



SHELTER + MOBILITY

*Recommendations for
California's Specialty Crop
Ag Workforce*

Ag Innovations Network
APRIL 2014

ABOUT AIN Ag Innovations Network (AIN) is a nonprofit, nonpartisan organization dedicated to helping stakeholders solve problems in the food system through effective collaboration. Since 1999, AIN has been designing, organizing, facilitating, and managing multi-stakeholder efforts to improve the performance of the food system for producers, consumers, and participants in local, regional, and global food supply chains. These efforts focus on both policy changes and direct improvements on farms, processing sites, and food outlets. AIN combines deep expertise in the challenges of the global food system, from production through food access, with an approach to problem solving that gives groups the tools they need to deliver outcomes in meetings, conferences, and multi-stakeholder collaborations.

CALIFORNIA AGRICULTURAL WORKFORCE HOUSING & TRANSPORTATION PROJECT

The Workforce Housing and Transportation Project (WHTP) was initiated in response to an ongoing need to address agricultural labor shortages experienced by California’s specialty crop producers. This report and its recommendations were developed by agricultural, labor, housing, and transportation organizations and individuals from across the state. A full list of project participants can be found in Appendix E.

Dan Schurman, Serena Coltrane-Briscoe, and Joseph McIntyre of Ag Innovations Network coordinated the production of this publication.

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**Specialty crops are fruits and vegetables, tree nuts, dried fruits, horticulture, and nursery crops (including floriculture).*

EXECUTIVE SUMMARY

This report details the findings and recommendations of the California Agricultural Workforce Housing and Transportation Project, a yearlong multi-stakeholder investigation into the community, political, and industry challenges and barriers to the provision of adequate and affordable housing and transportation to the state's specialty crop workforce and their families.

The key recommendations from the report include the following:

- Improve existing and develop new affordable and decent housing for specialty crop farmworkers and their families by establishing new, dedicated state funding sources, and by reducing costs and barriers to such improvements.
- Conduct needed studies on current farmworker housing and transportation conditions and needs, and create a central, online repository to house information related to farmworker housing and transportation as a resource for housing providers, local governments, planning agencies, and advocates.
- Increase effective incorporation of farmworker housing and transportation needs in federal, state, regional, and local planning and funding policies and priorities through the development of formal, regional advisory councils and a statewide council.
- Maintain the newly revised definition of "rural" under federal law beyond the next census and create a recognized and accepted rural-specific definition of "smart growth" consistent with the aims and terms of AB 32.
- Increase farmworker transportation options, both public and private.
- Increase farmworker driver safety awareness and practice through the establishment of a consistent program for driver education and safety training for farmworkers and their families.

The stakeholders involved in this project offer these recommendations in the hope of ensuring that resources and systems are in place that will result in all of California's specialty crop agricultural workers and their families having safe, reliable, and affordable transportation to their places of employment, and a home that reflects their dignity and importance.

PROJECT BACKGROUND



From left: Hired agricultural workers in a vanpool; CalVans vanpool. Photo courtesy of CalVans.

California's specialty crop producers rely heavily on the availability of farm labor in their operations. Over the past several years, these producers have reported a decreasing supply of available labor. In response to these reports, the California State Board of Food and Agriculture (State Board) convened a panel of agricultural producers and employers, and affordable housing experts in August 2012 to investigate the housing and transportation issues faced by the state's agricultural producers and workforce, with the assumption that these issues present access barriers to workers and contribute to labor shortages. This was followed in early 2013 by the California Department of Food and Agriculture (CDFA) engaging Ag Innovations Network (AIN) in organizing a longer-term initiative to bring together the state's agricultural, labor, housing, and transportation leaders to develop a set of recommendations for addressing these issues. AIN is a California nonprofit organization that specializes in helping stakeholders solve problems in the food system through effective collaboration.

The lack of safe and affordable housing and transportation for hired farmworkers is a problem shared by California's farmworkers and its specialty crop agricultural industry.

Methodology

Working with a steering committee of representatives from CDFA, the State Board, and the Governor's office, Ag Innovations Network identified more than one hundred potential stakeholders from throughout the state representing the following interest groups:

- Farmers and ranchers
- Farmworkers
- Labor unions
- Labor advocacy organizations
- Farm labor contractors
- Production agriculture companies
- Agricultural support and management companies
- Agricultural trade organizations
- Agricultural supply chain partners
- Farmworker and affordable housing developers
- Housing, transportation, and social service providers
- Civic organizations
- Federal, state, and local government
- Consumers
- Research and academia

From the identified stakeholders, fifty individuals were successfully recruited to participate in the California Agricultural Workforce Housing and Transportation Project. Of these, approximately forty were interviewed extensively by Ag Innovations Network staff to develop a broad understanding of the stakeholders' perspectives on a) the nature and extent of the housing and transportation challenges and barriers experienced by farmworkers and growers, b) the community and political issues contributing to these challenges, and c) the opportunities and possibilities for addressing them. The data collected in these interviews were summarized and reported back to the stakeholders at an initial meeting held in May 2013 in Sacramento at which 49 of the 50 stakeholders were present. During this meeting, the stakeholders further discussed their perspectives and decided upon a course of action for developing a set of recommendations. Following

the meeting, two working groups were formed to focus on housing and transportation issues, respectively. These working groups met face-to-face and virtually during the next six months, with the guidance and facilitation of Ag Innovations Network. Discussions were robust, frank, and focused on the top issues and opportunities for change identified by participants.

A subsequent outreach and implementation phase of the project is currently being contemplated to engage and encourage leaders and decision-makers across the state to act on the recommendations.

Context

The lack of safe and affordable housing and transportation for hired farmworkers is a problem shared by California’s farmworkers and its specialty crop agricultural industry. Not only is the existence of affordable housing and transportation a key factor in the quality of life for workers, it also contributes to labor force stability for employers. [The shortage of affordable housing and transportation in key growing regions can exacerbate local farm labor shortages and create unneeded hardship for workers. These hardships can translate directly into damage to the economic health and sustainability of growers, workers, and the specialty crop industry.

While there was disagreement among stakeholders about the relative contributions of various factors causing these problems, there was broad consensus on the severity of the challenge, its impact on the lives and economic well being of workers and growers alike, the need for a systemic response, and the recommendations described in this report. The contributing causal factors cited by stakeholders are shown in Appendix A.

Unlike the situation 30 years ago, today’s average California specialty crop farm offers farmworker employment throughout most of the year. Changes in the types of crops and the diversity of specialty crops being grown in California, as well as other factors, including the dramatic increase in the use of farm labor contractors as employers who transport their workers to job sites from a fixed location, mean that the majority of hired workers are “settled” not “seasonal.” Settled workers live permanently in the state with their families, in private market housing in cities and rural towns, and in some instances travel up to 100 miles per day to reach their job site. In general, these local jurisdictions have not adequately planned for nor fostered the development of affordable housing for agricultural workers and their families, either seasonal or year-round. Strained resources, community opposition to affordable housing projects (especially those for farmworkers and their families),



Existing farmworker housing in need of repair. Photo courtesy of Cabrillo Economic Development Corporation.

and aging and inadequate infrastructure common to many of these jurisdictions often prevent them from meeting affordable housing needs.

The vast majority of California’s hired specialty crop agricultural workers rely on private vehicles to get themselves to and from work, often relying on ride sharing arrangements with co-workers and/or supervisors, and frequently paying a significant portion of their day’s wages for transportation. Employers wishing to provide a legal means of transport to agricultural workers find it challenging to afford and/or comply with insurance requirements and conflicting state and federal regulations. While the California Vanpool Authority program (CalVans), has grown in the past decade to serve 2,700 workers in 17 California counties, it is not a state-run program and is limited in its ability to serve other regions.

Most specialty crop agricultural jobs are located in resource-scarce rural counties with public transportation systems that are inadequate to serve the nontraditional schedules of hired specialty crop workers, who may also need to work at multiple locations in one day. The transportation needs of the specialty crop sector in particular, and unincorporated rural communities in general, are often overlooked and/or not prioritized in regional transportation planning processes.

RECOMMENDATIONS

The following recommendations focus on the housing and transportation issues related to the specialty crop sector in California and the workers it employs.

1. Improve existing and develop new affordable and decent housing for specialty crop farmworkers and their families by reducing costs and barriers.

» CONTEXT

There is a shortage in the amount of suitable, affordable housing for specialty crop farmworkers and their families throughout California. Much of the housing currently used by the state's farmworkers and their families is in serious need of replacement, upgrades, and/or repairs, and there are an inadequate number of new units being created.

High land values and construction costs, as well as often costly and restrictive local requirements, make it particularly difficult to create low-cost housing in California. Additionally, there is a lack of adequate infrastructure in many farmworker communities to support needed development. Making matters worse, existing housing is often either poorly maintained, due to lax code enforcement, or cost-prohibitive to rehabilitate due to over-zealous code enforcement, which can lead to closure and subsequent displacement. Farmworkers can also face discrimination in access to decent, affordable housing and their communities often suffer from unequal municipal services.

» STRATEGIES

a. Improve the condition of existing housing stock and infrastructure

Improving current conditions can be easier and less expensive than developing new farmworker housing.

- Building upon recent changes made to state policies on migrant centers in response to the drought, allow migrant centers to be open year-round and serve both families and unaccompanied workers.
- Prioritize improvements to farmworker housing that address health and safety endangering conditions.
- Promote smart and effective code enforcement that encourages compliance and repair, and discourages displacement.
 - Study the effect of variations in code enforcement practices and their impact on housing availability as a way to ensure both safety and adequate supply of housing.
- Enforce existing requirements for the condition of housing. Make rehabilitation funds available to people who own and operate farmworker housing to improve it and keep it affordable. Ensure such funds are balanced in simultaneously providing flexibility for housing owners while improving the quality and safety of such housing.
- Strengthen health and safety codes to require repairs if possible, prevent displacement, and require relocation assistance and replacement housing if repairs cannot be accomplished.
- Strengthen requirements in housing elements, and zoning and planning laws so as to prevent closure of

and displacement from mobile home parks and farmworker housing units, and to ensure that jurisdictions pursue funding for infrastructure improvements.

b. Reduce the cost and barriers to developing new affordable housing for specialty crop farmworkers, their families, and other members of rural communities in California

In addition to improving existing stock, new affordable housing is needed both in traditional rural and agricultural regions, and also in California's cities, towns, and municipal areas where many farmworkers and their families live and from which they commute to their jobs at nearby farms and processing sites.

- Encourage cities and counties to conduct farmworker needs surveys and incorporate information collected into city and county housing plans.
- Reduce local restrictions to developing farmworker housing such as zoning and land use requirements, hearing and design review processes, and the imposition of project conditions such as street widths, setbacks, certain building standards, covered parking, etc.
- Provide relief to low-income housing developers in the form of reductions or waivers of local permit application fees, project review fees, and building permits.
- Strengthen existing by-right farmworker housing development provisions to require a certain number of sites, and allow farmworker housing by right in zones where other housing might need a use permit.
- Encourage LAFCO policies to favor expansion of services to farmworker housing, reduce restrictions or impediments to acquiring those services, and encourage annexations that serve farmworker needs.
- Adjust state laws to better accommodate farmworker housing.
 - Strengthen existing state law (Government Code Section 65589.7) that gives preference for water and sewer hook-ups to affordable housing by ensuring that the law is clear and that hook-ups are available and not cost prohibitive.
 - Incorporate set asides and incentives into housing programs to develop decent, affordable farmworker housing.
 - Strengthen state requirements for housing elements in local general plans so as to effectively identify farmworker housing conditions and needs in local communities, adequately plan to build sufficient

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Existing farmworker housing in need of repair. Photo courtesy of Cabrillo Economic Development Corporation.



Newer farmworker housing. Photo courtesy of Cabrillo Economic Development Corporation.

farmworker housing to meet those needs, assure that impediments to fair housing for farmworkers are overcome, require programs to fund the development of farmworker housing, and annex or provide municipal services to farmworker communities.

- Consider relief from CEQA review for farmworker housing projects.
- Expand tax credits and monetary incentives for affordable housing, such as a subvention payment program for tax abatement (welfare tax exemption) specifically for farmworker housing.
- Encourage jurisdictions to expand the allowable number of farmworker housing units on land zoned for agriculture beyond the 36 beds or 12 units permitted by state law (California Health and Safety Code section 17021.6), provided that land is able to access municipal services and that mitigation measures are included to address potential conflicts arising from adjacent agricultural use. (The proposed Employee Housing Act, AB 1037, which would increase the 12-unit limit to 48 units if operated by a governmental or nonprofit agency, is an example of a current effort to add farmworker housing on agricultural land.)

2. Improve existing and develop new farmworker housing by establishing new, dedicated state funding sources.

» CONTEXT

The expiration of state housing bonds, the termination of redevelopment funds, and dwindling federal funds have left few affordable housing funding resources in the state, requiring alternative sources to both maintain existing and develop sufficient new farmworker housing.

» STRATEGIES

Create permanent, dedicated funding sources for farmworker housing

- Support consistent and adequate funding for the Joe Serna, Jr. Farmworker Housing Grant Program, which finances the new construction, rehabilitation, and acquisition of owner-occupied and rental units for agricultural workers.
- Raise the maximum percentage of USDA Farm Labor Housing Loans and Grants (Sections 514/516) program funding to any one state above the current limit of 30%.
 - The vast majority of applications (80% in 2012) come from California, where most of the need and opportunities exist.
- Strengthen housing element requirements in city and county general plans to ensure that adequate planning is implemented and funding provided and sought by local jurisdictions to address the need for housing for farmworkers and their families.
- Create incentives for local housing development interests and farming organizations to work with farmers to share costs in the development of affordable housing for farmworkers and their families.
- Establish both a statewide affordable housing trust fund that includes a farmworker housing set aside, and regional/local trust funds dedicated to addressing needs identified in the farmworker housing needs assessments called for in Recommendation #1b. (Possible sources for funding of these trust funds, as well as other recommendations in this report, are suggested in Appendix B.)

3. Collect, consolidate, and make accessible needed data and information on farmworker housing and transportation needs and solutions.

» CONTEXT

Due to incomplete and inaccurate data on farmworker populations and their needs, it is challenging to convince municipalities of the importance of improving and expanding farmworker housing and transportation.

» STRATEGY

Create funding sources for and conduct needed studies on current conditions and needs, and create a central, online repository to house information related to farmworker housing and transportation as a resource for housing providers, local governments, and advocates.

Subjects, components, and characteristics of such studies and the databank website should include:

- Existing studies, where available, demonstrating farmworker housing and transportation needs and conditions.
- Results from needed new studies on where farmworkers live, their housing conditions, scarcity of resources, and the effects of substandard housing on farmworker and public health.

New farmworker housing in Ventura County. Photo courtesy of Stephen Schafer, Schaf Photo Architectural Photography.



- Case studies and models highlighting successes in both housing and transportation.
- Needs assessment template that is easy to use and localized.
- Farmworker housing affordability index.
- Links to other resources.
- Multilingual resources.
- User-friendly search capacity.
- Mechanism for regular updates.
- Hosted by an organization or collaboration of organizations such as the California Institute for Rural Studies or the California Coalition for Rural Housing.
- Involvement from willing and interested collaborating entities such as government agencies, universities, research institutions, individual researchers, real estate interests, and affordable housing developers.

4. Increase effective incorporation of farmworker housing and transportation needs in federal, state, regional, and local planning and funding policies and priorities.

» CONTEXT

The housing and transportation needs of rural areas, and specifically the needs of agricultural workers and their families, are often not coordinated or addressed at the federal, state, regional, and local levels. While these needs are recognized by some agencies and jurisdictions, they are not adequately represented in various planning processes. In addition, growing regions vary dramatically in their farmworker populations and needs, rendering statewide policies less effective.

On the housing side, there is frequently organized local opposition to farmworker housing in general or

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to specific farmworker housing project proposals. When transportation issues are considered, often there is an overemphasis on farm-to-market rather than worker-to-field, and agencies lack convincing or informative data on farmworkers' commute needs. In general, there is a lack of understanding among elected officials of agricultural worker housing and transportation needs.

Although diverse sectors of regional communities are currently working on and interested in providing more farmworker housing and increasing transportation options, they are currently not coordinated, nor in communication with one another, which prevents them from leveraging their collective influence.

Prior to the latest Farm Bill, the federal definition of "rural" potentially excluded dozens of California rural areas from eligibility for funding and research programs aimed at improving conditions in rural areas, such as USDA Rural Development Programs and others that prioritize "smart growth" principles and projects. The reality of farming in California is different from other parts of the country in that many of the state's most productive agricultural regions are not isolated and rural in the traditional sense of the term, but closely adjacent to urban and suburban areas that have grown ever closer to agricultural areas during the past several decades. In addition, "smart growth" requirements of the Sustainable Communities and Climate Protection Act of 2008 (SB 375) do not adequately distinguish between rural and urban communities, leaving rural communities at a competitive disadvantage for housing and transportation funding programs. See Appendix C for further information on these problems.

» STRATEGIES

a. Coordinate farmworker housing advocacy and development efforts through formal, regional advisory councils and a statewide council.

- Organize Regional Farmworker Housing Advisory Councils in these growing regions:
 - Imperial (including Coachella Valley, San Diego and Riverside)
 - Central Coast (Ventura to Santa Cruz)
 - San Joaquin Valley (Bakersfield to Stockton)
 - Sacramento Valley (Stockton to Redding)
 - North Coast
- Charge the Regional Councils to act as advisory and advocacy bodies to their respective local Councils of Governments, Boards of Supervisors, City Councils, and other political bodies that make decisions about low-income housing.

- Compose the Regional Councils with representatives from a diverse cross-sector of interests.
- Create a statewide California Farmworker Housing Advisory Council, with representation from the Regional Councils, to advise the California Department of Housing & Community Development, the Legislature, and the Governor.
- In addition to their advisory and advocacy roles, task both the Regional and Statewide Councils with coordinating and conducting research on conditions, needs assessments, policy and program solution options and models, etc.
- Provide adequate resources and staff to the Regional and Statewide Councils to perform their functions.

b. Include rural and agricultural worker transportation needs in state and regional land use and transportation planning.

- Gather useful information on farmworker commute data to make better planning decisions.
- Document the needs of agricultural workers and their families and address these transportation needs within the Circulation Elements of the General Plans of cities and counties through involvement and engagement with the General Plan update process of the Governor’s Office of Planning and Research.
- Explicitly connect transportation and housing needs in state, regional, and local planning efforts.
- Represent and advocate for the needs of farmworkers and their households in state, regional, and local transportation and land use planning forums.
- Educate and bring awareness to elected officials and agency staff about farmworker transportation needs and the overall importance of farmworkers to communities and to the California agricultural economy.
- Conduct targeted outreach to agricultural employers to share information about worker transportation needs, to demonstrate how meeting these needs directly benefits their businesses, and to garner their support for this agenda.
- Establish an ongoing multi-stakeholder, cross-sector, cross-regional coalition for organizing, outreach, fundraising, and advocacy on agricultural transportation needs and issues, including the driver safety training recommendation #6 below.

c. Maintain the newly revised definition of “rural” under federal law beyond the next census and create a recognized and accepted rural-specific definition of “smart growth”.

- Advocate for maintenance of the recent change in the definition of “rural” under federal law that reflects the nature of rurality, i.e., farming regions, in California where these regions may abut urbanizing areas and/or in largely agricultural counties that may have a large city as their defining “anchor” for determining eligibility for USDA Rural Development programs.
- Create a rural-specific definition of smart growth, consistent with the aims and terms of AB 32, and have it recognized and implemented in all funding programs and policies related to AB 32 and SB 375.



Farmworker cars at edge of field. Photo courtesy of Sergio Sanchez.

5. Increase farmworker transportation options.

» CONTEXT

The majority of California’s farmworkers does not own their own vehicle and depends on co-workers, employers or public transportation to get to and from the fields and packinghouses where they work, all of which can be unreliable or unaffordable. While public and private transportation options exist, such as the California Vanpool Authority (CalVans), these are under-utilized, not widely available, or inconveniently scheduled or located.

» STRATEGY

Increase availability of affordable public and private transportation options for workers and employers.

- Promote or expand CalVans for use in other farm labor regions beyond those where it is presently providing services.
- Investigate options for funding CalVans expansion: identify existing untapped sources (if any), assess potential new funds and applicability of existing funds for CalVans, and project impacts and increases in ridership that would result from investment in CalVans’ expansion.
- Conduct outreach to private operators of vanpools to educate them about Federal Department of Labor regulations and how to document their operating costs more accurately to comply.
- Encourage the development or expansion of regulated private taxi service in rural communities where the commuting distance to agricultural jobs is relatively short.
- Increase use and awareness of the federal voucher program for public transportation.

6. Increase farmworker driver safety awareness and practice.

» CONTEXT

Many of California's farmworkers rely on private vehicles as their primary means of transportation to and from the fields and packinghouses where they work. Many of those who drive do so without a legal driver's license, and many are unaware of even the most basic traffic safety laws and rules of the road. There have been many documented instances of traffic fatalities involving farmworkers that were caused by this lack of safety awareness. The recent passage of AB 60, making it possible for undocumented residents to acquire a legal driver's license, was a milestone accomplishment for workers and their advocates and supporters. There is now a corresponding need for driver education and safety training, both to enable them to pass the driver's license tests and also to increase the overall safety of California's roads and highways.

» STRATEGY

Establish a consistent program for driver education and safety training, and enable willing entities to offer the program.

- Assign or enable an appropriate entity (such as California Highway Patrol, in partnership with Department of Motor Vehicles (DMV) and nonprofit organizations) to act as a clearinghouse for information regarding driver safety training programs, to develop consistency among programs, and to disseminate information and guidelines about programs.
- Include information about driving options, privileges, and requirements in California.
- Utilize DMV's efforts to identify existing driver safety training programs and use existing models to establish a single approved training program or standards for an acceptable program.
- Encourage entities (such as California Association of Agricultural Labor (CAAL), CalVans, Ag Safe, California Farm Labor Contractor Association (CFLCA), or Proteus) to become licensed by DMV to conduct driver's training programs.
- Assist interested and qualified entities to access existing grant funding sources to support the development of safety training programs and offset or subsidize the cost to individuals and employers to provide the trainings.
- Work with insurance companies and state agencies to create incentives for employers, individuals, and others to utilize driver safety training programs.
- Create an outreach program to disseminate information about the program to employers, workers, and the public.
- Include involvement from affected and relevant agencies and organizations (see Appendix C for possible participating entities).

The majority of California's farmworkers does not own their own vehicle and depends on co-workers, employers or public transportation to get to and from the fields and packinghouses where they work, all of which can be unreliable or unaffordable.

CONCLUSION



From left: Villa Cesar Chavez, newer farmworker housing in Ventura County; a shed that was inhabited by farm workers. Photos courtesy of House Farm Workers!

The stakeholders involved in this project represented a broad spectrum of interests and viewpoints, some of which have historically been in conflict on issues relating to farm labor in California. While expecting complete agreement across such a diverse group is unrealistic, the group was able to find common ground and agreement on the critical importance of addressing these issues for the benefit of employers, workers, their families, and their communities. The ultimate goal of this project is to ensure that resources and systems are in place that will result in all of California's specialty crop agricultural workers and their families having safe, reliable, and affordable transportation to their places of employment, and a home that reflects their dignity and importance. The recommendations contained in this report represent the stakeholders' commitment to achieving that goal.

APPENDICES

Appendix A: *Causal Factors Cited by Project Stakeholders*

Over the past 30 years, there has been a steady decline in the amount of “farmworker housing,” both on and near farms and ranches. As workers have increasingly been forced to find their own housing (and, by extension, their own transportation) in the face of this reduction in employer-provided housing, there has not been a corresponding increase in the availability of affordable housing for farmworkers throughout rural farming regions in California.

Contributing factors to these situations cited by stakeholders (but not necessarily agreed to by all) include the following:

- Zoning policies limiting housing on agricultural properties, and limiting agricultural housing off farms.
- The impact of stronger public health standards for housing that limit the willingness and ability of housing providers, including growers, to house farmworkers.
- Increased costs of land, construction, maintenance, and insurance.
- Decline in housing conditions and subsequent litigation against housing providers.
- A shift away from the use of farm labor camps.
- A reduction in funding for the construction and provision of affordable housing in general and farmworker housing in particular.
- The dramatic increase in California home prices and overall shortage in affordable housing throughout the state.
- The relatively low wages paid to agricultural workers that severely limit their housing and transportation options. It was noted by some that this is a primary cause of the labor shortages experienced by the industry.
- The failure and inability of rural jurisdictions to adequately plan and provide housing and public transportation options for agricultural workers.
- Community opposition to farmworker housing projects in cities and towns adjacent to agricultural areas.
- Housing discrimination and exploitation experienced by farmworkers, particularly those without documented legal immigration status.

Appendix B: *Possible Funding Sources for Project Recommendations*

The strategies recommended throughout this report will require additional funding to execute. Perhaps the most obvious of these is the call for a statewide affordable housing trust fund and regional/local trust funds. There is, in fact, current legislation under consideration by the State Legislature to create and fund such a statewide affordable housing trust fund. The California Homes and Jobs Act of 2013 (SB 391) would create a California Affordable Housing Trust Fund financed through a real estate transaction fee. The endorsement of this legislation represented the primary point of disagreement among this project's stakeholders. While most stakeholders support the legislation and wanted to include it in the project recommendations put forth in this report, the stakeholders were not able to reach complete consensus on this issue primarily based on the objections of a few stakeholders to the imposition of an additional fee to finance the Trust Fund.

Another potential funding source that was discussed but not agreed upon by the stakeholders would result from a change in federal policy on the use of USDA loan and grant program funds. These programs currently prohibit loans or grants to construct housing for undocumented workers, including those participating in the H2A program. It was felt by some participants that this policy unfairly excludes those employers who are trying to legally employ foreign workers through the H2A program, and that a change in this policy is warranted to correct this unfairness and to make available additional funds for constructing housing for H2A workers.

Other possible sources cited for funding of state and local housing trust funds include other real estate transaction fees, mitigation requirements, in-lieu fees, Transient Occupancy Taxes (TOTs), and inclusionary housing fees. The stakeholders in this process did not reach consensus on recommending any of these as specific sources, only to identify them as possible sources to be considered.

Other recommendations requiring funding include the creation of the farmworker housing databank website, statewide and regional Farmworker Housing Advisory Councils, and driver safety training programs. Possible sources of funding for these activities identified by the stakeholders include the following:

- USDA Rural Development funds
- USDA Specialty Crop Block Grants
- CA Department of Housing and Community Development funds
- CA Department of Transportation
- Agricultural industry contributions
- Financial industry contributions
- Housing developers
- Charitable foundations
- Membership assessments (in the case of the Councils)
- Fundraising events/activities
- Other private sources
- Combinations or joint funding from some or all of these

Appendix C: Resources & References

STUDIES AND REPORTS ON FARMWORKER HOUSING AND TRANSPORTATION CONDITIONS IN CALIFORNIA

2012 Napa County Farmworker Housing Needs Assessment, prepared for Napa County Housing and Intergovernmental Affairs (2013):

http://aginnovations.org/images/uploads/Napa_Farmworker_Housing_Needs_Assessment.pdf

California Vanpool Authority Progress Report (2013):

http://aginnovations.org/images/uploads/CalVans_Report_042013.pdf

California Department of Public Health “The Overlapping Issues of Health and Housing: A Report on California Statewide Data and Healthy Housing Indicators” (2013):

http://californiabreathing.org/images/pdfs/HealthyHousingIndicators_1-27-14W.pdf

California Institute for Rural Studies (CIRS) Policy Brief on Public Transportation in the East Coachella Valley (2013):

http://aginnovations.org/images/uploads/CIRS_Policy_brief_Coachella_transportation.pdf

California Rural Legal Assistance, Inc. (CRLA) Report “Blueprint for Change: Solving Housing Problems in Farmworker Communities” (2011):

http://aginnovations.org/images/uploads/crla_HousingRpt.pdf

AMBAG Agricultural Workers Vanpool Program Study Report (2010):

http://aginnovations.org/images/uploads/AMBAG_Vanpool_Study_Final_Report.pdf

CalTrans Agricultural Worker Transportation Program Report (2010):

http://aginnovations.org/images/uploads/State_Ag_Worker_Transportation_Program_Report_to_Legislature_2010.pdf

CRLA Report “The Health Consequences of Sub-standard Farm Labor Housing” (2010):

<http://aginnovations.org/images/uploads/CRLA-UnSafeAtHome052610.pdf>

An Assessment of the Demand for Farmworker Housing and Transportation in Mendocino County conducted by CIRS (2007):

http://aginnovations.org/images/uploads/CIRS_Mendo_housing_and_transportation_study_2008.pdf

CalTrans Agricultural Worker Transportation Needs Assessment (2003):

http://aginnovations.org/images/uploads/State_AITS_Ag_Worker_Transportation_Needs_Assessment_2003.pdf

County of Ventura Farmworker Housing Study (2002):

http://aginnovations.org/images/uploads/fwh_study.pdf

Ventura County Ag Futures Alliance report “Farm Worker Housing: A Crisis Calling for Community Action” (2002):

http://aginnovations.org/images/uploads/FWH_Report_FINAL.pdf

Other resources and articles available at:

http://aginnovations.org/workforce/whtp_resources

EXAMPLES OF REGIONAL AND STATEWIDE AFFORDABLE HOUSING AND TRANSPORTATION COUNCILS

California Employer Advisory Council:

http://ceac.org/about/ceac_history

House Farm Workers! Program, Ventura:

<http://housefarmworkers.org/HFW!/Home.html>

Social Services Transportation Advisory Councils:

http://www.tamcmonterey.org/information/resource/guide_pdf/TAMCResourceGuide_All-in-one.pdf

»continued on next page

Appendix C: Resources & References, continued

SOURCES FOR DATA ON HOUSING STOCK, COST OF HOUSING, AND FARMWORKER WAGES IN APPLICABLE REGIONS

California Department of Housing and Community Development:

<http://www.hcd.ca.gov/hpd>

California Farm Bureau Federation and Farm Employers Labor Service (FELS) annual wage survey:

<http://www.vineyardteam.org/files/resources/Wage-Benefit-Package.pdf>

US Department of Labor Employment & Training Administration's National Ag Worker Survey:

<http://www.doleta.gov/agworker/naws.cfm>

INFORMATION ON AND EXAMPLES OF LOCAL HOUSING ELEMENTS

California Department of Housing and Community Development: "Building Blocks for Effective Housing Elements":

http://www.hcd.ca.gov/hpd/housing_element2/index.php

Ventura County housing element:

<http://www.ventura.org/rma/planning/pdf/plans/Final-HsgEI-GPP.pdf>

INFORMATION ON PERTINENT LEGISLATION CITED IN THE REPORT

AB 60: http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201320140AB60

AB 1037: http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201320140AB1037

SB 375 & AB 32: <http://www.ca-ilg.org/post/basics-sb-375>

SB 391: <http://www.californiahomesandjobsact.org/wp-content/uploads/2013/02/CHJA-Fact-Sheet.pdf>

RESOURCES ON CHANGING DEFINITION OF RURAL IN FEDERAL FUNDING CONTEXT

CIRS: "Changing Rural Definition Threatens Loss of Millions of Dollars of Federal Housing Assistance in California":

<http://www.cirsinc.org/index.php/rural-california-report/entry/changing-rural-definition-threatens-loss-of-millions-of-dollars-of-federal-housing-assistance-in-california.html>

CRLA Report "Toward a New Definition of Rurality in 21st Century California": http://aginnovations.org/images/uploads/crla_Rurality_Report-062013.pdf

Leadership Counsel for Justice and Accountability report "Smart Growth in Rural California: A Land Use and Investment Plan for California":

http://aginnovations.org/images/uploads/Smart_Growth_in_Rural_California_a_working_paper.pdf

INFORMATION ON THE CALIFORNIA AGRICULTURAL WORKFORCE HOUSING & TRANSPORTATION PROJECT PROCESS

Overview of the Project:

<http://aginnovations.org/workforce>

Synopsis, presentations, and the full report from the stakeholder summit held on May 8, 2013:

http://aginnovations.org/workforce/whtp_summit

Appendix D: *Potential Collaborators*

In addition to the stakeholder groups that participated in this project, a number of additional collaborating organizations and agencies could potentially be needed to implement the recommendations included in this report. Among these are the following:

- Agricultural employer organizations
- Agricultural labor organizations
- California Highway Patrol
- California Department of Motor Vehicles
- California Department of Transportation
- California Labor & Workforce Development Agency
- California Department of Insurance
- California State Compensation Insurance Fund
- California Office of Planning and Research
- California Department of Industrial Relations, Division of Occupational Safety and Health (Cal/OSHA)
- Local Agency Formation Commissions (LAFCOs)
- Insurance industry groups
- Regional and local planning departments
- Regional and local public transportation agencies
- Social service nonprofit organizations

Appendix E: *Project Stakeholder Participants*

All stakeholders listed here have engaged in some or all of the process leading to the findings and recommendations presented within this report. Participants' inclusion in this list does not necessarily indicate full support of all recommendations presented, although full consensus was sought whenever possible.

Isabel Arrollo <i>El Quinto Sol de America, Tulare County</i>	Bryan Little <i>California Farm Bureau Federation</i>
José Baer <i>Rancho la Viña, Buellton, Santa Barbara County*</i>	Olga Marquez <i>El Quinto Sol de America, Tulare County</i>
Dewey Bandy <i>California Coalition for Rural Housing</i>	Gil Molina <i>California Association of Agricultural Labor</i>
Lisa Bates <i>CA Dept. of Housing & Community Development (HCD)</i>	Paul Muller <i>Full Belly Farm, Capay Valley, Yolo County*</i>
Barry Broad <i>Teamsters Union</i>	Chris Paige <i>California Human Development</i>
Ellen Brokaw <i>Brokaw Ranch Co. and House Farm Workers!, Ventura County*</i>	Jila Priebe <i>California Department of Transportation</i>
Carol Chandler <i>Chandler Farms, Selma*</i>	Dave Puglia <i>Western Growers Association*</i>
Tom Collishaw <i>Self-Help Enterprises, Visalia</i>	Susan Quale <i>Sierra Cascade Nursery, Susanville*</i>
Manuel Cunha <i>Nisei Farmers League, Fresno*</i>	Craig Regelbrugge <i>American Nursery & Landscape Association*</i>
Alfred Diaz-Infante <i>Community Housing Improvement Systems and Planning Association, Monterey County</i>	Heriberto Rosales <i>CA Dept. of Housing & Community Development (HCD)</i>
Sandy Elles <i>Napa County Farm Bureau*</i>	Simón Salinas <i>Monterey County Board of Supervisors</i>
Karen Flock <i>Cabrillo Economic Development Corporation, Ventura County</i>	Sergio Sanchez <i>California Strawberry Commission*</i>
Luawanna Hallstrom <i>Collaborative Communications, San Diego</i>	Guadalupe Sandoval <i>California Farm Labor Contractors Association</i>
Kevin Herman <i>The Specialty Crop Company, Madera*</i>	Rosaura Segura <i>Napa Valley Migrant Farmworker Housing Committee</i>
Cesar Hernandez <i>Reiter Affiliated Companies, Oxnard*</i>	Antonio Silva <i>California Human Development</i>
Ismael Herrera <i>San Joaquin Valley Partnership</i>	Sharon Sprowls <i>Sacramento Area Council of Governments (SACOG)</i>
Chuck Herrin <i>Sunrise Farm Labor, Coalinga</i>	Juan Uranga <i>Center for Community Advocacy, Salinas</i>
Jim Houston <i>CDFA</i>	Chris Valadez <i>California Grape and Tree Fruit League*</i>
Tom Huffman <i>Driscoll's*</i>	Don Villarejo <i>Retired Farm Labor Researcher and Advocate</i>
Ronald Hughes <i>CalVans</i>	Gail Wadsworth <i>California Institute for Rural Studies</i>
Ilene Jacobs <i>California Rural Legal Assistance</i>	Amy Wolfe <i>AgSafe</i>
Cesar Lara <i>Teamsters & Monterey Bay Central Labor Council</i>	

* Indicates individual specialty crop grower or association of specialty crop growers.



Ag Innovations Network is a nonprofit, nonpartisan organization dedicated to helping stakeholders solve problems in the food system through effective collaboration.

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