

■ **LABOR AND EMPLOYMENT LAWS (*FARMWORKER CAMPS*)**

TERMS: Anyone who provides housing for workers recruited or employed in the production or harvesting of farm crops must obtain a state license as a farm labor contractor and a special license endorsement to operate a farmworker camp.

Labor Contractor Licensing — An operator of a farmworker camp must apply to the state for a farm labor contractor license (*see entry, Oregon — Labor Contractors & Worker Recruitment — Farm Labor Contractor Registration*).

Farmworker Camp Endorsement — Once licensed, the farmworker camp operator must apply for a license endorsement authorizing operation of the camp. Among the requirements for receipt of a camp endorsement, the applicant must (1) pay an annual license fee, (2) obtain a bond or post a cash deposit of at least \$15,000 to cover potential damages from operation as a contractor and housing operator, and (3) pass an examination testing the applicant's knowledge and competence to operate as a labor contractor, including lawful operation of a farmworker housing facility.

Recordkeeping — Farmworker camp operators are required to make and keep for a period of 3 years records related to their housing activities. Among other information, the records must include the names and addresses of the residents of the camp, the dates of occupancy of each resident, records of any financial transactions between the operator and the residents, and records of any government-agency inspections of the camp and any citations issued.

Posting — In an outside area of the camp easily visible to occupants and visitors, the camp operator is required to keep conspicuously posted a notice disclosing the existence of the surety bond or deposit posted by the camp operator. The notice must indicate the amount of the bond or deposit, and note that it is conditioned on the operator's payment of all sums legally owed to any employees or camp occupants, and any damages resulting from fraud, misrepresentation or other unlawful act or omission on the camp operator's part.

Access to Telephone — When workers occupy farmworker housing that is owned or controlled by the employer, the employer must ensure that the occupants have reasonable access to an operating telephone at all times for emergency use. For non-emergency private use, the employer must provide workers occupying the housing with reasonable access to a telephone located within a 2-mile radius of the housing.

ENFORCEMENT: *Labor Contracting Unit, Wage and Hour Division, Oregon Bureau of Labor and Industries, Salem, Oregon 97305 (503-373-1463)*. This agency administers the licensing of farm labor contractors in Oregon, including the issuance of farmworker camp operator endorsements. A person adversely affected by fraud, misrepresentation, or any other alleged violation of these provisions committed by a farmworker camp operator, may file a complaint against the camp operator and may have a claim against the operator's bond or deposit.

As outlined in the previous entry, enforcement of the safety and sanitation standards that apply to agricultural housing facilities in Oregon is the responsibility of the *Oregon Occupational Safety and Health Division, Oregon Department of Consumer and Business Services, Salem, Oregon 97309 (503-378-3272; toll-free 800-922-2689)*. Any occupant of a farmworker camp who has a question or complaint about the housing itself may contact this agency.

SPECIAL NOTE: A farmworker camp operator may not fire, evict or discriminate in any manner against a person because the person has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.