Tuesday, December 07, 2010

11:00

1. Opening Remarks – Ernie Flores

This board meeting opened in the memory of the life of the late Mr. John Hernandez, State Director of Telamon Corporation-Michigan.

We were not able to get the Secretary Advisory commission started and have not gotten a face-to-face meeting with the Secretary as of yet. The state of the economy is driving everything right now, and the recent election did not help. We are now back in the survival mode. There may be some cuts, but let’s hope there will not be talk of elimination. It might be beneficial for us to fight for a chief of the NFJP program.

1. Roll Call (See Roll Call Sheet)

Quorum established.

Joe Juarez, Regional Administrator for Region IV of DOL will be joining us for the meeting today. Mr. Juarez noted that he was pleased to be with us. Mr. Juarez noted that the most important thing is to have leadership in Washington that cares. He shared that he doesn’t know what the 2011 budget will hold. We are in uncertain times but we must still move forward. He opened the floor up for question to hear from the grantees and shared that he would answer what he could. He also noted that noted that if he did not have all answers today that he would get them.

He shared the DOL priorities as it relates to farmworker programs:

* Ensure that those who need help are able to get back to work;
* Ensure that those who need continued UI receive it;
* Ensure that examine our delivery system;
* Streamline the system and ensure that they work; we need to figure how we can take more advantage of partnerships and the system (summer youth programs were a good example);
* Get WIA reauthorization;
* Ensure that CBO’s are part of the partnerships in capacity building of funds received by the community colleges.

**Ernie asked**: Alina has announced her retirement and DOL may not replace; is that true?

**Joe responds**: He had not heard anything new outside of the word shared.

**Chris of Colorado asked**: How much interaction in your region to determines the performance based contracts?

**Joe responds**: They advocate for competition at the federal level and this is trickling down to the state level. Sole source is becoming rare. Idea is to make things competitive. Requirements are to follow OMB and state guidelines.

**Jeff asked:** Which funds are vulnerable?

**Joe responds:** No specific information regarding that. Strongly suggests that we spend our money or Congress will assume that we do not need it.

**Gilbert asked**: will there be a 5% or so cut?

**Joe responds:** We do not know. There are several speculations; we will not know until Congress acts

**Hermelinda asked:** What is the status of youth funding?

**Joe responds:** Not sure but will bring the inquiry to Jane’s attention.

**Chris asked**: If our performance is among the top, how do we champion that performance up to seek additional federal help?

**Joe responds:** You are right; performance is good. The Department recognizes what you are doing and that is why a proposal for an increase has been made. To answer your questions, there is a couple of ways to do that:

* Tell the story, especially your successes;
* Remain consistent in good performance; focus and assist low performing states

**Mike shared:** There is a template developed that will be used to reveal the Return On Investment (ROI) information of the NFJP that can be used to educate Congress and others.

**Jeff asked:** Is there any follow-up information on the status of the change in the calculation of Performance Standards?

**Joe responds:** the regression analysis is being done.

**Jeff asked:** What is the timeline.

**Joe responds:** It is a pilot now and should be in full implementation by next program year.

1. Approval of Minutes – Ernie Flores

**Motion:** to approve the minutes of the previous board and executive committee minutes approval **[M/S/C:** Hermelinda/Gilbert/ unanimous]

Motion: to approve the agenda for today’s meeting

[**M/S/C:** Clevon/Don/unanimous]

1. Report of Finance Committee – Mike Micciciche

Mike referred the membership to the financial audit sent by mail. There were no questions.

**Motion:** to accept and file the audit for FY 2010

[**M/S/C**: Jeff/Kari/Unanimous]

**Motion:** To accept and file the financial report for the period ending October 31, 2010

[**M/S/C:** Bill/Don/Unanimous]

**Motion**: To accept and adopt the 2011 proposed budget

[**M/S/C:** Ron/Chris/unanimous]

Fund raiser: Become a sponsor for the 40th anniversary to be held in Washington, DC in Crystal Gateway Marriott. September 22, 2011. This is an opportunity to raise funds from private vendors.

1. Election of Executive Committee

**At-Large members:**

1. Presentation of Grantee Coalition appointees – Sherrie Moody

Two people were appointed to help with the election: Jesus and Connie

First 10 members are recommended by the regional associations:

1. DARI: Clevon Young and Sherrie Moody
2. EAFA – Jeff Lewis and Velma Smith
3. CWA – Luis Esparza and Vickie Hutcheson
4. RMHi – George Martinez and Kari Hogan
5. Lacorp – Ernie Flores and Mike Micciche

**Motion:** To accept these 10 from the 5 regional associations to the Executive committee

[**M/S/C:** Bill/Hermelinda/unanimous]

1. Elections of 5 At-Large members
2. Ron Hauge
3. Gilberto Alaniz
4. Hermelinda Sapien
5. Rita Garcia McManus
6. Bruce Day

**Motion:** To elect by acclamation the current 5 members

[**M/S/C:** Chris/Don/unanimous]

1. Election of Officers - Jesus Gamboa

President – Ernie Flores

Vice President – Luis Esparza

Secretary – Sherrie Moody

Treasurer – Mike Micciche

**Motion:** to elect the current slate of officers

[**M/S/C:** Bill Johnson/Gilbert Alaniz/unanimous]

1. Report of the Executive Committee – Ernie Flores

Shared that the recommendation of SCSEP competition not be pursued by AFOP at this time, but rather pursue obtaining set-aside allocation for senior migrants and farm workers. Suggested that possibly regional associations or regional member states could consider applying. Opened the floor for discussion. Barbara thought that this might be a duplication but not if other programs are currently doing it. Ernie added that we may have to justify the request. Chris Anderson wanted to know about submitting for future application. David shared that the main problem would be the conflict of interest between the AFOP and the membership and the capacity of AFOP to effectively run the program; amount of time that will be required of the Executive Director’s participation. Additionally, Kari shared that the present climate makes us vulnerable and that we need to focus on our primary population of service to farmworkers. Hermelinda shared her concern about the partnerships among the members and AFOP being harmed. Gilbert shared that he thinks that the set-aside will be difficult. He also raised the concern about the comment made by Joe regarding low performing states, and the fact that some have difficulty with fund raising / contribution efforts. Gilbert says that we need to help states out. Stephen Borders offered his program’s support to any member organization, especially with sharing information on the prison re-entry program.

**Recommendation of the Executive Committee:** AFOP not pursue being a national grantee of SCEP, but pursue getting a set-aside for seniors. The association would support anyone who puts together a regional application.

**Motion:** To accept the recommendation of the Executive Committee.

[**M/S/C:** Bill/George/unanimous]

Noted that a new track for board members will be included at the 2011 Annual conference. President Flores recognized a board member for Arkansas Human Development Corporation as a participant in attendance at the AFOP board meeting.

**WAFA Conference October 21-22**

 **AFOP Miniconference and Board meeting, Washington, DC, Feb 16-18, 2011**

 **Bring no more that two staff with you, more staff may have to stay at another location**

**Rocky Mountain HI,** Las Vegas, March 9-11, 2011

**CWA,** March 31-31, 2011 – Galveston, TX

Dallas Region will be holding a training session (1st week in March 2011) – Dallas, TX

1. Report of Personnel Committee – Hermelinda Sapien

Review of Personnel Manual. Revised policy so that it would be consistent with “At-will” language.

Recommendation: Board approval of the changes and authorize the board to implement

(Leave and grievance)

Note: The proposed changes were provided for review. The document provided shows that the old policy with strike through and highlighted is red font, and reflect changes to both the leave and grievance policies.

**Motion**: to accept the recommendation of proposed changes to the Personnel Manual as recommended by the Executive Committee

[**M/S/C:** Bill/Jesus/ unanimous]

1. Report of Conference Committee – Franklin Montgomery

Everything is going well. All speakers except for Assist Secretary of State were able to make it. Will begin working on the 20ll conference and provide an update. Anita noted that she was grateful to the board for staff participation of credentialing. Noted that open enrollment will be limited in order for webinars will be complete by September 2011. Ernie requested that the credentialing committee let the AFOP members know the complete schedule, face-to-face training requirements, webinars, etc. Nita of the credentialing committee agreed to provide.

Gaila reminded the group that the silent auction participation is requested.

David added the 40th anniversary is 2011 and the 2011 annual conference will be used to make our mark in Washington. We will be seeking great speakers and corporate sponsorship.

1. USDA and Farmworkers – Christine Chavez, Farmworker Coordinator

She was appointed to the farmworker coordinator position at USDA. Ms. Chaves shared that she has most experience in California on the lobbying side. Both grandparents worked as a farmworker. Thanked CET for being instrumental in providing training to assist her father years ago. She feels strongly that the current administration is sincere in its effort to improve the lives of farmworkers.

14204 Health and safety grant is coming up and will be available to us. Work is currently being done with FEMA on disaster funding, and USDA internal to make sure that resources are available to farmworkers. This will be the 1st time USDA will open up for farmworker grants.

Hermelinda shared that multi-year funding would help.

Jeff shared that the language has been in place for disaster assistance, but it has been structurally encumbered and many farmworkers are gone by the time the resources were made available. He offered the AFOP membership’s availability to work with to design a delivery plan.

Ernie noted that there should be a rapid response team put into place immediately after a disaster. Ms. Chavez shared her email address to the membership: Christine.chavez@osec.usda.gov

Stated that AFOP is her new favorite farmworker organization.

1. Report on Health and Safety for Farmworkers – Levy Schroeder, AFOP Director of Health and Safety.

Levy presented a power point and shared that there was reorganization of the team as a result of a loss of an employee.

1. Report of the Committee on Children in the fields – Luis Esparza

Provided a one-page report. Shared that tomorrow morning Norma will provide an even more detailed report regarding children in the fields and each coordinator will do individual reports on their respective states. One highlight is that some students visited Washington, DC in July and met with Hilda Solis and other top officials. Luis asked the membership to support their acitivities: magnets and calendars purchases.

1. Report of the Committee on Health and Safety – Jesus Gamboa

Staff will work on a matrix of program participation

Food Safety projects for AmeriCorps

Integration of program with Health & Safety and AmeriCorps

Education on lead-based paint

Discussed declaring 2011 the year of the farmworker child – children in the field and food safety;

Achievements for the AmeriCorps program recognized in the AFOP brochure which illustrates the program achievements for 2009-2010.

1. Report of Legislative Committee – Luis Esparza

Luis requested that David provide the legislative report. He reviewed two initiatives: Section 14204 of the Farm Bill, and WIA reauthorization proposal now sits in the Senate. It has been accepted by major players but just waiting on Congress to reauthorize. CARE Act equalizes protections for farmworker youth, even with support it did not succeed in this session of Congress. AgJobs has a shot. He is urging all member states to contact Congress to support the AgJobs. We need to act fast! Email was suggested as a preferred way of doing this.

1. Report of the Program Oversight and Resources Committee – Clevon Young and Velma Smith

Clevon reported as chair of the committee. It was reported that the committee did not recommend that AFOP pursue to become a grantee of the SCSEP porgam. The committee received and approved the report for the AmeriCorp program. It was also shared that the AFOP staff will continue to pursue avenues to obtain additional grants and resources to include private foundations.

Meeting recessed at 3:53pm CST.

Wednesday, December 8, 2010

10:20am CST.

1. Special session on policy – Lee Foley

Lee Foley shared that we have a huge challenge, but we have a President, Senate leadership, and Secretary of Labor that support our daily work and care about the 167 program. We are not facing a situation where the budget starts at zero. The Secretary of Labor will make every attempt to protect us, but we should continue to do our best. We should not take anything for granted, we are in good shape. We still have many long-time friends in the House. We have cultivated for nearly 3 decades the Chair of the Senate HELP Committee who is also the chair of the funding committee, and is the immediate past chair of the Agriculture Committee which sponsored our 3 year old USDA program (Senator Harkin). Senator Murray is another champion for farmworkers. We have some new incoming members but also some returning members who we need to work on. Mark Kirk of Illinois is moving from the House to the Senate; former Congressman of Ohio and OMB director; Senator Coates of Indiana is returning, and is one who knows the poverty programs. He was a co-sponsor of the Community Services Block Grant. In the House there are 90 new members. 80 are Republicans with only 10 Democrats. There may be 15 or 16 new Republican members on the Education and Workforce Committee. Currently there are 18 Republican committee members, with about 6 who are truly active. Of those 6, some may go to another committee which may limit their involvement in the Education and Workforce Committee. There is an odd phenomenon where the incoming leadership cannot find members to serve on the Appropriations Committee; seniors are not interested. This has always been a popular committee in which to serve, and freshmen rarely got an opportunity to serve. There are about 18 slots available for Republicans. They don’t want to serve because of the anticipated cuts does not lead to re-election. To date, it is not clear who the sub-committee chairs will be.

Lee encouraged that AFOP membership to engage in enhancing exiting relations and developing new relationships. Lee opened the door for questions.

Question: Have you seen an impact on the community college initiative?

Response: Part of the agenda was to create partnership with the CCs and help with wrap around services. There will be $500 million per year. The SGA has been complete with OMB approval. The SGA will be delayed until early next year. The SGA will sound like the eligible population are dislocated workers, but don’t let that discourage. You can develop a program that is proposed and include the touch points. It can not pay for tuition, but for program development instead and new ways for developing curriculum such as technology. Each grant will be at least $2.5 million for a single college entity. Those with partnerships will be for $20 million dollars for the 1st year.

1. Wind Energy in Texas – Irene Favila, MET

Irene discussed the success that MET has had with local community colleges in TX. Discussed the structure of the wind energy training initiative in partnership with the community colleges where cost of training ranged from $1100 to $4000. These programs are being offered to farmworkers. Luis shared that you have to target the right community college to work with. Those with lower enrollments are better options to work with. Suggested that we look into electrical lineman training; these are good placements because there are folks getting ready to retire.

Alternative energy in California – Jesus Gamboa, Proteus

Decide on the partnership for green job building. Subcontracted with private schools and set up the program on a tuition based which called for $100,000 agency investment. They started with weatherization for 4 weeks for 180 hours; developed their own curriculum in conjunction with the employers. Tuition cost is $1,473; set up their own learning lab to teach solar insulation, window and door insulation and caulking. Built its own solar class which is 6 weeks; OSHA training is offered. Another training involved the training and installation of solar panels; must pass math and reading in order to get started.

Strategy of going green is to get a mobile unit. It will be used to conduct community education. Opportunities for the future: Who will be oiling and greasing the machines. These are future jobs.

1. Private – Public Partnership and AFOP – Mindy Feldbaum, AED

Feel that there are three areas that we can build on: Green Jobs, community colleges, migrant and seasonal farmworker dislocated worker;

Started to talk about opportunities: The DOL grant is one. AFOP should look at consortia grants. It looks like this is a possibility with a number of our programs: Community College, employer, NFJP grantee. This would require that there is a connection with WIB and CC. CCs may be applying on their own. There are real innovation opportunities available now with ESL.

Other opportunity is:

1. Report of the Executive Director – David Strauss

Provide his report to the board which included a reflection of the his report of March 2009. It is now time to return to the mode of fighting, however, we are not at the point we were in years past. We are in a lot better shape now than we were 10 years ago. We need to continue to tell our story and tell it well. We have a strong foundation that will require continued hard work and our visit to Washington in February will be the beginning.

We need to:

1. Show case the good work (present good data, success stories, money in the district/service area)
2. Be able to say how we use the funds
3. Remember who their constituency is (growers) – get letters of support from growers
4. Show our “Return on Investment” ROI.

Chris Paige shared a sample AFOP model of their ROI. Chris will work to get the template available by January 2011 so that it can be use during the February visit.

1. Children in the Fields – Norma Flores Lopez

Norma allowed each staff member to provide a brief introduction. Norma provided a quick review of the Kellogg Foundation grant. Each staff member gave an update of their work in their respective state/service areas. These reports included information regarding their goals, partnerships, accomplishments, and youth challenges. Media action includes Dateline and 60 minutes. Currently 107 organizations now support the CARE Act. Provided a Leadership trip to Washington. Essay and art contest will continue.

1. Communications strategy for success – Ayrianne Parks
* Develop and work on key messages/elevator speech
* Looking to receive more information about events: customer graduation, training, farmworker day (invite media – Ayrianne can help with press release)
* Visit AFOP blog and talk about success and upcoming event as it relates needs, challenges, success of farmworkers
* AFOP has a twitter account

Success Stories: Need to put a face with a story; they make the connection and pictures.

Meeting Adjourned.