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SB 742

Labor and Employment – Fair Recruitment and Transparency Act Hearing of the Senate Finance Committee February 27, 2020

SUPPORT

As leaders of this legislative effort, Centro de los Derechos del Migrante, Inc. (CDM or “Center for Migrants Rights”) submits the following testimony in support of SB 742 – Fair Recruitment and Transparency Act, a bill to combat human trafficking and labor exploitation in Maryland. SB 742 would ban recruitment fees; require recruiters to be licensed; provide temporary guestworkers with a contract laying out the terms of the job; and, prohibit discrimination in the H-2 guestworker program. The bill would protect temporary guestworkers from debt bondage, fraud, and human trafficking in Maryland.

About Centro de los Derechos del Migrante

With offices in Baltimore and throughout Mexico, CDM, a nonprofit organization, advocates for migrant workers here and abroad. Since its founding CDM has helped over 15,000 temporary guestworkers and recovered more than 20 million dollars in unpaid wages, thus establishing important legal precedents and policies to protect migrants all along the migrant stream. Through outreach, legal support, and policy advocacy, CDM seeks to remove barriers to justice and to strengthen temporary guestworkers’ rights.

SB 742 is timely. The number of temporary work visas granted under the H-2A and H-2B guestworker programs has risen but the protections have not. As advocates, we have seen over and over again how temporary guestworkers in these programs continue to experience debt bondage, poor housing conditions, and wage theft. In 2019, there were 257,667 visas granted under the H-2A program and 150,465 visas granted under the H-2B program.¹ Maryland’s governor and many elected officials nationwide have issued letters² seeking additional H-2B temporary work visas to meet the industry demand. However, missing in these letters is a call for heightened protections and proper oversight to ensure that no migrant worker ends up in a labor trafficking situation.

¹ United States Department of Labor, Foreign Labor Certification Performance Data, available at: https://www.foreignlaborcert.doleta.gov/performance_data.cfm.

² Governor Hogan Urges Federal Officials to Make More H-2B Visas Available to Help Seafood Industry and Seasonal Employers, available at: <https://governor.maryland.gov/2020/01/21/governor-hogan-urges-federal-officials-to-lift-cap-on-h-2b-visas-to-help-seafood-industry-and-seasonal-employers/>

In 2013, we published Recruitment Revealed: Fundamental Flaws in the H-2 Temporary Worker Program and Recommendations for Change.³ The investigation focused on international labor recruitment across industries of workers coming to the U.S. on H-2 visas. In that investigation 58% of workers reported having been charged fees; 47% reported taking out a loan to cover pre-employment expenses; 52% were not shown contracts,; and, 10% reported experiencing fraud because they paid a fee for a job that did not exist.

CDM has advocated for temporary guestworkers in Maryland for more than a decade. In 2010, CDM published Picked Apart: The Hidden Struggles of Migrant Worker Women in the Maryland Crab Industry.⁴ The report examined the experiences of guestworker women in the Maryland seafood processing industry employed through the H-2B temporary work visa program. The majority, if not all, of the women were recruited in Mexico. Since then, there have been changes to the H-2B temporary work visa program but those changes are still not enough to protect guestworker women. Women taking these jobs still report having to pay some type of recruitment fee or a “kickback” to get a job in the U.S. Even though federal law requires that an employer reimburse the guestworkers for their transportation and lodging costs to the U.S., the women rarely get a full reimbursement. They essentially pay to work in the U.S.

Guestworkers in Maryland and Typical Abuses

Marylanders interact with internationally recruited workers every day. These workers are part of the fabric of our communities – harvesting our food, cleaning our hotels, picking our crabmeat, and maintaining beautiful lawns throughout the state. But all too often, guestworkers are subject to unseen abuses. Regardless of visa category or industry sector, guestworkers in Maryland suffer abuses such as economic coercion, fraud, discrimination, retaliation/blacklisting, and human trafficking.

Economic Coercion: Workers in both the H-2A and H-2B programs report being charged high fees and costs by recruiters. These debts and contract terms, like breach fees that are triggered if a worker wants to leave the job, coerce workers into staying on the job, regardless of the conditions. The result is debt bondage, servitude, or even human trafficking. Juliana, an H-2B guestworker in Maryland, received approximately \$200 in her first week’s paycheck, but owed \$600 in visa and recruitment costs. After her first week in the U.S., assuming she put all of her wages towards repaying those visa and recruitment costs, she was still \$400 in debt and facing the 15 percent monthly interest rate on the loan she originally borrowed to pay those expenses.

Fraud: Workers in the H-2 program report that the terms of their employment and visa are misrepresented at the time of recruitment, and upon arrival at the job. In some cases, a written contract is not provided in a language the worker understands or not provided at all. For example, Yolanda, an H-2B guestworker in Maryland, found that her wages were much different than what the recruiter promised. Yolanda was promised \$7 per hour, but earned \$5 instead. She was promised overtime pay, but never received it. Her employer kept her paycheck stubs, so she could never actually verify her

³ Centro de los Derechos del Migrante, Inc., Recruitment Revealed: Fundamental Flaws in the H-2 Temporary Worker Program and Recommendations for Change (2013), available at: <http://www.cdmigrante.org/recruitment-revealed-fundamental-flaws-in-the-h-2-temporary-worker-program-and-recommendations-for-change/>.

⁴ Centro de los Derechos del Migrante, Inc., Picked Apart: The Hidden Struggles of Migrant Worker Women in the Maryland Crab Industry (2010), available at: <https://cdmigrante.org/picked-apart-the-hidden-struggles-of-migrant-worker-women-in-the-maryland-crab-industry/>.

wages. When she was able to look at them, she did not recognize the deductions from her check because they were in English.

Discrimination: Employers and recruiters evade U.S. anti-discrimination law by recruiting overseas. In addition to overtly discriminating based on gender, age, race, or other factors, recruiters discriminatorily offer visas. In general, women are offered work on visas with fewer protections and lower wages. Women crab pickers in the Eastern Shore are paid by the pound versus their male coworkers who are paid an hourly rate. This means that women have to work harder and faster to make slightly more than the minimum wage.

Retaliation and Blacklisting: A guestworker's H-2 visa is tied to their employer. The employer has a lot of power over the worker. Workers who complain about abuses face the possibility of being fired and thereby losing their visas. They also risk being blacklisted by recruiters and employers who will not hire them back the following year. Lucero, a migrant guestworker in Maryland, did not feel that she could speak with her employer about the housing conditions. She lived in one room with ten other women—two women per bed. Other women slept in the living room. The conditions were very difficult and afforded no privacy. Lucero and her housemates complained amongst themselves, but never to the boss. Lucero was afraid to speak with her boss.

Gaps in Federal Legislation and the Need for SB 742

Existing federal legislation provides inadequate protections for internationally recruited workers. The major pieces of federal legislation governing the employment of migrant and seasonal workers are the Migrant and Seasonal Agricultural Worker Protection Act (MSPA) and the Fair Labor Standards Act (FLSA).⁵ Both provide limited protections to internationally recruited workers and are replete with exceptions, limiting their power to effectively regulate international labor recruitment. SB 742 would create a comprehensive and consistent set of requirements related to recruitment of H-2 migrant workers along with creating a workgroup to study the J-1 International Exchange program. For example, the licensing and registration requirements found within the MSPA apply only to agricultural workers. Most egregiously, they do not require employers to provide a complete picture of the chain of recruitment for prospective migrant workers, leaving most of the process in the shadows. Since 2015, the Department of Labor has maintained a registry of H-2 recruiters, but it is only published quarterly, and attorney/agent recruiters often fail to list their recruiters as required. These limitations in data leave workers with no functional mechanism for verifying whether a job, in fact, exists.

J-1 Visa Participants in Maryland

In 2018, there were over 10,000 J-1 temporary visa participants in Maryland. These J-1 visa holders worked in 18 different jobs throughout Maryland. Some worked in the hospitality and leisure industry, others as scientists at major research institutions, and others as au pairs in people's homes taking care of children. The number of J-1 participants has increased throughout the years and yet little is known about the J-1 participants that come to Maryland. CDM has met with numerous J-1 participants as part of its work on two reports – *Shortchanged, The Big Business Behind the Low-Wage J-1 Au Pair Program* and *Shining a Light on Summer Work: A First Look at the Employers Using the J-1 Summer Work Travel*

⁵ Note that the wage-and-hour provisions of the FLSA do not offer migrant workers adequate redress due to a lack of oversight and enforcement, and, like MSPA, the FLSA does not apply to smaller employers.

Visa. The experiences documented in these reports show a program that is flawed and treats a young adult workforce poorly. SB 742 would bring stakeholders, elected officials, and experts together to study this program and how it functions in Maryland.

Importance to Maryland's Economy

There is a pressing need for Maryland to step in and pass the Fair Recruitment and Transparency Act. Maryland legislation that addresses oversight areas and allows the Maryland Department of Labor to investigate and protect workers from poor working conditions.

Maryland's businesses contracting with foreign labor contractors would benefit with the creation of a public registry. An online database would allow employers to determine which recruiters use acceptable recruitment practices. Guestworkers are more likely to accept jobs from these recruiters, knowing that they have been licensed by the state and cannot mischaracterize terms of employment. Maryland businesses would have some assurance that guestworkers would arrive as promised without having been misled by false claims of recruiters. The added legal safeguards would encourage workers to choose Maryland for employment. Further, these protections would lead to better worker retention from each season to the next because workers will know that they will be safe and treated fairly by Maryland businesses. Employers would spend less time and money training new workers.

Countless businesses, organizations, and human rights leaders have complained that the current recruitment system is rife with abuses due to the limited federal and state oversight. Maryland should step up not only because it is the moral thing to do, but because it helps Maryland's economy in the long run. Businesses need internationally recruited workers to fill important roles.

Without this legislation, fraud will continue to be committed every day and workers will have little protection in recruitment. We urge support for SB 742 and would be pleased to answer any questions the Committee may have.

ADDENDUM: Related Reports

Reports from Organizations

Beneath the Pines: Stories of Migrant Tree Planters. Southern Poverty Law Center.

Close to Slavery: Guestworker Programs in The United States. Southern Poverty Law Center.

Culture Shock: The Exploitation of J-1 Cultural Exchange Workers. Southern Poverty Law Center.

Domestic Workers' Rights in the United States Report. International Labor Recruitment Working Group.

Strengthen Regulation of Foreign Labor Recruiters to Prevent Human Trafficking & Forced Labor Report. Alliance to End Slavery & Trafficking.

Gaming the System: Guest Worker Visa Programs and Professional and Technical Workers in the US. Department for Professional Employees; AFL-CIO.

Help Wanted: Hiring, Human Trafficking, and Modern Day Slavery in the Global Economy. Verité; Humanity United.

Hidden in the Home: Abuse of Domestic Workers with Special Visas in the United States. Human Rights Watch.

Human Trafficking on Temporary Work Visas. Polaris.

New Immigrants in an Old Industry: Mexican H-2B Workers in the Mid-Atlantic Blue Crab Processing Industry. David Griffith, East Carolina University.

Jornaleros mexicanos en EU con visa: los modernos olvidados. Proyecto Jornaleros SAFE.

Report of the August 2011 Human Rights Delegation to Hershey, Pennsylvania. Human Rights Delegation, organized by National Guestworker Alliance.

Injustice on Our Plates: Immigrant Women in the U.S. Food Industry. Southern Poverty Law Center.

Guestworker Diplomacy: J Visas Receive Minimal Oversight Despite Significant Implications for the U.S. Labor Market. Economic Policy Institute.

Leveling the Playing Field: Reforming the H-2B Program to Protect Guestworkers and U.S. Workers. National Guestworker Alliance; The Dickinson School of Law at Penn State.

Litany of Abuses: More Not Fewer Labor Protections Needed in the H-2A Guestworker Program. Farmworker Justice.

Migrant Workers' Access to Justice at Home: Indonesia. Open Society Foundations.

CDM Testimony – SB 742 – Support
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Monitoring International Labor Recruitment: A Cross-Visa Exploration of Regulatory Challenges. Centro de los Derechos del Migrante, Inc.

No Way to Treat a Guest: Why the H-2A Agricultural Visa Program Fails U.S. and Foreign Workers. Farmworker Justice.

Picked Apart: The Hidden Struggles of Migrant Worker Women in The Maryland Crab Industry. Centro de los Derechos del Migrante, Inc.; Washington College of Law at American University.

Recruitment Revealed: Fundamental Flaws in the H-2 Temporary Worker Program and Recommendations for Change. Centro de los Derechos del Migrante, Inc.

Shining a Light on Summer Work: A First Look at the Employers Using the J-1 Summer Work Travel Visa. Centro de los Derechos del Migrante, Inc.

Shortchanged, The Big Business Behind the Low-Wage J-1 Au Pair Program. Centro de los Derechos del Migrante, Inc.

Trafficking and Exploitation of Migrant Domestic Workers by Diplomats and Staff of International Organizations in the United States. American Civil Liberties Union.

Weeding Out Abuses: Recommendations for A Law-Abiding Farm Labor System. Farmworker Justice; Oxfam America.

Government Reports

Immigration Policy for Intracompany Transfers (L Visa): Issues and Legislation. Congressional Research Service.

H-2B Visa Program: Closed Civil and Criminal Cases Illustrate Instances of H-2B Workers Being Targets of Fraud and Abuse. U.S. General Accounting Office.

H-2A Agricultural Guestworker Program: Changes Could Improve Services to Employers and Better Protect Workers. U.S. General Accounting Office.

Inappropriate Uses of Educational and Cultural Exchange Visas. U.S. General Accounting Office.

Stronger Action Needed to Improve Oversight and Assess Risks of the Summer Work Travel and Trainee Categories of the Exchange Visitor Program. U.S. General Accounting Office.

These reports can be found at: <https://migrationthatworks.org/>

SB 742 – Labor & Employment – Fair Recruitment and Transparency Act

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Section	Paragraph	Summary
<p>7-101 (p. 3)</p>	<p>Definition</p>	<p>Agricultural Operation Agricultural work Commissioner Employer Employment Farm Farm labor contractor Foreign labor contractor – who/includes Foreign migrant worker – only H-2 workers License Licensed farm labor contractor Licensed foreign labor contractor Migrant agricultural worker Perform farm labor contracting service Perform a foreign labor contracting service – 2 parts</p>
<p>7-103 (p. 7)</p>	<p>Non-waiver contrary to public policy</p>	
<p>7-202 (p. 7)</p>	<p>Commissioner authority</p>	<p>Conduct necessary investigations Enter labor camp, place of employment, or housing Supoena Circuit court authority</p>
<p>7-203 (p. 7)</p>	<p>Comm’r to maintain public registry</p>	<p>1. Online – “user-friendly” format 2. English/Spanish 3. Updated w/in 5 days after material change Must include: 1. Name/contact of ER 2. Number, occupations, wages, visa classifications, employment dates of foreign migrant workers 3. Industry 4. Names of all persons employed by/or contracted by the licensed to perform services AND cities, states, and foreign countries where services are performed</p>
<p>7-205 (p. 8)</p>	<p>AG authority</p>	<p>Court – enforcement (1) decision of Comm’r; (2) subpoena; (3) Comm’r order; (4) civil penalty collection. Can investigate alleged violation and proceed in a court.</p>
<p>7-301 (p. 9)</p>	<p>License</p>	<p>Required to perform service in the State</p>
<p>7-302</p>	<p>License Process</p>	<p>Applicant has to:</p>

<p>(p. 9)</p>		<ol style="list-style-type: none"> 1. Submit to Comm’r – application; 2 passport-sized pics; fee of \$25 <p>Application needs:</p> <ol style="list-style-type: none"> 1. Permanent place of residence of applicant 2. Each address where the applicant expect to reside in MD 3. Each labor contracting service that the applicant will perform for consideration <p>If FARM LABOR CONTRACTING SERVICE:</p> <ol style="list-style-type: none"> 1. Name/address of each ag operation for whom the service will be performed in MD 2. Name/permanent address of person keeping records of wages 3. Number of migrant ag workers expected to be used in MD <p>If FOREIGN LABOR CONTRACTING SERVICE:</p> <ol style="list-style-type: none"> 1. Number of foreign migrant workers <p>If HOUSING to be provided:</p> <ol style="list-style-type: none"> 1. Name of each person who will provide the housing 2. Address where the housing will be provided <p>AWPA registration ID number Resident agent name Accept service of process</p> <p>If performing FOREIGN LABOR CONTRACTING SERVICE –</p> <ol style="list-style-type: none"> 1. Whether the applicant has violated any employment, labor, immigration laws 2. Length of time applicant has been performing FLC services 3. Revenue & operating budget 4. Manner in which service will be performed [what does this mean?] 5. Whether applicant is/or has been registered w/ any other state of fed govt to perform FLC service 6. IF YES to #5, then: <ul style="list-style-type: none"> • Has registration been revoked/suspended, provide reasons if yes • Has other state/fed govt refused to reissue registration, if yes, the
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		<p>reasons for refusal</p> <ol style="list-style-type: none"> 7. Membership in professional orgs [WHY?] 8. List of ERs who have used services w/in immediate preceeding 2 years: <ul style="list-style-type: none"> • Name of each ER • # of foreign migrant workers hired by ER • Cities/countries of origin of the foreign migrant workers • Cities/states where foreign migrant worker were employed • Range of wages paid to the foreign migrant workers • Industries/occupations in which the foreign workers were employed • Value of the contract entered into by the ER and applicant 9. Names/addresses of all registered business agents in the US or in a foreign jrx. 10. Tax ID numbers issued to applicant 11. Names of all individual/companies employed /used by the applicant to perform FLC service 12. “other relevant info Comm’r requires” <p>10 day notice period Application info – no legal implication Comm’r make app forms available</p>
7-305 (p. 12)	License effect	Farm labor contracting services OR foreign labor contracting services
7-307 (p. 12)	License Duty	Must carry/show the license to each person whom the licensee intends to deal as a contractor/FLC and on request to State official
7-308 (p. 13)	Comm’r authority to deny/suspend/revoke license	<ol style="list-style-type: none"> 1. Fraudulently/deceptively obtains/attempts to obtain license for applicant/other 2. Fraudulently/deceptively use 3. Knowing misrepresentation 4. Pretending to be someone else 5. Failure to comply with any provision of title 6. Failure to comply with any regulation that Comm’r adopts 7. Failure to comply w/ order passed by Comm’r

		8. Failure to satisfy judmt obtained by Comm'r 9. Giving false/misleading info 10. Fails to comply with agmt 11. Housing violation 12. US DOL revoked certificate 13. Felony conviction (state/fed) 14. Misdo – in connection with service – IF relates to (1) gambling; sales, distribution, possession of alcoholic bev; controlled dangerous substance 15. No fees, costs, on H-2 worker
7-310 (p. 14)	Summary license suspension	
7-311 (p. 14)	No license	Comm'r authority to issue order to immediately cease operation Notice of the order, if requested, hold a hearing Order shall be: <ol style="list-style-type: none"> 1. Served personally or 2. Sent by certified mail to the last known address of the person Person has 7 days to request hearing after being served w/ order Order final unless hrg requested
7-312.1. (p. 15)	Bond – FLC	Comm'r shall require FLC to post a surety bond or other security IF: <ol style="list-style-type: none"> 1. FLC has violated a provision of this title or any order that the Comm'r issues or reg that the Comm'r adopts OR 2. Receives a certified record of the finding of a unit of another state or the US that the FLC has violated any law that relates to: <ul style="list-style-type: none"> • Registration as a FLC OR • Employment, housing, transportation of a foreign migrant worker Comm'r may require security in an amt that the Comm'r considers adequate to ensure compliance with the laws of MD
7-401.1 (p. 15)	FLC Contract	Signed by both FLC & FMW Must include: <ol style="list-style-type: none"> 1. Each place of employment in MD 2. Name of ER/agents of the ER or FLC 3. Description of the work activities 4. Each condition of employment at

		<p>each place of employment,</p> <ol style="list-style-type: none"> (1) Wages to be paid (2) Person who will pay wage (3) When the wage is due (4) Hours to be worked; (5) Information about meals/rest period to be provided to FMW (6) Production standards AND (7) Length of employment time <ol style="list-style-type: none"> 5. Housing, insurance, transportation that will be provided to FMW 6. Any costs/deductions for housing/insurance 7. Each labor dispute that the FLC knows exists at the place of employment 8. Disclosure regarding the ability of the FMW to engage in strike/lockout 9. Paystub – H-2 rules 10. Any amts that will be withheld/deducted from FMW pay 11. Any applicable penalties for early termination of employment 12. Visa Info: <ol style="list-style-type: none"> (1) Type of visa (2) Length of time for which visa is valid (3) Terms/conditions under which visa will be renewed (4) Who’s responsible for renewal of visa (5) Any expenses associated with renewal 13. Contact info, including phone # & address, for the “individual, IC, sub-C, or agent” who will be in direct contact w/ FMW 14. Worker’s comp insurance 15. FLC/ER required to pay “all fees, including visa application fees, border crossing fees, transportation costs, or any other cost or fee related to recruitment” 16. Proof of compliance w/ local housing code 17. Education/training will be provided, if so, costs involved – and who’s responsible for paying 18. Protections available to FMW under
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		<p>Federal Trafficking Victims Protection Act</p> <p>19. Contact information for individuals/divisions w/in MD DOL and AG to report trafficking/labor rights violations</p> <p>Contract has to be provided (1) at time of recruitment process begins AND (2) primary language of FMW</p> <p>Changes to contract – changes in writing, given 48 hours to review/consider changes, voluntarily consents</p> <p>Housing postings Comm’r to make standard contract to FLC FLC shall file contract w/ Comm’r</p>
7-401.2 (p. 19)	Prohibition on Fees by FLC	No fees. If so, FLC has to immediately repay FMW AND provide the exact or comparable employment for the FMW
7-401.3 (p. 19)	ER Duty	<p>ER that uses FLC shall file w/ Comm’r – name and contact info for FLC</p> <p>Joint/several liability UNLESS – FLC was licensed EXCEPT if FLC charged a fee; ER knew of violation; “deliberate ignorance or reckless disregard”</p> <p>Aware at the time of violation...</p> <p>Jt/several liability – FLC & agents</p> <p>Provision for recruiters/FLCs that did not deliver on the FMW. ER can notify Comm’r</p> <p>Report required under Section 7-206 – unrecovered fees by FLCs</p> <p>Orientation/training – federal/state law, including labor, trafficking laws. Comm’r to require certain format.</p> <p>No interference w/ outreach workers</p>
7-403 (p. 21)	Recordkeeping	<ol style="list-style-type: none"> 1. Wages owed to each migrant ag worker 2. Wages paid to each migrant ag worker 3. Wages owed to each FMW 4. Wages paid to each FMW

7-404 (p. 21)	Vehicles/Transportation	Drivers license required. Vehicle insurance. Comm'r shall set by reg the minimum amt of insurance coverage.
7-501 (p. 22)	Prohibition on no license and no discrimination	Title 20, Subtitle 6 – State Govt Article
7-502 (p. 22)	Prohibition on representation to public	
7-503 (p. 23)	License Verification	Request confirmation from Comm'r OR examine license. Comm'r has 5 days to respond in writing. If change occurs, Comm'r must update If Comm'r fails to provide notice, a person is not liable for hiring a person who is not authorized to perform services in MD If Comm's says "not licensed," person cannot use services
7-506 (p. 23)	Civil Penalty	Comm's MAY assess civil penalty who willfully or repeatedly violates: <ol style="list-style-type: none"> 1. Any provision of this title 2. Any order under this title 3. Any regulation adopted to carry out this title May not exceed \$50,000 for each violation BEFORE penalty on agricultural operation: <ol style="list-style-type: none"> 1. Size of business 2. Good faith effort to comply w/ Section 7-503 3. History of previous violations BEFORE penalty on FLC/Farm LC: <ol style="list-style-type: none"> 1. Size of business 2. Gravity of violation 3. Good faith of the contractor 4. History of previous violations in MD or any other state
7-507 (p. 24)	Farm LC/ FLC Criminal Violation	WILLFULLY violates, is guilty of a Misdemeanor and on conviction is subject – 1 st offense → 50,000 or imprisonment not exceeding 1 year or both Subsequent offense → 100,000 or imprisonment not exceeding 3 years or both
7-508 (p. 24)	No Adverse Action	Private right of action for adverse action – as to FLC
J-1 Workgroup – Composition		
Membership 2 – Senators		

2 – Delegate
Sec of Labor
Sec of Commerce
Sec of Health
AFL-CIO Rep

Governor to appoint:

- 1 – foreign labor advocacy group
- 2 – nonprofit community w/ an expertise in migrant worker issues
- 2 – business community w/ an expertise in migrant worker issues
- 2 – public w/ an expertise in migrant worker issues
- 2 - public w/ an expertise in education
- 2 – public w/ young adult issues
- 1 – affected business
- 1 – affected workforce
- 1 – public

Chaired by DOL Sec; Staffed by DOL

No compensations but yes reimbursement

Study:

- (1) Work conditions of J-1 visa holders in MD, including application processes, housing, health care, rates of pay, recruitment fees, and program fees
- (2) Best practices in other state that may be used to ensure J-1 visa holders are achieving maximum potential in MD
- (3) Demographic and socioeconomic profiles of J-1 visa holders
- (4) Geographic and age distribution of J-1 visa holders in MD
- (5) Participation rate, impact, and growth rate of J-1 visa holders in MD workforce
- (6) Industries and business locations of J-1 visa holders in MD and terms of work
- (7) Whether J-1 visa holders perform any work outside of the agreed terms
- (8) Demographics of temporary worker visa holders in MD
- (9) Industries that employ workers with temporary visas
- (10) Current state of labor law and impact on J-1 visa holders
- (11) Impact of potential changes to the MD labor laws to the benefit of J-1 visa holder
- (12) Make recommendations regarding any changes or improvements to the MD law based on workgroup findings

Deadline to report findings: Dec. 1, 2020, by June 30, 2021