates fluctuate yearly, complicating long-term budgeting. [Exhibit 19](#) depicts IOLTA revenues in Washington between 1985 and 2021.

As of 2020, 40 states, including Washington, use “comparability” rules that require banks to give IOLTA accounts the same rates as other equally sized accounts. In Washington, IOLTA account holding banks may pay a comparable *or* benchmark rate that is higher than 75% of the federal funds' targeted rate or 0.75%.<sup>126</sup> These rules ensure competitive rates but do not protect IOLTA accounts from fluctuating interest rates.<sup>127</sup>

Oregon and Texas have developed voluntary bank partnership programs to stabilize IOLTA funding. Partner banks offer stable interest rates on IOLTA accounts, and the states' legal foundations actively promote participating banks to attorneys. Even when federal funds targeted rates approach zero, Oregon “Leadership Banks” and Texas “Prime Partner Banks” continue to pay 0.7 to 1%.

[Exhibit 20](#) summarizes key information from each part of this section.

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<sup>126</sup> Rules for enforcement of legal conduct ([ELC 15.7e](#)).

<sup>127</sup> Bane, O. (2020). [IOLTA inadequacies and proposed reforms](#). *Wake Forest Journal of Business and Intellectual Property Law*, 21, 83.

## Exhibit 20

### Key Findings from Program Review

Program area	Topic	Example initiatives	Implementation in Washington
Access to Health Services	Health insurance	Providing insurance to immigrants before the federal 5-year waiting period concludes	WA offers state-funded insurance to all income-eligible adults. Enrollment in <i>Apple Health Expansion</i> reached its budgetary limit (13,000) in 2024.
		Employing health insurance navigators to assist farmworkers	Washington Apple Health maintains an online “Navigator Search” database. There are 224 Spanish-speaking navigators affiliated with clinics and community-based organizations in WA.
	Community health centers	Offering services to uninsured farmworkers	There are 167 seasonal (e.g., mobile) and permanent Migrant Health Center service sites in Washington State.
	Community health workers	Training frontline health workers to develop skills and track impact.	In 2018 the state legislature dedicated funding to study CHW training needs. DOH now maintains an online, free 8-week course with lessons to improve CHW data documentation skills.
Occupational health and safety	Pesticide exposure	Incorporating CHWs as pesticide-use trainers.	A 2024 RCT by University of Washington researchers reported minimal prior training among farmworkers and benefits of a CHW-led training.
		Providing pesticide-use training in community settings.	A 2019 RCT led by UW researchers showed the benefits of a CHW-led program to instruct families on ways to reduce children’s exposures.
		Reducing off-target drift from sprayers.	The WSDA Pesticide Education and Outreach Unit offers limited on-farm technical assistance to train growers to calibrate airblast sprayers.
	Heat and smoke exposure	Real-time, continuous weather monitoring	Washington State University’s <i>AgWeatherNet</i> supports farm compliance with state regulations.
Economic and social services	Job training	Wagner-Peyser job training delivered at American Job Centers	4.2% of adults who receive federal job training in Washington are farmworkers. WA farmworkers’ income shows a seasonal agricultural pattern, with a rise followed by a decline in employment.
	Food assistance	Automated re-enrollment in social service programs	Research from California suggests farmworkers lose benefits during harvest due to increased income. No published research from WA investigates this issue.
Legal services	Class action casework	Interest on Lawyers’ Trust Accounts (IOLTA)	Oregon and Texas take steps to stabilize interest rates on legal aid accounts to support long-term budgeting. WA legislation ensures “comparability” of IOLTA rates with other accounts.

## V. Conclusion

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This section reviews the main sections of this final report in our series on the needs of farmworkers in Washington State. We conclude with opportunities for future research.

### [Key Takeaways in this Report](#)

#### [Survey Results](#)

Our 2024 survey of 202 farmworkers in Washington provides new insights into the needs of farmworkers in the state. Our key findings include the following:

- More than half of the respondents said that employers do not consistently adjust work to excessive heat or smoke.
- English speakers were more likely to recall receiving safety-related training and equipment.
- 45% of respondents had sought to access government services and more than two-thirds of those who did obtained help from a community figure or organization.
- 43% of H-2A workers report struggling to find housing and food “every week” despite being guaranteed both by their visa status.
- Having health insurance is associated with greater use of preventative and ongoing health care and less use of emergency care among farmworkers.

#### [Collaboration Between State and Federal Agencies](#)

Many state and federal government agencies coordinate and collaborate to provide services and enforce policies related to farmworkers. We identified major areas of collaboration around helping farmworkers find employment, enforcing workplace standards, administering the H-2A visa program, pesticide safety and enforcement, housing, and education.

Federal agency staff consistently communicated that Washington State is one of the most effective in the nation in providing protection to farmworkers and collaborating with federal agencies. Likewise, state agency personnel reported good working relationships between individuals at different agencies. However, these relationships are generally not supported by formal processes for collaboration. Washington State agencies generally do not share information about work-related complaints, inspections of agricultural employers, or enforcement actions in a systematic way, leading to missed opportunities for coordination and education.

#### [Research-Backed Programs and Policies to Support Farmworker Needs](#)

The review of data and research on programs to support farmworkers and their families emphasizes the importance of state- and community-led initiatives. Integration of community-based programs ensures that the local needs of farmworkers are understood and addressed.

In particular, community health workers have been integrated into Washington initiatives to enroll farmworkers in health insurance, provide food and housing assistance, and conduct pesticide safety training programs, sometimes with significant community health impact.

These types of community-involved programs complement ongoing technical interventions such as integrated environmental (e.g., heat, pesticide drift, and smoke) surveillance or pesticide-use and farm-injury reporting systems.

### Opportunities for Future Research

This work leaves open many possible topics for future research. Briefly, we discuss some of those possibilities.

Our survey was constructed to provide first-of-its-kind data on all types of farmwork and farmworkers in Washington. Future research could focus on more specific populations of farmworkers, such as domestic or H-2A workers, migrant seasonal farmworkers, indigenous language speakers, or others. Similarly, future work could investigate farmworkers and farmwork in specific locations, agricultural activities, or technological modalities. Our survey demonstrated that the experience of farmworkers in Washington is not monolithic; research targeted at particular subgroups could be useful in understanding especially vulnerable populations.

We additionally heard from many government personnel that their work regarding farmworkers depends critically on the existence and aid of local organizations with long-standing roles in the farmworker community in Washington. More than two-thirds of respondents to our survey who used government services said that they sought help from a local organization or community figure to access those services. Future research could examine the nature and level of collaboration between state agencies and these organizations in delivering services to farmworkers, as well as any difficulties in that collaboration.

Finally, future research could also be directed at the challenges faced by agricultural producers and employers in the state. The legislative language for this study required WSIPP to focus specifically on the needs of farmworkers in Washington. However, throughout our outreach, we also heard about issues affecting farmers in Washington, including rising costs of production, labor shortages, and competition from both foreign and domestic producers. The impact of these issues on the system of agriculture as a whole, including on farmworkers, could be studied further.



# Appendices

The Needs of Farmworkers in Washington State: *Final Report*

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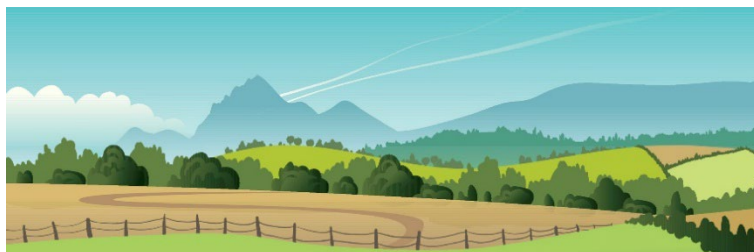
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II.	Additional Tables and Figures.....	67

## I. The 2024 WSIPP Washington Farmworker Survey

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The following pages present the English version of the survey that was used to collect data for [Section II](#) of this report. The survey was also translated into Spanish. The formatting of the survey was carried out by staff at SESRC at WSU. Its formatting is altered slightly here to mesh with the rest of the report. Text that appears in blue is meant as directions for the interviewer. We use IWR to abbreviate interviewer and R to abbreviate respondent. Comment boxes have been truncated to conserve space.

## Farmworker Needs Questionnaire



ID NUMBER: \_\_\_\_\_  
DATE: \_\_\_\_\_  
Start time: \_\_\_\_\_ End time: \_\_\_\_\_  
LOCATION: \_\_\_\_\_  
LANGUAGE: \_\_\_\_\_  
INTERVIEWER: \_\_\_\_\_

IWR: Read the Survey Introduction Statement: We'd like to invite you to participate in an important statewide survey. We want to hear about your experiences with farmwork in Washington and issues faced by you and your family members. **We are interested in interviewing those who are 18 years or older who have done farmwork within the state with in the past 2 years. The survey is anonymous and voluntary, and it will take about 30 minutes to complete.** As a token of appreciation for those who are eligible and who complete survey, you will receive a \$30 gift card upon completion.

Because your participation is completely anonymous, neither your employer, the government nor any researcher involved in the design or analysis of the survey will be able to trace your answers back to you. If you do not want to answer a particular question, you can skip it. There is no 'correct' answer to any of the questions we will ask you today. If you have a question at any point during the survey, we can pause and answer it.

This survey is a statewide effort to document the experience of individuals employed in agriculture, dairy production, ranching, and other farmwork-related activities in the state of Washington. It was requested by the legislature of Washington. The survey is being led by the Washington State Institute for Public Policy (WSIPP) in collaboration with CAFÉ (La Comunidad para el Avance Familiar Educativo) and the Social and Economic Sciences Research Center (SESRC) at Washington State University.

You have been provided with an informational sheet on the survey containing all of this information. There are no anticipated significant negative impacts to you as an individual of taking this survey. If you experience negative impacts, please contact the project lead, Cory Briar, at the contact information provided on that sheet.

Once again, thank you for your time, we value the information that you choose to share with us.

### **QA. First, have you done farmwork in Washington in the last 2 years (2022-2023)?**

- ☐ Yes [IWR: Continue QB](#)  
☐ No [IWR: Read:](#) This survey is for those who have done farmwork within the last 2 years. Thank you for your time, I don't have any more questions. [\[END\]](#)

### **QB. Are you 18 years old or older?**

- ☐ Yes [IWR: Continue QC](#)  
☐ No [IWR: Read:](#) This survey is for those who are 18 years or older.  
Thank you for your time, I don't have any more questions. [\[END\]](#)

### **QC. Do you consent to take part in this survey?**



- ☐ Yes [IWR: Continue Q1](#)
- ☐ No [IWR: Read:](#) Without your consent, I am not able to continue with this interview. Thank you for your time, I don't have any more questions. [\[END\]](#)

**QD. Before we begin, do you have any questions?** [\[IWR: Refer to FAQs in your Handbook\]](#).

### Background Questions

This first group of questions are about your experience with farmwork in Washington.

**Q1.** In which counties in Washington do you currently work?

[IWR: If R is unsure, ask:](#) What cities in Washington are near to your work?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

**Q2.** Next, I would like to know what kinds of farmwork you do for your current employer. For each kind of farmwork I read, please let me know if you do that kind of work.

[IWR: Reach each one and mark Yes or No for each one.](#)

Do you currently work in:	Yes	No
Orchards, tree fruit, or vineyards?	<input type="checkbox"/>	<input type="checkbox"/>
Annual vegetable crops or berries	<input type="checkbox"/>	<input type="checkbox"/>
Field crops, such as grains, dry beans, chickpeas, or lentils	<input type="checkbox"/>	<input type="checkbox"/>
Warehouse or packing plant?	<input type="checkbox"/>	<input type="checkbox"/>
Dairy farm or ranch that produces animal products?	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

[IWR: If Yes on "Other":](#) **Q2A.** What other farmwork do you currently do?

\_\_\_\_\_

**Q3.** How many years have you worked at least part of the year doing agriculture-related work in Washington?

NUMBER OF YEARS: \_\_\_\_\_

**Q4.** Are you working in the US with an H2-A visa, by that we mean are you a temporary guest agricultural worker?

- ☐ Yes
- ☐ No

**Q5.** Next I have a few questions about where you live. Does your employer provide housing for you?

- ☐ Yes → [Continue with Q5A](#)

☐ No → Go to Q6

**Q5A.** Do you pay your employer rent or other housing costs?

- ☐ Yes  
☐ No

**Q6.** What type of building is the housing you live in during the work season for your current employer?

IWR: If R is unsure, read the following options:

- ☐ Dormitory or dedicated farmworker accommodations
- ☐ Apartment or house provided by an employer
- ◀ Hotel, motel, or hostel
- ▶ Staying with family or friends in their residence
- ▲ Renting a house or apartment not provided by an employer
- ▼ Property that you own
- ◀◀ Temporary accommodations or camping
- ▶▶ Other

IWR: If Other is selected: **Q6A.** What is the other type of housing?

---

**Q7.** Approximately how long have you lived there?

LENGTH: \_\_\_\_\_ years   months   days

IWR: Circle the units that corresponds to R's response

**Q8.** How long does it usually take you to get from where you live to where you currently work?  
IWR: Don't read responses. Select the response that best fits what they say.

- ☐ Live at the worksite IWR: Those that answer "1" will be asked Q27 later in the survey.
- ☐ Less than 15 minutes
  - ◀ 15-29 minutes
  - ▶ 30-59 minutes
  - ▲ 60 minutes or more

IWR: USE THE BOX BELOW FOR ANY NOTES OR EXTRA COMMENTS FROM THE INTERVIEW.  
RECORD THE QUESTION NUMBER OR TOPIC TO WHICH THE COMMENT(S) REFER.

### Health and Safety in the Workplace

These next few questions will ask about your experiences with health and safety issues in farmwork in Washington State over the past few years.

**Q9.** In the past two years, have you had to work during a period of excessive heat? By that we mean, a period of at least three days in row of over 90 degrees Fahrenheit.

- ☐ Yes → [Continue with Q10](#)  
☐ No → [Go to Q12](#)

**Q10.** In the past two years, have any of your employers altered your working day in response to excessive heat? For example, did they offer additional breaks or change your work hours.

- ☐ Yes → [Continue with Q11](#)  
☐ No → [Go to Q12](#)

**Q11.** In the past two years have employers altered your working day by:

[IWR: Read each one and mark Yes or No for each one.](#)

	Yes	No
Offering additional breaks?	<input type="checkbox"/>	<input type="checkbox"/>
Changing your working hours?	<input type="checkbox"/>	<input type="checkbox"/>
Doing something else?	<input type="checkbox"/>	<input type="checkbox"/>

[IWR: If something else: Q11A.](#) What else did you employer do to alter your working day?

**Q12.** In the past two years, have you experienced any symptoms related to working in the heat that you felt needed medical attention – whether you sought medical attention or not? For example, did you experience a rash, cramps, heat exhaustion, heat stroke fainting, or seizures?

- ☐ Yes  
☐ No

**Q13.** In the past two years, have you been exposed to smoke from wildfires while at work?

- ☐ Yes → [Continue with Q14](#)  
☐ No → [Go to Q16](#)

**Q14.** At that time, did you experience symptoms due to working in smoky air such as sore eyes or throat or difficulty breathing?

- ☐ Yes

☐ No

**Q15.** In the past two years, while working in smoky air, how often did your employer(s) at that time provide you with protective equipment such as a mask. Would you say:

- ☐ Always
- ☐ Most of the time
- ◀ Half the time
- ▶ Sometimes
- ▲ Never

**Q16.** Next, I will ask you about your ability to access water and toilets at your CURRENT job. When working at your current job, HOW OFTEN are you less than a 10-minute walk from drinking water or water bottle refilling stations. Would you say:

- ☐ Every day
- ☐ Most days
- ◀ About half of the days
- ▶ Some days
- ▲ Never

**Q17.** When working at your current job, HOW OFTEN are you less than a 10-minute walk from handwashing facilities. Would you say:

- ☐ Every day
- ☐ Most days
- ◀ About half of the days
- ▶ Some days
- ▲ Never

**Q18.** When working at your current job, how often are you less than a 10-minute walk from working toilets? Would you say:

- ☐ Every day
- ☐ Most days
- ◀ About half of the days
- ▶ Some days
- ▲ Never

**Q19.** Have you experienced a work-related injury while at your current job that made it difficult for you to work?

- ☐ Yes → [Continue to Q20](#)
- ☐ No → [Go to Q22](#)

**Q20.** Did you request time off to recover?

- ☐ Yes → [Continue to Q21](#)
- ☐ No → [Go to Q22](#)

**Q21.** Was your request for time off approved by your employer? Would you say:

- ☐ Yes, fully
  - ☐ Yes, but not for as long as you requested
  - ☐ No
  - ☐ Other
- IWR: If Other is selected:  
Q21A. What was your employer's other response?

---

Q22. Are pesticides, used at your current job? By that we mean chemicals used to kill pests.

- ☐ Yes → Continue with Q23
- ☐ No → Go to Q27

Q23. Have you experienced symptoms related to being exposed to pesticides while working? Symptoms would include sore or teary eyes, runny nose, headache, nausea or vomiting, blurred vision, or slurred speech.

- ☐ Yes
- ☐ No

Q24. How often does your current employer give you protective equipment such as masks, goggles, or protective clothing for working WITH OR NEAR pesticides? Would you say:

- ☐ Always
- ☐ Most of the time
- ☐ Half the time
- ☐ Sometimes
- ☐ Never

Q25. Have you ever received trainings of an hour or more in length about pesticides and working safely around them?

- ☐ Yes → Continue with Q26
- ☐ No → Go to Q27

Q26. How did you receive training on pesticides and working safely around them? Would you say:

- ☐ From employer
- ☐ From a coworker
- ☐ From a union
- ☐ From a government official or agency
- ☐ Prior personal experience

IWR: If Q8 Response is "Live at the worksite," then ask Q27.  
If Q8 response is NOT "Live at worksite," go to Q28.

Q27. Have you been exposed to pesticides in your rest/sleeping quarters?

- ☐ Yes
- ☐ No

**Q28.** Next, I would like to know about any trainings of an hour or more in length you received from an employer or a government agency about HEALTH AND SAFETY. For each one I read to you, please tell me if you have received any training on that topic. **IWR: Reach each one, and mark Yes or No for each one.**

The first/next one is:	Yes	No
Lifting, bending, repetitive motion	<input type="checkbox"/>	<input type="checkbox"/>
Using the machinery required in your work	<input type="checkbox"/>	<input type="checkbox"/>
Other training	<input type="checkbox"/>	<input type="checkbox"/>

**IWR: If Other is selected: Q28A.** What other training of an hour or more in length did you receive:

**IWR: USE THE BOX BELOW FOR ANY NOTES OR EXTRA COMMENTS FROM THE INTERVIEW. RECORD THE QUESTION NUMBER OR TOPIC TO WHICH THE COMMENT(S) REFER.**

### Wage and Hour Issues

The next few questions will ask about your experiences being paid by your current and past employers in farmwork in Washington.

**Q29.** How often are you paid by your CURRENT employer? Would you say:

- ☐ Daily
- ☐ Weekly
- ☐ Biweekly
- ☐ Monthly
- ☐ Other

**IWR: If "Other": Q29A.** In what other way are your paid?

**Q30.** How are you paid by your current employer? Would you say:

- ☐ Piece rate → **Go to Q31**
  - ☐ By the hour
  - ☐ By the day
  - ☐ By the week
  - ☐ Other
- Go to Q32**

**IWR: If "Other": Q30A.** What is the other way that you are paid by your current employer?

**IWR: If Q30 Yes to piece rate:**

**Q31.** Would you prefer to be paid differently by your employer? Would you say that you:

- ☐ Prefer piece rate
- ☐ Prefer being paid by the hour, day, week, or some other timeframe, or
- ☐ You have no preference

**Q32.** At your current employer, do you ever work more than 40 hours per week?

- ☐ Yes → [Continue with Q33.](#)
- ☐ No → [Go to Q34](#)

**Q33.** On the weeks you work more than 40 hours, how frequently are you paid overtime, meaning you are paid at a higher rate for those hours? Would you say:

- ☐ Always
- ☐ Most of the time
- ☐ Half the time
- ☐ Sometimes
- ☐ Never

**Q34.** About how many hours did you work last week?

\_\_\_\_\_ Hours

**Q35.** How many hours do you typically work PER WEEK in peak season (How many hours did you work during your busiest week)?

\_\_\_\_\_ Hours

**Q36.** How many months per year do you typically work in agriculture?

\_\_\_\_\_ Months

IWR: If response on Q36 is "12 months," Go to Q38

IWR: If response on Q36 is less than 12 months, go to Q37

**Q37.** When not working in agriculture in Washington, which of the following best describe your activities? Would you say:

- ☐ Staying in Washington, not working
- ☐ Staying in Washington, looking for other work
- ☐ Looking for work in another US state
- ☐ Returning to your home country (if applicable)
- ☐ Other

IWR: If Other is selected: **Q37A.** What other activity?

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**Q38.** In the past two years while doing farmwork in Washington, have all your employers paid you on time?

- ☐ Yes → [Go to Q40](#)
- ☐ No → [Continue with Q39](#)

**Q39.** How frequently have your employers paid you on time? Would you say:

- ☐ Most of the time
- ☐ Half the time
- ☐ Sometimes
- ☐ Never

**Q40.** In the past two years while doing farmwork in Washington, have all your employers paid you what you were promised?

- ☐ Yes → [Go to Q42](#)
- ☐ No → [Continue with Q41](#)

**Q41.** How frequently have your employers paid you what you were promised? Would you say:

- ☐ Most of the time
- ☐ Half the time
- ☐ Sometimes
- ☐ Never

### Use of Government Services

The next question will ask whether you have used or looked into using government services.

**Q42.** Next I will read to you different types of help or services you may have needed. For each one please tell me if you GOT HELP with it in the past two years, either by yourself or with help from a community organization. [IWR: Read each one and mark Yes or No for each one.](#)

The first/next area is: \_\_\_\_\_. Did you get help in this area?

	Yes	No
Finding work (for example, using WorkSource)	<input type="checkbox"/>	<input type="checkbox"/>
Unemployment benefits	<input type="checkbox"/>	<input type="checkbox"/>
Immigration status or visa	<input type="checkbox"/>	<input type="checkbox"/>
<b>**</b> Filing a workers' compensation claim for a work-related injury <a href="#">**IWR: If yes on this item, you will ask Q49 later</a>	<input type="checkbox"/>	<input type="checkbox"/>
Filing a claim for unpaid wages	<input type="checkbox"/>	<input type="checkbox"/>
Obtaining medical coverage	<input type="checkbox"/>	<input type="checkbox"/>
Obtaining work related training	<input type="checkbox"/>	<input type="checkbox"/>
COVID related assistance, including grants from the Washington Immigrant Relief Fund (or "WIRF")	<input type="checkbox"/>	<input type="checkbox"/>

[IWR: If Yes on any of the above: Q43.](#) Did you reach out to a community figure or organization FOR HELP with applying for any of the government services?

- ☐ Yes
- ☐ No

[IWR: USE THE BOX BELOW FOR ANY NOTES OR EXTRA COMMENTS FROM THE INTERVIEW.](#)



RECORD THE QUESTION NUMBER OR TOPIC TO WHICH THE COMMENT(S) REFER. IF NO EXTRA COMMENTS, CONTINUE TO NEXT QUESTION.

### Work Related Concerns

The next few questions will ask you about your experiences reporting work-related concerns to supervisors or government agencies. I would like to remind you that your current and past employers will not be able to see your responses to these questions.

**Q44.** Have you witnessed any HEALTH AND SAFETY CONCERNS related to the WORK ENVIRONMENT impacting you or a coworker at a job in Washington agriculture within the last 2 years? For each one I read, please tell me if you have witnessed it. **IWR: Read each one and mark Yes or No for each one.**

	Yes	No
Health or safety concerns (such as unsafe working conditions, lack of protective equipment, or poor sanitation)	<input type="checkbox"/>	<input type="checkbox"/>
Issues with the payment of wages or hours worked	<input type="checkbox"/>	<input type="checkbox"/>
Housing concerns when it is provided by employer	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

**IWR: If Other is selected: Q44A.** What other concerns about health and safety in the workplace have you witnessed:

**IWR: If No on all items on Q44, go to Q49**

**If Yes on any of the items, continue with Q45:**

**Q45.** Have you reported these issues to a supervisor or government agency?

- ☐ Supervisor → **Go to Q47**
- ☐ Government Agency → **Go to Q47**
- ☐ No, did not report → **Go to Q46**

**Q46.** For each of the possible reasons I read to you, please tell me if it was a reason you did not report the issues. The first/next one :

	Yes	No
Didn't feel like it would lead to changes in your workplace	<input type="checkbox"/>	<input type="checkbox"/>
Weren't aware that you could	<input type="checkbox"/>	<input type="checkbox"/>
Didn't know how to do so	<input type="checkbox"/>	<input type="checkbox"/>
Unable to access resources, such as lack of internet	<input type="checkbox"/>	<input type="checkbox"/>
Fear of retaliation at work	<input type="checkbox"/>	<input type="checkbox"/>
Fear of being arrested or deported	<input type="checkbox"/>	<input type="checkbox"/>
Didn't feel like it needed to be changed	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

IWR: If Other is selected: Q46A. What was your other reason for not reporting the issue?

---

IWR: After completing Q46, go to Q51

IWR: If "Supervisor" or "Government Agency" is selected on Q45:

Q47. Were you treated any differently following speaking up that you felt was related to your speaking up?

- ☐ Yes → Continue with Q48  
☐ No → Go to Q49

Q48. Were you fired or let go?

- ☐ Yes  
☐ No

Q49. IWR: Refer to Q42:

\*\* If Yes on Q42: \*\* "Filing a workers compensation claim," then go to

Q49

\*\* If No on Q42: \*\* "Filing a workers compensation claim," then go to

Q51:

Q49. Were you treated differently or punished for filing a workers' compensation claim related to an injury at work? Some examples include having working hours cut, being given less favorable assignments, threats against future work opportunities, harassment, or being fired.

- ☐ Yes → Continue with Q50  
☐ No → Go to Q51

Q50. Were you fired or let go?

- ☐ Yes  
☐ No

---

IWR: USE THE BOX BELOW FOR ANY NOTES OR EXTRA COMMENTS FROM THE INTERVIEW. RECORD THE QUESTION NUMBER OR TOPIC TO WHICH THE COMMENT(S) REFER. IF NO EXTRA COMMENTS, CONTINUE TO NEXT QUESTION.

## Supplemental Questions

The next few questions will ask you about additional challenges you may face in your life.

**Q51.** On a week-by-week basis, how often do you currently struggle with being able to afford enough food to feed your household? Would you say:

- ☐ Every week
- ☐ Most weeks
- ☐ About half
- ☐ Some weeks
- ☐ Never

**Q52.** On a week-by-week basis, how often do you currently struggle with finding consistent housing? Would you say:

- ☐ Every week
- ☐ Most weeks
- ☐ About half
- ☐ Some weeks
- ☐ Never

**Q53.** How many people such as a spouse, children, extended family or friends are you currently partially or fully supporting with your farmwork?

Number of people your supporting including you: \_\_\_\_\_

**Q54.** Do you currently have health insurance or coverage?

- ☐ Yes → [Continue with Q55](#)
- ☐ No → [Go to Q56](#)

**Q55.** What kind of insurance or coverage do you have? Is it:

- ☐ Private health insurance
- ☐ Medicare
- ☐ Medicaid or Apple Health
- ☐ Other

**Q56.** Have you sought out medical services or care in the past year in Washington?

- ☐ Yes → [Continue with Q57](#)
- ☐ No → [Go to Q59](#)

**Q57.** What medical services did you seek?

<a href="#">Read each one and mark yes or no for each one</a>	Yes	No
Routine checkups	<input type="checkbox"/>	<input type="checkbox"/>
Dental	<input type="checkbox"/>	<input type="checkbox"/>
Treatment for temporary ailment and injury not related to work	<input type="checkbox"/>	<input type="checkbox"/>
Treatment for work-related injury	<input type="checkbox"/>	<input type="checkbox"/>
Treatment for ongoing condition	<input type="checkbox"/>	<input type="checkbox"/>
Emergency medical attention	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

IWR: If Other is selected: Q57A. What other service did you seek?

---

IWR: If Yes on Q56:

Q58. Where did you get the medical care? Was it at:

IWR: Read each one and mark yes or no for each one.

	Yes	No
Hospital emergency room	<input type="checkbox"/>	<input type="checkbox"/>
Urgent care center	<input type="checkbox"/>	<input type="checkbox"/>
Doctor's office	<input type="checkbox"/>	<input type="checkbox"/>
Pop-up clinic or promotoras or traveling health services	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

IWR: If Other is selected: Q58A. Where else did you get medical care?

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IWR: If No on Q56:

Q59. What were your reasons for not seeking medical care? Was it because you:

IWR: Read each one and mark yes or no for each one.

	Yes	No
Did not need or feel like I needed any medical care in the last year	<input type="checkbox"/>	<input type="checkbox"/>
Couldn't afford care	<input type="checkbox"/>	<input type="checkbox"/>
Couldn't find time to access care or couldn't get an appointment	<input type="checkbox"/>	<input type="checkbox"/>
Weren't sure how to access care	<input type="checkbox"/>	<input type="checkbox"/>
Were afraid of being reported, punished, detained, or deported	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

IWR: If Other is selected: Q59A. What was your other reason?

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IWR: USE THE BOX BELOW FOR ANY NOTES OR EXTRA COMMENTS FROM THE INTERVIEW. RECORD THE QUESTION NUMBER OR TOPIC TO WHICH THE COMMENT(S) REFER. IF NO EXTRA COMMENTS, CONTINUE TO NEXT QUESTION.

## Background Questions

Last, I just have a few background questions.

**Q60.** What language(s) do you speak? *IWR: Check all that apply.*

- ☐ English
- ☐ Mixteco, Triqui, Zapoteco, or other indigenous language
- ☐ Spanish
- ☐ Other: \_\_\_\_\_
- ☐ Other: \_\_\_\_\_

**Q61.** In what country were you born? COUNTRY: \_\_\_\_\_

**Q62.** How old are you in years? YEARS: \_\_\_\_\_

**Q63.** What sex do you identify as?

- ☐ Male
- ☐ Female
- ☐ Other

**Q64.** What race do you identify as? *IWR: Read each one and mark yes or no for each one*

Are you:	Yes	No
American Indian or Alaska Native	<input type="checkbox"/>	<input type="checkbox"/>
Asian or Asian American	<input type="checkbox"/>	<input type="checkbox"/>
Black or African American	<input type="checkbox"/>	<input type="checkbox"/>
Indigenous to Mexico or Central America	<input type="checkbox"/>	<input type="checkbox"/>
Middle Eastern or North African	<input type="checkbox"/>	<input type="checkbox"/>
Native Hawaiian or Pacific Islander	<input type="checkbox"/>	<input type="checkbox"/>
White or European	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

*IWR: If Other is selected: Q64A. What other race?*

\_\_\_\_\_

**Q65.** Do you consider yourself as Hispanic or Latino or Latina?

- ☐ Yes, Hispanic or Latino or Latina
- ☐ No, Not Hispanic or Latino or Latina
- ☐ Other?

*IWR: If Other is selected: Q65A. What do you consider yourself to be:*

\_\_\_\_\_

**Q66.** Those are all the questions I have. Is there anything else you would like to tell me about your experience as a farmworker in Washington? **IWR:** Write verbatim, what the respondent says.

That completes our survey! Once again, thank you for your time! Everyone's lived experiences are different, so we value the information that you have chosen to share with us. As promised, here is your \$30 payment for taking this time. Please sign the front of the envelope, take the gift card out of the envelope, and please give me the empty, signed envelope.

Do you have any questions before you go?

Thank you and have a nice day!

**IWR:** Refer to the FAQ document in your handbook.

## II. Additional Tables

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Exhibit A1 reports the percentage of farmworkers working different types of agriculture that reported being paid by piece rate, by the hour, week, or other.

**Exhibit A1**

Mode of Pay by Type of Farmwork

Type of farmwork	Number of respondents	Piece-rate	Hour	Week	Other
Orchard, tree fruit, vineyards	153	32%	45%	20%	3%
Annual crops (vegetables or berries)	82	35%	35%	29%	0%
Warehouse or food packing plant	54	11%	33%	56%	0%
Field crops (corn, grains, dry beans, chickpeas, lentils)	31	13%	16%	71%	0%
Dairy farm or ranch (animal products)	4	0%	75%	25%	0%

Notes:

Many respondents reported doing multiple types of farmwork at the time of the survey. All "other" respondents reported that they were paid "by contract."

Percentages may not sum to 100% due to rounding.

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