



ANTES DE LA TORMENTA



A Disaster Preparedness
TOOL KIT



**For North Carolina Farmworker
Advocacy Organizations**

Edited by Cassidy Jensen

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Antes de la Tormenta: A Disaster Preparedness Tool Kit for North Carolina Farmworker Advocacy Organizations

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LETTER FROM THE EDITOR: LESSONS FROM 2018

After the fall 2018 hurricane season, I embarked on a listening tour.

I interviewed migrant health and migrant education outreach workers, members of faith-based organizations, union organizers, representatives of farmworker leadership organizations, legal service providers, and other members of the Farmworker Advocacy Network (FAN).

When it came to farmworkers in need of relief or evacuation, one advocate reported feeling “no one was coming to save anybody.”

ABOVE: Flooded bridge. *Adobe Stock photo.*

Using information from these interviews, news articles, academic research, publically available information from administrative agencies, and my personal impressions and experiences working with the Farmworker Unit of Legal Aid of North Carolina, I have organized this information into a FAN tool kit to help FAN as a coalition, and individual FAN member organizations, prepare for disasters and limit the impact on the farmworkers we serve as extreme weather events become a regular part of a post climate change reality.

On September 13, 2018, Hurricane Florence struck the coast of North Carolina. With Florence came prolonged power outages, high winds, high rains,

and flooding from storm surge for days and weeks after the hurricane passed. After the flooding, farmworkers experienced the consequences of destroyed crops, lack of work, lost wages, damaged housing, and instability and uncertainty about the future. Although hurricanes are common in North Carolina, Florence’s impact is considered worse than past hurricanes because of its geographic spread, slow moving trajectory, and heavy rainfall. Shortly after Florence, on October 11, 2018, Hurricane Michael made landfall in an already saturated North Carolina as a tropical storm, knocking out more power lines and causing rivers to rise once again. Advocates described the impact of the fall 2018 hurricanes as “catastrophic”



ABOVE: A farm worker home in Wilson County was crushed by a tree blown down during Hurricane Florence. Luckily, no farm workers were injured when an enormous tree fell onto their home. Proper hurricane preparation helped these workers evacuate to a safe location before the storm started. The workers who lived in this home said that the grower came the day before Florence to help them evacuate to a safe location. ABOVE, RIGHT: Juan from Episcopal Farmworker Ministry unloads donations at a farmworker Camp. *Photos courtesy of Peter Eversoll.*

and a disaster of “epic proportion.”

Many migrant workers as well as seasonal farmworkers and farmworker families were unprepared for the storm and the floods that followed. Many organizations working with farmworkers lacked a concrete emergency plan or protocol. Individuals on the front lines of disaster relief to farmworkers said they were largely “winging it.” When it came to farmworkers in need of relief or evacuation, one advocate reported feeling “no one was coming to save anybody.”

However, farmworkers and the communities that they are part of are resilient. Individuals and organizations went above and beyond to keep

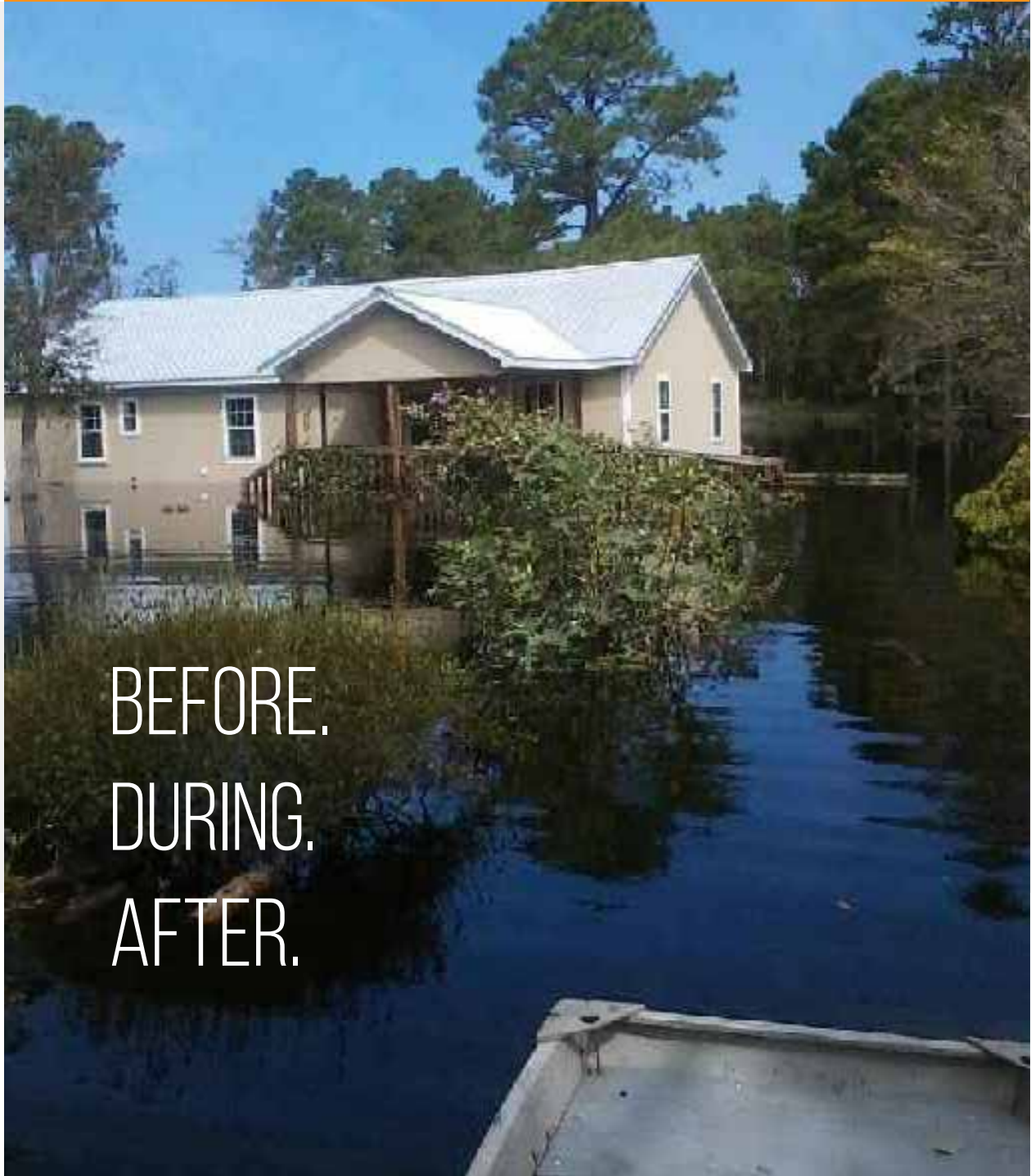
one another safe in the disaster and aftermath. The people interviewed for this toolkit expressed that they learned many lessons that will help farmworkers and those who work with and alongside farmworkers in North Carolina. Where this tool kit stops short is in reflecting feedback from workers themselves. At the time of publication, the FAN Research and Advocacy (FAN RAD) team planned to interview workers directly about the disaster and the recovery effort with the hope of incorporating their findings into a future release of this tool kit. I hope this tool kit honors the tremendous sacrifices North Carolina’s farmworkers and their families bear while making valuable contributions to our state by offering affirmative steps

towards minimizing the adverse effects of natural disasters on their lives. I also hope that this tool kit also recognizes the hard work of those on-the-ground advocates providing support to workers in their area by identifying concrete ways the larger farmworker advocacy community can support them as individuals and in their professional lives during a disaster.

Cassidy Jensen
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Hurricane Florence in 2018:

THE 3 STAGES OF DISASTER RESPONSE:



BEFORE.
DURING.
AFTER.

“ADVOCATES HAD SEVERAL DAYS ADVANCE NOTICE THAT A STORM WOULD HIT,
BUT MANY FARMWORKERS DID NOT.”

Before:

Before Hurricane Florence touched down in the Carolinas, advocates had several days advance notice

that a storm would hit, but many farmworkers did not because of their lack of access to local

news and information in their language(s). During that time, staff at organizations working

ADVOCATES REPORTED FARMWORKERS NEED INFORMATION ABOUT THE FOLLOWING BEFORE:



Evacuation Orders



Shelter Locations



Legal Rights



How to Prepare One's Housing for a Storm



Weather



Flooding

directly with farmworkers prepared scripts to check in with farmworkers on the phone, applied for emergency grants, and

shared weather alerts on social media reaching farmworkers. Ensuring that farmworkers knew about the approaching storm

and how to prepare was key, as was disseminating news about evacuation orders and shelter locations as the storm approached.

PAGE 4: A flooded driveway owned by a seasonal farmworker in Burgaw, NC, taken by boat. Photo courtesy of Legal Aid of North Carolina. ABOVE: Donations sit at a camp and will soon be divvied up by workers. Courtesy of Peter Eversoll

THE 3 STAGES OF DISASTER RESPONSE

During:

Farmworkers faced obstacles during the storm including their lack of transportation independent of their employer and their employers' demand that they work up until the advent of the hurricane. Also, uncertainty about available resources, legal rights and obligations, and immigration enforcement deterred workers and their families from seeking refuge immediately prior to and during the storm. In some cases, advocates helped farmworkers in affected areas obtain transportation to shelters. Workers endured damaged housing and the loss of personal belongings, flooding, and power outages.



Many major roads flooded from storm surge in the days and weeks following Hurricane Florence and Hurricane Michael. In the immediate aftermath of the storms, workers needed food donations. Power outages caused perishable food items to spoil. Other

workers had little to no work for weeks following the storm, leading to a dramatic loss of income and ability to purchase food. Grocery stores in small towns ran low on food, or farmworkers had difficulty accessing stores. Without electricity, workers required food that did not need to be cooked, or in some cases, charcoal to use for cooking. Other needs included clothing and cleaning products. Workers and advocates reported water damage to housing, mold growth, and concerns about the effect of flooding in/near areas with outhouses affecting worker health and nearby crops intended for human consumption.

ADVOCATES REPORTED FARMWORKERS NEED INFORMATION ABOUT THE FOLLOWING DURING:



Local Emergency Services & Resources



Legal Rights



Transportation to Shelters



Mold Remediation



Cleaning Supplies



Safety Education



Electricity Hook-Up



Mosquito Repellent



Water



Food



Clothing



Assistance from Tradespersons: Roofers, Carpenters, Electricians, etc.

ADVOCATES REPORTED FARMWORKERS NEED INFORMATION ABOUT THE FOLLOWING AFTER:



Legal Information about Access to Benefits, Migrant Housing, Landlord-tenant law, Employment Rights



Bedding



Large Appliances Including Refrigerators & Stoves



Mold Remediation



Post-emergency Shelter Housing for Workers whose Housing was Rendered Uninhabitable



Help applying for FEMA assistance



Assistance from Tradespersons: Roofers, Carpenters, Electricians, etc.

After:

Recovery from a disaster of this magnitude is lengthy: “long term recovery lasts a year,” said one advocate. After farmworkers left shelters and other temporary housing, some returned to badly damaged homes. Some were displaced because their homes were destroyed or were being repaired.

PAGE 6: A flooded driveway owned by a seasonal farmworker in Burgaw, NC, taken by boat. *Photo courtesy of Legal Aid of North Carolina.*

RIGHT: Clothing donations for families at the Episcopal Farmworker Ministry. *Photo courtesy of Episcopal Farmworker Ministry*



SUCCESSSES

ALTHOUGH FARMWORKERS FACED CHALLENGES in being connected to rescue efforts as well as relief and recovery, advocates and agencies took steps that increased worker safety and security.

With the advance notice of the storm's approach, advocates on the

population health messages to broadcast identical, but individual, text messages to patients. Some migrant education centers reported using the Remind App to let families know about the storm. Other advocates called farmworkers with flood preparation scripts. Some organizations used shared Google spreadsheets to track

banks and pantries to help purchase and deliver food to farmworkers. FAN member organizations also used the hurricane as an opportunity to educate larger organizations like Habitat for Humanity and Red Cross about the farmworker population in North Carolina. Faith-based communities in the Triangle collected, sorted, and stored donations, and in some cases, delivered hot meals to farmworkers in affected areas. When farmworkers told one organization that they were not being evacuated prior to the hurricane, the FAN member organization arranged for a local transportation company to pick them up free of charge and bring them to a shelter.

Some organizations found effective ways, including using social media, to leverage the attention garnered by the effects of the hurricane to finance the relief effort and obtain donations.

An organization shared a link to an Amazon.com shopping "wish list" via social media and email to publicize the specific donated goods and materials that they needed and make it easy for donors to purchase and send the goods and materials. One organization successfully hosted a hurricane relief event to collect donations for specific farmworker needs from the community. One organization received a larger emergency disaster relief grant that allowed them not only to serve farmworkers affected by the hurricane in their smaller service area but also to partner with "on the ground" advocates in other devastated counties to distribute food and supplies to affected farmworkers. Multiple advocates working in the other devastated counties remarked how this partner collaboration was crucial to their relief and recovery effort.



Episcopal Farmworker Ministry staff and Student Action with Farmworkers students packing supplies for farmworkers affected by Hurricane Florence. *Photo courtesy of Student Action with Farmworkers.*

ground used creative ways to reach farmworkers before the storm hit and to check in with farmworkers during different stages of relief and recovery.

The use of social media and WhatsApp was one effective way that organizations let farmworkers know the locations of shelters (using a Google Maps link), how to prepare for floods, and that a hurricane was coming. Health centers were able to use digital tools typically used for

calls from farmworkers and what follow up was being conducted, although many advocates wished their tracking had been more diligent and organized.

FAN member organizations working on the ground successfully coordinated with non-farmworker non-profit organizations, government agencies, and individual volunteers to get needed help to farmworkers. Advocates leveraged relationships with local food

CHALLENGES

ALTHOUGH ON-THE-GROUND ORGANIZATIONS WERE ABLE TO ASSIST many farmworkers in getting to safety and providing for basic needs, there were barriers to successfully aiding farmworkers in hurricane relief and recovery.

Many FAN member organizations lacked organizational emergency plans for a disaster of this magnitude, including protocols on how to handle a shutdown of their office or operations due to flooding.

The organizations with the most direct contact and existing relationships with farmworkers affected by Florence often did not have the resources, either in terms of funds or infrastructure, to effectively respond to the hurricane. Some organizations lacked protocol for what would happen when staff persons and their families were displaced or personally impacted by the disaster. Advocates said that they invented or developed strategies for managing the relief effort as the disaster unfolded. Organizations clearly needed advance planning for emergencies. FAN member organizations need to develop their own internal disaster plans in order to better serve workers in their communities, including creating policies for when staff themselves are displaced or affected by a disaster.

Multiple organizations made visits to the same farmworker labor camps, while other camps or housing were not visited at all because of poor communication.

One significant challenge advocates faced was the lack of administrative resources during the height of relief and recovery. While carrying out often all-consuming relief work, small organizations struggled to accurately track which camps had been visited or which had received supplies. This challenge was compounded by communication issues between different

organizations. Some camps have different names used by different organizations in the area, a problem that may diminish with the greater use of FAN's Farm Labor Address Network (FLAN) database, or a similar tool. However, information sharing failures between organizations made it more difficult to effectively collaborate to reach all the camps. In some cases, this led to duplicate visits by different partners to the same camp, or to camps being skipped over because one organization mistakenly believed another had conducted outreach to that camp. This problem reveals the need to improve relationships between service providers in the same area, to consistently share data,

in the aftermath of Florence. Staff at a few organizations in the affected eastern part of the state were overworked and left to coordinate not only their direct relief work, but the extra administrative tasks needed to coordinate donations, farmworker calls, and volunteers following a disaster. Organizations were inundated with calls from farmworkers, calls from willing volunteers or concerned citizens wondering how to plug into the relief and recovery effort, and calls from journalists reporting about how the hurricane was impacting farmworkers. The staff members who needed to be able to carry out the relief effort felt they lacked the capacity to manage both



Many roads were closed post Florence due to flooding and washed out asphalt making transportation difficult, even dangerous. *Photo courtesy of Peter Eversoll.*

and to create a emergency plans that determine who is responsible for which camps.

A few on-the-ground organizations in affected counties took on a disproportionate amount of the work

volunteer contact and press contact along with directly reaching farmworkers and coordinating with donation centers.

Farmworkers were not sufficiently included in general disaster planning. Large relief organizations like the Red

CHALLENGES



Workers unloading supplies at a camp after the hurricane.
Photo courtesy of Episcopal Farmworker Ministry.

Cross and Habitat for Humanity required education about engaging and providing services to migrant farmworkers. In many areas, emergency services were not aware of local labor camps in their service area or the challenges farmworkers face during evacuation. This was illustrated by the case of H-2A workers in Pollocksville, North Carolina, where a group of 35-40 H-2A workers became trapped in rising waist-deep floodwaters in their rural labor camp in Jones County, a county that had declared a state of emergency four days before the hurricane made landfall and had ordered mandatory evacuations. The workers were not aware of the evacuation order and their employer allegedly failed to alert them or evacuate them prior. Farmworker advocates, a federal agency, and a large grower association had to get involved when the employer allegedly told the dispatcher that the trapped workers were not in need of emergency help.

Many advocates struggled to help farmworkers access disaster assistance.

FAN members working with farmworkers expressed confusion and frustration about which benefits farmworkers were

eligible for and how workers could access those benefits. When applying for FEMA assistance, farmworkers often lacked documentation to prove trailer ownership or information about insurance coverage. The online and phone systems for applying for FEMA and Disaster Supplemental Nutrition Assistance Program (D-SNAP) were not always functional. FEMA inspectors who did not speak Spanish arrived to inspect farmworker housing without being able to communicate with those workers. Helping workers access D-SNAP benefits was impossible for some FAN members since obtaining emergency food stamps required workers to go in person to a small local DSS office: FAN member organizations lacked time and capacity to transport workers to these offices in the affected areas and were not aware of other mechanisms to bring the process to farmworkers. The hotline established by North Carolina Department of Commerce's Division of Employment Security to assist applicants applying for Disaster Unemployment Benefits connected callers to a phone tree in English and provided no information

or prompt in Spanish about how to get interpreter assistance. One could have accessed an interpreter if they remained on the line (which in the aftermath would have been a wait time of over 30 minutes), but there was no prompt in Spanish to instruct callers to hold.

Organizations faced a host of challenges conducting post-hurricane outreach to labor camps with volunteers, including workers' fear of retaliation, safety concerns regarding driving conditions, and a lack of training on doing effective outreach.

At times, growers refused to provide area advocates distributing food and other aid directions to the labor camps where they housed their migrant worker employees. Some organizations used volunteers to supplement limited staff capacity, which created its own challenges and, for others, this option was impossible because of privacy concerns. Volunteers who lacked outreach experience did not know how to effectively build rapport so that workers would communicate their needs and concerns related to the hurricane to them. A visit to a camp after the disaster – to check in with workers about their needs and to deliver donations – was hampered when workers did not feel comfortable or safe accepting help because of fear of retaliation by their employer. Advocates received reports that farmworkers' employers threatened them not to speak to outreach workers or they would face reprisal. Some organizations expressed that it was difficult to utilize volunteers who had different levels of experience and training, particularly when driving conditions could be hazardous or uncertain with closed roads or flooding. Advocates also identified the need for training on how to recognize and assist workers and advocates with mental health challenges following the disaster.

LESSONS LEARNED:

IN THE MONTHS FOLLOWING HURRICANE FLORENCE, as organizations continued their long term relief work, they also began planning for future disasters by making emergency plans, meeting with local allies, and deciding to put aside funding for hurricane season. What follows are just a few examples of what FAN member organizations involved in hurricane relief said they learned from the experience of Florence and Michael.

toolkit to aid in that effort, but FAN as a coalition needs to continue to prioritize sharing camp information and mapping. In disaster relief efforts, organizations in the eastern counties badly needed administrative help coordinating volunteers from the Triangle. Having additional people to call volunteers to schedule runs to camps or to field calls from farmworkers would have allowed overextended staff to rest or focus on

Along with distributing administrative tasks related to disaster relief among FAN member organizations, FAN needs a plan for handling press inquiries in a demanding time like during a disaster. This includes creating and sharing template resources before a disaster (such as the [NC Farmworkers and Disasters Factsheet](#)) and deciding who should be responsible for responding to journalists. More broadly, developing



The Episcopal Farm Worker Ministry served as an important staging point during Hurricane Florence. *Photo courtesy of Peter Eversoll.*

Effective administrative systems need to be in place before a disaster, and organizations with the staff capacity need to step up to support organizations in affected areas. As detailed in “Challenges,” outreach workers need to be able to track which farmworkers have been successfully contacted and which labor camps have been visited. There are resources in this

other tasks. Having phone support from someone with an internet connection who could monitor road closures and direct outreach workers on the road also proved useful when this strategy was used.

Farmworker advocates need to develop a better press strategy to respond to and capitalize on media attention being paid to farmworkers in a disaster.

press contacts with local and national media outlets is important in creating the potential to effect systemic change for workers following disaster situations. Farmworker advocates should identify resources to train North Carolina farmworkers or youth leaders from farmworker families to comfortably and confidently communicate to the press. Increased media attention during

LESSONS LEARNED

a disaster situation can amplify the voice of the isolated and give power to workers during an often powerless time. This should be done in a way that presents accurate information and gives workers an opportunity to represent their own experience and/or represent their community in an empowering, and not voyeuristic, way. FAN should join in existing advocacy efforts to the extent possible, such as A Just Florence Recovery.

Lack of infrastructure, particularly in eastern NC, is an obstacle that should be prioritized for the future.

Having physical space to collect, sort, and store donations near affected farmworker families and camps is critical in a disaster. If there was a space for volunteers and outreach workers to stay overnight or rest in eastern areas close to where relief work was being carried out, it would have helped with the logistical challenges of ferrying donations and people from the Triangle area to the eastern counties.

More training is needed for farmworkers, growers, crewleaders, and advocates working with farmworkers.

North Carolina farmworkers had varying degrees of knowledge about the hurricanes before they touched down. Some knew there was a storm approaching but did not understand the severity or path of the storm. Others may not have had anywhere to go, or known how to prepare. Advocates viewed training farmworkers on disaster preparedness as important. People interviewed for this toolkit also said they found growers were poorly prepared for hurricanes. Growers and crewleaders need training on their responsibilities and the risks in storms and other disasters, particularly when they provide workers' only access to information and transportation away from the camp or worksite in an



Juan from the Episcopal Farmworker Ministry shakes a crewleader's hand. Photo courtesy of Peter Eversoll.

emergency. Outreach workers noted a lack of mental health outreach tools in Spanish and many wanted more training on how to recognize mental health issues in farmworkers on outreach. In July 2019, the Episcopal Farmworker Ministry and El Futuro partnered to offer a free teletherapy site in Dunn to support Spanish-speaking communities in Eastern NC.

Finally, local partners in law enforcement, first responders, and other community organizations need

to be educated about, and plan for, farmworkers in their communities.

Organizations working with farmworkers should push for the inclusion of farmworkers in local and state disaster plans so that farmworkers' unique vulnerabilities and strengths are taken into account when making decisions. FAN organizations also need to involve farmworkers in their own disaster planning, starting with collecting feedback from farmworkers about what would most benefit them in a disaster.

WHAT IS A DISASTER?



For the purposes of this toolkit, a **disaster** is an event that disrupts the work and lives of agricultural workers to a great degree. This includes

emergencies declared by local, state and federal authorities. In North Carolina, disasters that may affect farmworkers include:



HOW TO USE THIS TOOL KIT

This toolkit involves a **series of tasks** to accomplish for organizations working with farmworkers to be better prepared to weather disasters.

The tasks are divided into three main sections:



1) **Before a disaster**, including during worker arrival and during the routine outreach season



2) **Right before a disaster will occur, during a disaster, or in the earliest days and weeks** of relief



3) **Post-disaster**, in the midst of long-term relief and recovery

Within these sections, suggested tasks are divided into four subsections:

1. **OUTREACH TO FARMWORKERS:** *includes steps to take and materials to distribute to farmworkers in person, and ways to reach farmworkers through social media and technology.*

2. **COLLABORATION AND COMMUNITY RESOURCES:** *includes steps that involve making connections and communicating with other organizations that do work with farmworkers, government agencies, volunteers, and funders.*

3. **INTERNAL EMERGENCY PLANNING:** *includes steps for organizations to take internally, to efficiently marshal their staff and resources safely and effectively in a disaster.*

4. **INFORMATION TRACKING AND SHARING:** *includes steps that involve documenting the effects (predicted or actual) of the disaster, as well as collecting and sharing that information with other farmworker organizations, the general public and funders for both immediate responses and future goals.*

- Due to the diversity of goals, missions, and capacities of different farmworker organizations, not every step outlined in this toolkit will be practical for every organization. Some steps may require working with other organizations or be longer term goals for emergency preparedness.
- The resources included in the appendix are intended primarily as models and samples. Before distributing materials to workers, **check for accuracy and timeliness and update accordingly.**
- Some of these steps are best suited to be carried out by FAN as a coalition or by different FAN member organizations working together. These are identified by **(FAN task)**.

CHAPTER 1: DISASTER PREPARATION

before

OUTREACH TO FARMWORKERS

- ✓ Include resealable, watertight plastic bags in welcome packet for farmworkers to secure documents (see sample bag insert in **Appendix 1**).
- ✓ Promote Facebook pages, Qué Pasa Media Network, La Noticia and apps like ReadyNC and Conéctate Carolina during routine outreach.
 - ◆ ReadyNC is an app created by the NC Department of Public Safety and NC Emergency Management that provides traffic information and weather conditions, including information on evacuations and river levels. Conéctate Carolina is a web-based directory of organizations and services for farmworkers that will become an app in the future.
- ✓ Ensure farmworkers know their address and can share their location and the numbers of emergency services and migrant health locations. One way to do this is to promote this short YouTube video in Spanish demonstrating to workers how they can share their actual location using WhatsApp and practice with workers when you arrive to greet them at the beginning of the season.
- ✓ Train farmworkers on how to respond to a disaster and provide them useful written materials in their welcome packet.
 - ◆ Trainings might include their general legal rights regarding housing and lack of work, information on common events like hurricanes and tornados, practice evacuation drills/plans and where to get information on disasters. No legal advice should be given in trainings except by licensed attorneys. Some ideas for trainings for farmworkers and staff can be found in this guide from the Association for Farmworker Opportunity Programs on page 47.
 - ◆ Include emergency materials in printed outreach materials. The Center for Disease Control has factsheets and infographics



Episcopal Farmworker Ministry visits farm workers. Courtesy of Peter Eversoll

on how to prepare for floods, hurricanes, wildfires in Spanish on their website. **(Appendix 3)**

- *Flood resources include this Spanish jingle and this Spanish CDC guide about being safe after a flood.*
- ◆ Include information from this FEMA guide on food and water in a disaster.
- ◆ There are additional hurricane-specific resources including this NOAA Hurricane Safety Flyer (Spanish). FEMA also has a hurricane guide in Spanish.
- ✓ Set up a mass text service (like Textedly or Remind) to quickly send out a message to farmworkers' numbers with a message to evacuate or alert about natural disaster conditions.
- ✓ Remind farmworkers who rent or own their housing to take good photos and videos of how their housing looks before the storm and to gather materials showing that they are the renter or property owner. Sample documents include deeds, rental agreements, rent receipts, and property tax bills. **(Appendix 2)**

COLLABORATION & COMMUNITY RESOURCES

- ✓ Create lists of builders, electricians, and plumbers to have on hand for repairs, and a list of volunteers with construction experience.
- ✓ Create list of Spanish-speaking mental health professionals.
- ✓ Maintain list of bilingual volunteers to address farmworker needs. Recruit and train self-sufficient volunteers (speak Spanish, familiar with farmworkers) who can accompany other volunteers and reduce strain on organization
 - ◆ During each season, create list of willing volunteers in the area that have Spanish-language skills and have experience visiting farmworkers in their homes. You may want to consider sharing disaster-related volunteer opportunities with existing student groups including UNC-CAMPOS, Student Action with Farmworkers, and other volunteer programs such as Legal Aid of North Carolina's Witness for Justice program. Also consider sharing these opportunities with faith-based farmworker ministries like St. Bernadette's Catholic Church. (FAN task).
 - ◆ Add component to outreach training for staff and Spanish-speaking volunteers to learn what they would need to know to help relief/recovery effort and how disaster outreach might differ from routine outreach.
- ✓ Reach out to local Regional Advisory Committee (RAC), which can help organizations conduct hazard vulnerability assessments. RAC map and contact information can be found here.
- ✓ Consult the list of Regional Recovery Organizations to coordinate with voluntary organizations in your county.
- ✓ Educate local law enforcement on the county and local level about locations of farmworker housing.
- ✓ Advocates should also consider engaging the following agencies/offices regarding disaster preparedness and farmworkers:

◆ Federal

- *United States Department of Labor, Wage & Hour Division*
- *United State Department of Agriculture, Rural Development*

◆ State

- *North Carolina Department of Labor, Agricultural Safety and Health Bureau*
- *North Carolina Department of Commerce, Division of Employment Security*
- *North Carolina Department of Commerce, Division of Workforce Solutions*
- *North Carolina Emergency Management, North Carolina State Disaster Recovery Task Force*
- *Department of Agriculture and Consumer Services, State Agriculture Response Team*
- *Governor's Advisory Council on Hispanic Latino Affairs*

◆ Local

- *Cooperative Extension Offices*
- *County Emergency Coordinator (list available with NC Department of Public Safety)*

INTERNAL EMERGENCY PLANNING

- ✓ Educate staff on what services your organization can provide in a disaster and what services other organizations can provide. For example, does your organization maintain a large social media following that you can leverage? Is your organization in a position to launch a grassroots fundraising campaign and recruit volunteers? Is your organization better suited to manage volunteers and deliver resources to affected farmworkers in your area? Identify ahead of time what your organization's talents are and how best to use them in a recovery effort.
- ✓ Train outreach workers on how to identify and respond to mental health issues that might occur following a disaster. If necessary, distribute the Spanish suicide hotline phone number: 1-888-628-9454.
- ✓ Develop an internal disaster plan within the organization so people know what their roles are in a disaster, including a meeting policy.
 - ◆ For organizations in unaffected areas,

include staff that could be designated to immediately help on the ground organizations by volunteering, getting donations, calling farmworkers, reaching out to camps, and finding potential volunteers to make deliveries.

- ◆ Include policy for handling donations or funds for disaster relief.

✓ **Create a list of funders than can provide last minute or emergency assistance.**

- ◆ Consider setting aside buffer funding in organization budget for disaster assistance. This could include buying and storing non-perishable items including bottled water, charcoal, mosquito repellent, or even non-perishable food items like corn flour (widely known by the name brand “Maseca,” this is used for used for making corn tortillas, tamales, pupusas, and many other Latin American dishes.)

INFORMATION TRACKING AND SHARING

✓ **Watch disaster related news (weather/fire tracking) with farmworkers in mind.**

- ◆ Check maps of projected flooding, such as NC Flood Inundation Mapping and Alert Network and Flood NC. Check updates provided by the National Weather Service.

✓ **Assess transportation options available to farmworkers and develop contingency plan, including arranging for transportation if needed.**

✓ **Assess farmworkers’ housing situation (Appendix 3) and be aware of non-disaster proof housing.**

CHAPTER 1 - APPENDIX

1. Sample messages for plastic bags (SPAN and ENG)
2. NCJC Natural Disaster Preparedness and Recovery Tips (ENG)
3. LANC quick reference guide to migrant housing standards (ENG)

APPENDIX 1: SAMPLE MESSAGES FOR PLASTIC BAGS (SPAN AND ENG)

<p>USE THIS BAG TO KEEP YOUR PERSONAL DOCUMENTS SAFE</p> <p>USE ESTA BOLSA PARA GUARDAR SUS DOCUMENTOS PERSONALES</p>	<p>USE THIS BAG TO KEEP YOUR PERSONAL DOCUMENTS SAFE</p> <p>USE ESTA BOLSA PARA GUARDAR SUS DOCUMENTOS PERSONALES</p>
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NATURAL DISASTER PREPAREDNESS AND RECOVERY

Benjamin Williams – Disaster Services Attorney, NC Justice Center

Hurricane Florence will likely end up being one of the ten costliest storms in the history of the United States. In addition to the estimated 45 billion dollars it will cost to restore homes, rebuild roads, and repair buildings; there is also the human toll of increased stress after the

storm, exposure to unhealthy living environments, and uncertainty about when the next storm will come. As the great American philosopher, inventor, and Statesman Benjamin Franklin said: “an ounce of prevention” may well be worth “a pound of cure.”

before

BEFORE THE DISASTER

- 1. SECURE ALL OF THE DOCUMENTS RELATED TO YOUR HOME BEFORE THE DISASTER.** This includes a deed, title, or bill of sale. If you own a mobile home, have your registration, title, and vin number. If you rent your home, have a copy of your lease agreement. If possible, keep electronic copies of these documents saved in “the cloud” and physical copies in a location where they won’t be at risk of loss during the disaster.
 - a. One of the primary reasons people get denied FEMA assistance is because they can’t prove that they own their home.
 - b. If you rent, in addition to having a copy of your lease agreement, have a copy of your most recent rent payment receipt.
 - i. *If you don’t have a copy of the lease agreement, ask your landlord to provide you with one. If you are in an oral lease, ask that your landlord sign something acknowledging the existence and nature of the oral lease agreement.*
 - c. Due to some laws affecting immigrants, proving ownership may be hard. If a family member or friend is listed as the owner on your home, ask them to sign something stating the home is your primary residence and you are responsible for upkeep and maintenance if applicable.
- 2. IF YOU HAVE HOMEOWNERS INSURANCE, GET A COPY OF YOUR DECLARATION PAGE FROM YOUR INSURANCE PROVIDER.**
 - a. A declaration page is a summary of your policy. It will tell you the types of damage that are covered and the amount of loss your insurance provider will cover.
 - b. If you don’t have wind and hail coverage, try to get written confirmation of this before the storm arrives.
 - i. *After the storm, insurance companies will focus resources and personnel on processing claims under policies that include wind and hail coverage. While they have a duty to provide you this information no matter what, by getting written confirmation before the storm you can save yourself time and stress.*
- 3. A FEW DAYS BEFORE THE STORM, TAKE PICTURES OF YOUR HOME.** Having a set of images of what your home looked like just before the disaster will be helpful when trying to show how much damage the disaster caused.
 - a. The goal is to have a “before and after” set of pictures to show FEMA, your insurance company, and/or landlord.
 - b. If possible have an appraiser or contractor come and provide an estimate of what your home is worth.

during

DURING THE DISASTER

4. **KEEP HOTEL AND TRAVEL RECEIPTS FROM EVACUATION OR TEMPORARY HOUSING.** If you choose to evacuate or have to live somewhere else while your home is repaired, make sure to keep all of the receipts of housing expenses incurred during this time.
5. **HAVE A WAY TO GET UPDATES ABOUT WHETHER RETURNING TO YOUR HOME IS SAFE.** This may include a smart phone or computer, but you will also be able to get news from TV, radio or newspaper.

after

IMMEDIATELY AFTER THE STORM

6. **ONCE IT IS SAFE, RETURN HOME, AND TAKE PICTURES OF THE DAMAGE.** It is very important that you remain evacuated or sheltered until authorities say it is ok to return. Even after the rain or wind stops there still may be flooding or damaged roads preventing access to your home. After authorities have signaled it is ok to return, go back to the home and take pictures of the damage. If the home cannot be lived in
7. **IF YOU HAVE INSURANCE, FILE A CLAIM.** If you do have an insurance policy on your home, make sure to call them and file a claim. Even if they do not cover the damage under your policy, it can be helpful to have an estimate of the damage and written confirmation that the damage is not covered under your policy.
8. **ONCE YOU ARE IN A SAFE AND SECURE LOCATION, REGISTER WITH FEMA.** This can be done on the internet, through a smartphone app, or over the phone. Most of FEMA's programs are restricted to U.S. Citizens, Legal Permanent Residents (green card holders), and "other qualified aliens" (most people are not "qualified aliens" without knowing it. If you have immigration questions unique to your case, consult an immigration or disaster assistance attorney). There are several programs FEMA has and your eligibility for programs depends on several factors. If you can safely travel to a Disaster Resource Center that FEMA has set up, do this as soon as possible, as these Centers are a tremendous resource. Below are some of the types of assistance available.
 - a. **Short-Term, Non-Cash, In-Kind Assistance:** Everyone, regardless of citizenship or immigration status, is eligible to receive food and water in the immediate aftermath of a disaster.
 - b. **Disaster Unemployment Assistance:** Different than regular unemployment, Disaster Unemployment is a benefit designed to help those persons who are: (1) unemployed as a result of the disaster; and (2) are ineligible for normal unemployment.
 - c. **Disaster Food Stamps (D-SNAP):** Disaster food stamps are meant to help alleviate the cost of food loss resulting from a disaster and mitigate other necessary expenses as a result of a disaster. Given the unique needs of disaster survivors, people who might otherwise not qualify for food stamps may qualify for this program.
 - d. **Housing Assistance:** There are two key types of Housing Assistance for FEMA purposes. Assistance for homeowners and assistance for renters. Regardless of whether you own or rent, a FEMA inspector will need to come and inspect your home for damage before you can get approved. Many people are denied on their first attempt, or even if they

are approved, they are provided an inadequate amount. If you receive a denial or are otherwise unsatisfied with the decision, you have sixty days from the date of the denial letter to appeal FEMA's decision.

- i. **IF YOU OWN YOUR HOME:** Housing Assistance is meant to take your home from uninhabitable to habitable. Housing Assistance is not designed to compensate you for your loss or put your home back into the condition it was in before the storm. Rather, it serves to make sure that your home can safely be lived in. For example, if your home has three bathrooms, two of which are damaged beyond use, FEMA might determine that you don't need further assistance because the house has one operable bathroom in working condition and that is all that is required for the home to be habitable. If your home is uninhabitable, FEMA can provide you money to rent a new home until the home is made habitable. If you are provided this benefit, you must keep rent receipts and periodically send them to FEMA in order for them to continue disbursing checks.*
 - ii. **IF YOU RENT YOUR HOME:** Housing Assistance may help you pay rent and a deposit at a new home if yours is not habitable. FEMA can continue paying rent until your former home is habitable.*
- e. Other Needs Assistance:** As the broadest category of FEMA assistance, this program is designed to help defray other costs associated with the disaster. This can include funeral expenses, medical expenses, loss of a car or other valuable personal property, etc. In order to qualify, the damage or expense must be incurred as a result of the storm.

LONG TERM RECOVERY

- 9. BE ON THE LOOKOUT FOR LONG-TERM RECOVERY FUNDING.** After immediate needs are addressed, State and local governments begin coordinating for long-term recovery efforts. As part of this process, they look for ways to reduce the damage that will happen when the next storm comes. To do this, Congress allocates money to the State so that it can fund mitigation projects in the disaster areas. Mitigation project typically include one the following: (1) Acquisition; (2) Elevation; or (3) Reconstruction of affected or vulnerable properties. In order for your property to be eligible for a mitigation project, you must submit a simple application to the county that the county will make available. While this funding is usually not allocated to disaster victims for a year or more after the storm, a mitigation project can help you salvage equity from your home or make it more resistant to disaster in the future.

QUICK REFERENCE GUIDE TO MIGRANT HOUSING AND FIELD SANITATION STANDARDS

[includes provisions of the Migrant Housing Act of North Carolina and the OSHA Standards for Temporary Labor Camps, last updated 2015, refer to the North Carolina Department of Labor’s Migrant Housing Checklists in English and Spanish for more information]

Structure

- ✓ housing protects workers from the elements
- ✓ ceiling 7’ high (except trailers)
- ✓ 50 sq. ft./person in bedroom or 100 sq. ft./person total
- ✓ concrete, asphalt, tight wood flooring
- ✓ windows can be opened half-way for ventilation
- ✓ window area equals at least 1/10 of floor area
- ✓ tightly-fitting (16-mesh) screens over all doors and windows
- ✓ screen doors close automatically with springs
- ✓ fire escape or 2 staircases for 2-story building
- ✓ no serious hazards, i.e. exposed electric wires

General

- ✓ smoke detector in each bedroom (900 sq.ft. or larger) or in hallway
- ✓ housing occupancy certificate posted
- ✓ 1 ceiling light and 1 electrical outlet/room
- ✓ 1 fire extinguisher/ building used for sleeping or cooking
- ✓ heat between Sept. 1 and May 15
- ✓ no rodents or insects inside
- ✓ first aid kit and 1 person trained in first aid

Grounds

- ✓ garbage containers with lids on stands within 100 ft. of housing
- ✓ garbage emptied regularly
- ✓ grounds free of debris
- ✓ no standing water, unless water treated for mosquitoes
- ✓ no livestock within 500 ft.

Kitchen

- ✓ 75 cubic ft. refrigerator space/person
- ✓ sink with hot & cold water
- ✓ table
- ✓ sanitary food storage and food preparation space (nonabsorbent, no crevices)
- ✓ 1 stove burner/ 5 people, minimum 2 burners

Bathroom

- ✓ toilet facilities in separate room from living areas
- ✓ 1 toilet/ 15 people
- ✓ urinal/ 25 men
- ✓ separate units for men and women, labeled
- ✓ privies at least 100 ft. from living & sleeping areas
- ✓ ventilated
- ✓ toilet paper provided
- ✓ cleaned daily and kept sanitary
- ✓ lighted
- ✓ 1 sink/ 6 people with hot & cold running water
- ✓ 1 water fountain/ 100 people

Shower

- ✓ 1 showerhead/10 people
- ✓ adequate hot & cold running water
- ✓ shower room heated during winter
- ✓ floors and walls smooth and sealed
- ✓ drains in floors

Laundry

- ✓ 1 washtub or washing machine/ 30 workers
- ✓ hot & cold water
- ✓ 1 mop sink
- ✓ clothes line or dryer

Bedroom

- ✓ beds, or bunks are 12 inches from floor and 36 inches apart
- ✓ double bunks 48 inches apart, no triple bunks
- ✓ storage areas for personal items
- ✓ mattresses covered in some form of protective ticking

field sanitation

- ✓ cool drinking water with disposable cups or fountain
- ✓ 1 toilet and handwashing facility per 20 workers within ¼ mile of worksite or at closest vehicle access
- ✓ soap, toilet paper, disposable towels, waste container
- ✓ sufficient breaks given to use facilities

If you have questions about migrant housing standards, contact Legal Aid of North Carolina—Farmworker Unit at 919-856-2180.

OUTREACH TO FARMWORKERS

- ✓ Contact farmworkers via phone calls, social media, and Whatsapp (or other mass text message tool) if they need to evacuate or be advised of natural disaster conditions. (Appendix 4).

→ **TIP:** Send Google maps links to shelters so farmworkers can find them.

- ✓ Promote shelter lists and evacuation lists on social media and on outreach, including which counties have mandatory evacuations. During Hurricane Florence, Que Pasa Noticias posted up to date information in Spanish about which counties had ordered mandatory evacuations.

- ✓ Conduct disaster specific outreach

- ◆ Provide farmworkers with emergency preparedness information including how to store food and water and weatherproof their housing. Make sure these materials are simple and easy to read.
- ◆ On outreach, ensure workers know their own address, and the address of the nearest shelter, while ensuring workers know how to access updated shelter information if locations change. If they are living in housing subject to the North Carolina Migrant Housing Act, the housing address may be posted on the North Carolina Department of Labor Migrant Housing Certificate. The Certificate must be posted in a location accessible to all migrants in that housing.
- ◆ Create/update resource list to give to farmworkers (Appendix 5).
 - NC Field may be able to offer limited emergency funds to farmworkers in crisis within their service area. They have an online request form here.
- ◆ Be aware that disasters can make workers more vulnerable to labor trafficking or expose a trafficking situation. If you suspect a worker is being trafficked, please



A group of farm workers with a few boxes of donations. Courtesy of Peter Eversoll

contact your local North Carolina partners including the Salvation Army Project FIGHT, World Relief High Point, and Legal Aid of North Carolina as soon as possible. If you are unable to reach someone, contact the National Human Trafficking Hotline at 1.888.3737.888.

- ◆ Distribute and update “Know-Your-Rights During a Disaster” guides and social media posts (Appendix 6).

- ✓ Share Qué Pasa, La Noticia, weather apps, ReadyNC and the website Conéctate Carolina.

- ◆ Share information about the dangers of flooding and floodwaters

- ✓ Organizations should be aware of limitations surrounding sharing personal information (FERPA, HIPAA, etc.) and obtain worker permission to share worker contact information outside of that organization under certain circumstances.

COLLABORATION AND COMMUNITY RESOURCES

- ✓ Obtain, if possible, a statement from immigration agencies that encourages workers to use emergency shelters.
- ✓ Contact state agencies with all the camps affected by past disasters/likely to be impacted. (Appendix 7)

- ✓ Contact state and federal agency with updated Telamon Corporation, migrant health, migrant education, legal services directories with contact information.
- ✓ Recruit volunteers to do camp deliveries with outreach experience and specialized training to recognize when something may be wrong at a camp. Train outreach workers and volunteers on why workers may be reluctant to ask for or accept donations or other aid.
 - ◆ Pair with drivers, navigators and someone with an internet connection who can check the NC Department of Transportation website for closures and clear routes around obstructions. If possible, get a volunteer to update a Google map after each trip to improve information about closures for smaller roads.
- ✓ Identify people who can manage volunteers during recovery (**FAN task**)
- ✓ Reach out to Triangle-based donation locations to coordinate (Student Action with Farmworkers, Triangle faith-based centers).
- ✓ Reach out to local organizations with the capacity to accept and take donations.
- ✓ Consult the list of Regional Recovery Organizations to coordinate with voluntary organizations in your county.
- ✓ Identify list of talking points for press and point people within organizations to talk to press.
 - ◆ Identify press person and distribute NC Farmworkers and Disasters fact sheet to press (**Appendix 8**).
 - ◆ Share press contacts so that advocates in disaster affected areas are not taking on more work. FAN as a coalition should consider putting together a press release and holding a press conference (**FAN task**).
- ✓ Organize disaster events to collect donated items in one place and fundraise.
- ✓ Divide available staff into teams to mobilize focusing on particular camps, divided by area and assigned to organizations ahead of a disaster. (**FAN task**)

INTERNAL EMERGENCY PLANNING

- ✓ Stock up on bottled water before disaster or coordinate with agencies that might have access to water
 - ◆ Consider also stocking non-perishable items like mosquito repellent, cleaning supplies, charcoal, and diapers

INFORMATION TRACKING AND SHARING

- ✓ Save news articles and updates about events during the disaster, including photos.
- ✓ Identify families or farmworkers at risk who will need long-term assistance.
 - **TIP:** Families that may need additional assistance include those with ICE involvement, as well as mixed-status or undocumented families who do not qualify for FEMA assistance
- ✓ Identify which camps/farmworker housing/farmworkers will be most vulnerable in disaster and recovery.
- ✓ Create “unmet needs” page or online platform like a shared spreadsheet or Facebook page.
 - **TIP:** Identify person to monitor this page. Consider using a closed Facebook group to share calls for donations and volunteers during recovery.
- ✓ Set up a page or online platform for fundraising and identify fundraising needs.
- ✓ Track information about outreach visits and worker phone calls, including camps visited, and needs of workers in one universal form (**Appendix 9**)
 - ◆ Assign people to add this information to mapping program or Google spreadsheet for outreach workers within your organization and within FAN. (**FAN task**)

CHAPTER 2 - APPENDIX

4. Manos Unidas flood safety script and post disaster script (SPAN)
5. Resource lists for farmworkers
 - 5.1 LANC Sample farmworker resource list (2018) (SPAN) (ENG version available)
 - 5.2 Manos Unidas sample resource list (2018) (ENG)
6. LANC H2A Worker Know Your Rights Before Hurricane (2018) (SPAN) (ENG version available)
7. FAN Farmworker Disaster Factsheet (ENG)
8. EFWM Form for Relief Deliveries Sample (SPAN)

Buenas tardes, busco a _____?

Hola, me llamo _____ y estoy llamando de _____ ORGANIZATION
NAME _____

Somos un programa de salud [insert purpose of organization] para las trabajadoras agrícolas. Estamos llamando para asegurar que todos los que fueron afectados por el huracán o inundación están seguros y conocen los recursos disponibles. ¿Usted fue afectado por el huracán o inundación?

If yes, continue with script; if no skip to blue script

¿Cuáles son las precauciones que usted y su familia está tomando?

if they share anything - affirm it

Como la inundación puede ser muy peligrosa, tengo algunos consejos básicos de parte de mi organización para proteger a su familia y a su salud. Usted tiene 5 minutos?

- En cualquier emergencia, usted puede llamar el 911
- Si su ciudad o condado le aconseja a desalojar antes de que las calles estén inundadas, por favor que lo haga inmediatamente
- No maneje en las calles inundadas. Pero si su coche se detiene en el agua, bájense inmediatamente y busquen refugio en el techo. No subestime el poder del agua y su corriente.
- No se vaya en donde está inundado o que deje que sus hijos juegan donde hay agua. Si cables eléctricos han caído, puede electrocutar más fuerte por el agua y matar a los que están cerca.
- Adentro de una casa inundada, cierra los servicios incluyendo a electricidad y gas. Solamente usa linternas de baterías para prevenir incendio o explosión
- No tome el agua de la llave a menos que las noticias en su área dicen que está seguro.
- Si algo se ha mojado, límpialo y desinfectalo. El agua puede ser contaminado con bacteria, químicas, o pestes.
- Toma fotos de su casa para mostrar a su contratista o agente de seguros para que se encargan del daño y para que le ayuden encontrar un lugar más seguro en donde vivir mientras.

Sé que eso fue bastante de información, pero es muy importante que usted lo sepa para mantener su salud.

Usted tiene preguntas o comentarios sobre su situación? También tengo información sobre varios recursos de emergencia.

Muchísimas gracias por su tiempo hoy, y por cualquier cosa, usted me puede contactar en este número por llamada o texto.

Hola, me llamo _____ y estoy llamando de __ORGANIZATION NAME_____

Somos un programa de salud [insert purpose of organization] para las trabajadoras agrícolas. Estamos llamando para asegurar que todos los que fueron afectados por el huracán o inundación están seguros y conocen los recursos disponibles. Usted fue afectado por el huracán o inundación?

*If yes, continue with script; if no skip to **blue script***

¿Cuáles son los recursos que ha utilizado debido al huracán o inundación?

¿Cuáles son los otros recursos que le hace falta? ¿Tengo información de varios recursos en su comunidad? Por ejemplo - De comida, agua, refugios, atención médico, etc.

¿Hay algo más en que le puede ayudar?

¿Usted tiene preguntas o comentarios sobre su situación? También tengo información sobre varios recursos de emergencia.

Muchísimas gracias por su tiempo hoy, y por cualquier cosa, usted me puede contactar en este número por llamada o texto.

This is a resource list for farmworkers impacted by disasters. If you would like to request an updated list or one in English, please contact Legal Aid of North Carolina.

**RECURSOS PARA LOS TRABAJADORES AGRICOLAS AFECTADOS
POR EL HURACAN FLORENCE (rev. 09/20/18) (SAMPLE)**

Comida, productos higiénicos, ropa, productos para limpiar, vivienda, y otra asistencia de emergencia

- **Ministerio Episcopal para los Trabajadores Agrícolas** (localizada en Dunn, NC, sirviendo primordialmente el Este de Carolina del Norte) Contacte a Lariza Garzon al 919. 805.1607 o Juan Carabana al 910.567.6917.
- **NC Field** (localizado en Kinston, NC) Para hacer un pedido al centro de comida para trabajadores agrícolas o para hacer un pedido al Fondo de Emergencia, complete este formulario en línea: o envíe un correo electrónico a Yesenia Cuello yeseniacuello@ncfield.org para recibir una aplicación en español.
- **El sindicato FLOC/ Farm Labor Organizing Committee** (localizado en Dudley, NC, brinda apoyo a nivel estatal) Llame al 919.731.4433
- **Proyecto de Trabajadores Agrícolas de Carolina del Norte** (localizado en Benson, NC, sirviendo el Suroeste de Carolina del Norte) Contacte su oficina al 919.701.1306 o a Janeth Tapia at 919.915.2220.
- **Ministerio para Migrantes de la Iglesia Católica de Santa Bernardita** (localizado en Fuquay Varina, NC, sirviendo al este del estado de Carolina del Norte) Llame al 919.552.8758.
- **Corporación Telamon** (nivel estatal) Servicios disponibles para trabajadores agrícolas con autorización de trabajo que han trabajado en el campo en los últimos 24 meses. Para información de la oficina local llame a Sonya Reid al 919.239.8137.

Servicios Legales

- **Ayuda Legal de Carolina del Norte, Division para los Trabadores Agrícolas** (nivel estatal) Llame al 1.800.777.5869 o por Whatsapp/text 919.523.6665.
- **Centro de Justicia de Carolina del Norte** (nivel estatal) Llame al 919.856.2162.

Servicios de Educación y Salud para los migrantes

- **NC DPI Educación para los Migrantes** (nivel estatal, oficinas local y regional) Para información de la oficina local llame a Rachel Wright Junio at 919.807.3919 o envíe un correo electrónico a Rachel.WrightJunio@dpi.nc.gov.
- **Clínicas de Salud para Trabajadores del Campo en Carolina del Norte** (nivel estatal) Llame Sara Gomez al 919.527.6443 para encontrar la clínica más cercana sirviendo a su área. En caso de emergencia, marque al 911.
- **Manos Unidas** (programa de salud localizado en Atkinson, NC, sirviendo el Suroeste de los condados de Carolina del Norte) Llame a Natalie Hyatt al 910.889.1900.

Agencias Administrativas

- **Departamento de Trabajo de Carolina del Norte** (nivel estatal) Los trabajadores pueden hacer una queja confidencialmente sobre las viviendas inhabitables e peligrosas o sobre las condiciones peligrosas en el trabajo. Pueden llamar al 1.800.625.2267.
- **Departamento de Trabajo, División Salarios y Horarios** (nivel estatal) Los trabajadores pueden hacer una queja confidencialmente sobre las violaciones de las leyes federales incluyendo la violación al salario mínimo, las protecciones del trabajo de niños y violaciones de los contratos H2A. Pueden llamar al 919.790.2741.
- **División de la Seguridad del Trabajo de Carolina del Norte** (Beneficios de Desempleo ante un Catástrofe) Llame a Ayuda Legal de Carolina del Norte al 1.800.777.5869 para más información y asistencia para llenar un aplicación de reclamo.

Reemplazo de documentos Perdidos/Destruídos

- **Consulado de México** (Localizado en Raleigh, con oficinas móviles) Llame al 1.877.639.4835 para que saquen cita para pasaporte y matricula. No necesitan cita para un acta de nacimiento y pueden venir a tramitarla con una identificación oficial con fotografía, de lunes a viernes de 7:00 AM a 5:00 PM.
- **Consulado de Guatemala** (Localizado en Raleigh, con oficinas móviles) Llame al 984.200.1601.

Trata de Personas

- **La Línea Nacional Contra la Trata de Personas** (operada por el Proyecto Polaris) Llame al 1.888.3737.888 o por texto al 233722.

COUNTY EMERGENCY MANAGEMENT NUMBERS

North Carolina Travel Advisories: North Carolina Department of Transportation

N.C. EMERGENCY MANAGEMENT

Lead agency coordinating state/federal recovery efforts

- Mike Sprayberry — Director of North Carolina Emergency Management (919) 825-2500, Mike.Sprayberry@ncdps.gov
- Katie Webster — Natural Hazards Branch Manager (919) 825-2299, Katie.Webster@ncdps.gov

HOUSING AND INDIVIDUAL ASSISTANCE PROGRAMS

- Nicholas M. Burk — NC Emergency Management Section Manager for Hazard Mitigation Grants 919-825-2301, Nicholas.Burk@ncdps.gov
Leads the mitigation program, which will pay for buyouts, elevation or reconstruction of homes located in the flood zone.
- Samuel Gunter — N.C. Housing Coalition, 919-827-4496, sgunter@nchousing.org
Provides certified housing counselors to those seeking assistance or advice
- Bill Dowse — N.C. Housing Finance Agency, 919-877-5700, cwdowse@nchfa.com
Offers forgivable loans for housing repair for owner occupied homes
- Anne Huffman — NC VOAD, 888-440-9167, anns.huffman@gmail.com
Voluntary Organizations Active in Disaster is a coalition of faith and nonprofit organizations
- Jeffrey DeMagistris — Lutheran Services Carolinas, jdemagistris@LSCarolinas.net
Lutheran Services was awarded a contract to provide case-management for disaster victims
- Legal Aid of North Carolina (non-farmworker inquiries) — 1-866-219-5262
Offering legal assistance with housing, insurance claims, lost documents, scam/fraud prevention
- Legal Aid of North Carolina (Farmworker Unit) — 1-800-777-5869 or 919-523-6665 (WhatsApp)
Offering legal assistance with farmworkers' civil employment issues (including wage and hour, contract, discrimination, sexual harassment and assault, workplace safety, pesticide exposure, migrant housing, H2A contract, fraud in foreign labor contracting, etc.). Also, offers immigrant assistance to farmworker victims of certain violent crimes including human trafficking.

COMMUNITY PLANNING AND INFRASTRUCTURE

- Melody Adams — Rural Development Division N.C. Department of Commerce 919-814-4661, melody.adams@nccommerce.com
Offers grants to communities to repair public infrastructure and construct new housing infrastructure
- Kasey Ginsberg — Golden LEAF Foundation 252-442-7474, kginsberg@goldenleaf.org
Offers grants to communities to repair public infrastructure and construct new housing infrastructure

APPENDIX 5.2: MANOS UNIDAS SAMPLE RESOURCE LIST (2018) (ENG)

- **Andrew Delonno** — COG in Wilson, 252-234-5955, ADelonno@ucpcog.org
- **Mike Avery and LeAnne Friesen** — COG in New Bern, 252.638.3185, mavery@eccog.org, and lfriesen@eccog.org,
- **Bob Taylor** — COG in Elizabethtown, 919-593-3003 Bob@wr-martin.com
Three Councils of Governments are providing planning assistance to 30 communities
- **Iris Payne** — N.C. Department Commerce 919-814-4663, ipayne@nccommerce.com
Lead contact for Community Development Block Grant Recovery Funding

SMALL BUSINESS AND WORKFORCE DEVELOPMENT

- **Scott Daugherty** — SBTDC, 919-715-7272, sdaugherty@sbtcd.org
Lead agency for small business counseling and assistance with SBA and other financing
- **Danny Giddens** — NC Works, 919-814-0325, dgiddens@nccommerce.com
Offers Disaster Unemployment Insurance and disaster relief employment grants
- **Don Harrington** — Carolina Small Business Fund, 919-355-5004, dharrington@carolinasmallbusiness.org
Offers small business emergency bridge loans and other finance programs
- **Barry Ryan** — N.C. Rural Center, 919-250-4314, barry@ncruralcenter.org
Offers small business emergency bridge loans and other finance programs

ECONOMIC DEVELOPMENT

- **Hillary Sherman** — Economic Dev Administration, 404-730-3013, hsherman@eda.gov
Provides grant resources to support recovery, including construction and technical assistance for public assets linked to economic development projects

FREE ONLINE URGENT CARE

- uncurgentcare247.com — Use code to waive fee: UNCFLORENCE2018

DIABETES CARE

- 1-800-342--2383

DIALYSIS

- 1-800-524-7139

MEDICAL TRANSPORTATION

- **ANGEL FLIGHTS:** (336) 253-3994

This is a Know Your Rights guide for H2A workers before a hurricane. If you would like to request an updated guide or one in English, please contact Legal Aid of North Carolina.

CONOZCA SUS DERECHOS: TRABAJADORES DE H2A EN CAROLINA DEL NORTE DURANTE EL HURACÁN FLORENCE

Updated September 12, 2018

¿Debo evacuar antes del huracán?

Su empleador tiene el deber de proporcionarle viviendas habitables y un lugar de trabajo sin riesgos que causen o puedan causar la muerte o daños físicos graves. Algunos condados en la parte oriental del estado están sujetos a una evacuación obligatoria. Continuaremos publicando actualizaciones en Facebook a medida que estén disponibles, pero puede acceder directamente a la lista de evacuaciones obligatorias y voluntarias a través de la aplicación de teléfono celular ReadyNC disponible aquí.

Aquí **[INSERT LINK]** hay una lista de refugios en cada condado. En última instancia, debe hacer lo que sea necesario para sentirse seguro.

Si tengo que quedarme, ¿cuáles son algunas cosas que puedo hacer para prepararme antes y para mantenerme a salvo durante el huracán?

Aquí hay un enlace a más información sobre cómo prepararse y mantenerse a salvo durante un huracán.

Si decido evacuar a un lugar más seguro y volver al trabajo después de que pase el huracán, ¿cómo afecta mi decisión a mis derechos como trabajador H2A?

Si decide evacuar a un lugar más seguro, debe comunicarlo por escrito a su empleador. Por ejemplo, puede enviar un mensaje de texto indicando que está evacuando a un lugar más seguro durante la duración del huracán. Asegúrese de indicar que no está abandonando su contrato y que tiene la intención de regresar nuevamente cuando pase el huracán y

las carreteras sean transitables de manera segura. Si decide irse y regresar después del huracán, puede perder su derecho a la garantía bajo las regulaciones H2A. Para obtener más información sobre la garantía ³/₄ en español, haga clic aquí.

¿Puedo abandonar mi trabajo H2A sin tener problemas con el gobierno de EE. UU. / ICE y sin afectar mi capacidad para obtener una visa en el futuro?

Aunque algunos empleadores harán amenazas, es importante que los trabajadores sepan que pueden abandonar su trabajo en cualquier momento. Algunas veces, los empleadores dicen que si un trabajador abandona o renuncia a su trabajo, es responsabilidad del empleador informar al trabajador sobre inmigración. ¡Manténgase tranquilo! Aunque el empleador está obligado a informar al gobierno que usted se fue, esto no significa que tendrá ningún problema. En cambio, significa que es cuando comienza el período de gracia, o el tiempo que el gobierno le da para salir del país sin tener ningún problema con su estado migratorio. ¡No hay castigo del gobierno únicamente por dejar su trabajo! Su derecho a renunciar a su trabajo está protegido bajo la Constitución de los Estados Unidos.

¿Qué pasa si mi vivienda se daña en la tormenta?

Su empleador tiene el deber de proporcionarle una vivienda y un lugar de trabajo sin riesgos reconocidos que causen o puedan causar la muerte o daños físicos graves. Si está alojado en un campo de trabajo donde el daño es tal que las condiciones pueden causar la muerte o un daño físico grave, el Departamento de Trabajo de

Carolina del Norte puede exigir que el encargado de ese campo de trabajo le proporcione alguna vivienda alternativa inmediatamente. Para presentar una queja confidencial con respecto a las condiciones de su campo de trabajo, puede comunicarse con el Departamento de Trabajo de Carolina del Norte llamando al 1.800.625.2267. Si vive en un hotel, se pueden aplicar otras protecciones. No dude en llamar a nuestra oficina al 1.800.777.5869 para hablar sobre su opciones de una forma completamente gratuita. Todas las llamadas son confidenciales.

¿Qué sucede si regreso a mi trabajo, pero los cultivos se destruyen?

Si sus servicios ya no son necesarios después del daño causado por el huracán Florence, y el gobierno decide que tal evento constituye una imposibilidad del contrato, su empleador tiene el derecho de terminar el contrato laboral. En este caso, el empleador debe cumplir con la garantía de $\frac{3}{4}$ cual es desde el comienzo del contrato hasta la fecha en que el contrato tuvo que ser cancelado

debido a un desastre natural. El empleador debe hacer un esfuerzo razonable para transferir a un trabajador despedido por imposibilidad de contrato a otro trabajo comparable aceptable para el trabajador que cumpla con las leyes de inmigración. Si un trabajo alternativo no está disponible, el empleador debe pagar los costos de transporte y subsistencia durante el viaje de regreso a su país de origen, y su empleador debe pagar cualquier reembolso de los costos de su viaje hasta aquí.

Esta información general esta proveído por la División para los Trabajadores Agrícolas de Ayuda Legal de Carolina del Norte. Llame a la División para los Trabajadores Agrícolas de Ayuda Legal de Carolina del Norte para hablar con un abogado de manera confidencial, en español, y de manera gratuita. Puede marcar al 1.800.777.5869 o mandar un mensaje por WhatsApp al 919.523.6665. Estamos listos para ayudarlo.



Photo of a flooded trailer owned by a seasonal farmworker in Burgaw, NC. Courtesy of Legal Aid of North Carolina

APPENDIX 7:

NORTH CAROLINA FARMWORKERS AND DISASTERS FACT SHEET

PART OF THE FAN

Disaster Preparedness TOOL KIT

For North Carolina Farmworker Advocacy Organizations



Disaster Recovery

Farmworkers face unique challenges in recovering from natural disasters.

THE FINANCIAL HIT OF A HURRICANE particularly impacts farmworkers, who earn low wages. According to 2015-2016 data, U.S. farmworkers who are not part of the H-2A program earn on average between \$17,500 and \$19,999 each year, and one third of U.S. farmworkers have family incomes below the federal poverty line.¹

Tornado season in NC, which runs from March to May, coincides with NC's berry harvest and peak planting season for crops such as tobacco, cucumbers, and sweet potatoes. Hurricane season begins in June and continues through

November, the period of the growing and harvest season of tobacco and fruits and vegetables including cucumbers, melons, peppers, squash, and sweet potatoes.² Most NC farmworkers do not qualify for unemployment benefits³ or paid time off, so when a disaster destroys field crops, lost work days means lost wages for farmworkers. Crops that are not destroyed, but merely damaged, may yield less pay if farmworkers are paid by the piece rate, the number of buckets or bags harvested of a given crop.

Many immigrant farmworkers are ineligible for government disaster benefits like disaster unemployment insurance, which is limited to non-H-2A workers with work authorization, or FEMA disaster assistance, which is only available to citizens, legal permanent residents, or qualified

aliens.⁴ Even farmworkers who qualify for assistance to help them rebuild or replace housing might lack proof that they are the owner or renter of their housing. Finally, those farmworkers that are eligible for benefits often face challenges



accessing government agencies because of linguistic and cultural barriers.⁵

Housing

Farmworkers tend to occupy housing in low-lying areas prone to flooding.



Most field crops are grown and harvested by farmworkers in the eastern part of the state, which is subject to hurricanes.⁶ Following Hurricane Florence 2018, many trailers in the Kinston, NC area were completely destroyed.⁷ Trailers or mobile homes where workers often live are less resistant to storms and flooding than houses, and running water and electricity are not assured in a disaster. Black mold, which can cause serious health problems, is another housing concern after flood waters retreat.

These vulnerabilities impact both seasonal farmworkers, who work in agriculture but live in one community year-round, and migrant farmworkers, who travel from their permanent residence to work in agriculture and live in temporary housing. The NC Migrant Housing



Flooded bridge. Photo by Peggy Davis, www.flickr.com/photos/11441121@N04

Immigration

Fear prevents many farmworkers from seeking safe shelter.

When facing a natural disaster, farmworkers who are without documentation, working on an H-2A visa, or who are living with undocumented family members are often reluctant to seek assistance, access shelters, or leave their housing out of the fear that they may suffer negative immigration-related consequences. Individuals without legal status cannot obtain driver's

licenses and so may be hesitant to drive to a shelter for fear of being stopped by law enforcement on the road. As a result of those fears, immigrant farmworkers may decide to "ride out the storm" alone. The involvement of government agents,

including representatives of U.S. Border Control, in evacuation and disaster relief efforts can create a barrier for immigrants who associate these agencies with immigration enforcement. During Hurricane Harvey in 2017, the U.S. Border Patrol set up checkpoints outside of Houston and assisted in water rescues, stoking immigrant fears that trying to evacuate or seek rescue from flooding would result in detention or removal.¹⁰ Undocumented farmworkers in NC told reporters that they decided against evacuating during Hurricane Florence in 2018 because of the risk of deportation.¹¹

Isolation

Farmworkers in NC live in remote and isolated areas.

Many workers do not speak English and it can be difficult to access important information about the location and severity of a disaster in languages workers speak.¹² Accessing information from government agencies or news alerts can be difficult without access to the internet



Trailers or mobile homes where workers often live are less resistant to storms and flooding. Adobe Stock image.

Act applies to housing where migrant farmworkers live.⁸ However, the state and federal standards for migrant housing have not been updated in decades and do not adequately address the poor health outcomes inadequate housing can cause.⁹

in camps.¹³ Many farmworkers lack means of independent transportation which can make evacuation to a shelter in a disaster difficult or impossible. Migrant farmworkers are usually dependent on their employer or supervisor for transportation, and workers without legal status cannot obtain driver's licenses. As a result, many farmworkers rely on their employer or friends and family for information about a developing disaster and how to obtain transportation to a safe location. Migrant farmworkers are often unfamiliar with the geography of the area.¹⁴ Natural disasters can both expose labor trafficking relationships and allow for opportunities for trafficking by creating new vulnerabilities for workers.¹⁵ Guestworkers on temporary work visas like the H-2A visa may be made particularly vulnerable: they may fear seeking shelter in a disaster if their employer refuses to provide

transportation, since workers' visa are tied to one employer.¹⁶ If workers leave their jobs with that employer, they are often deportable. Employers, concerned about preserving as much crop as possible, may prefer that farmworkers work up until a storm hits or that they continue working as fires are spreading nearby leading to dangerous situations such as when farmworkers picking strawberries during the 2018 California wildfires continued working despite unsafe air quality.¹⁷ Furthermore, local agencies may not view migrant farmworkers, in particular, as a part of their community and may fail to include them in their disaster planning or outreach.¹⁸



Tornado damage. Photo by R. Beard, <https://www.flickr.com/photos/28666263@N00>

H-2A Workers

Thousands of NC farmworkers are foreign nationals present in the U.S. working on temporary agricultural H-2A visas (over 21,000 NC visas certified in 2018¹⁹) in which their visa is tethered to one employer or to a specified group of employers.²⁰

H-2A workers travel primarily to



A farm worker home in Wilson County was crushed by a tree blown down during Hurricane Florence. Luckily, no farm workers were injured. Proper hurricane preparation helped these workers evacuate to a safe location before the storm started. The workers who lived in this home said that the grower came the day before Florence to help them evacuate to a safe location. *Courtesy of Peter Eversoll.*

NC from Mexico, but workers have traveled from as far as Thailand and Indonesia to work on NC farms.²¹ Often, these workers do not speak English, are not aware of local news outlets in their language, and do not have any independent means of transportation.²² They may not be aware of, or have access to, local services including clinics, churches, emergency services, resources for trafficked or abused persons, and other support services crucial for safety during a disaster. During Hurricane Florence in 2018, a group of 35-40 H-2A workers became trapped in rising waist-deep hurricane floodwaters in their rural labor camp. The workers were not aware that their county had declared a state of emergency 4 days before the hurricane made landfall. Their employer had not

informed them of the mandatory evacuation order in effect or evacuated them.²³

In addition to these practical reasons that make H-2A workers vulnerable during a disaster, misleading information about an employer requirement to report H-2A worker abandonments to the Department of Homeland Security within 2 workdays²⁴ can be manipulated into a threat to keep workers from evacuating. As in past disasters, during Hurricane Florence, advocates received inquiries from workers in flood-prone areas that feared that they would suffer retaliation including losing their jobs, legal status, and/or facing long-term immigration bars if they left labor camp housing to seek refuge in a shelter during the disaster.²⁵

After a disaster, many H-2A workers who had been brought to NC to harvest crops are without work.²⁶ H-2A employers could seek a declaration of contract impossibility, which frees the employer of certain obligations while triggering the employer's obligation to find alternative work or pay the worker's fare home,²⁷ but there are no known instances of NC agricultural users of this program actually declaring contract impossibility after Hurricane Florence.²⁸ As a result, many workers languish post-disaster with no available work to support themselves and their families. They can choose to wait until the end of the contract when their employer is required to pay their return transportation or foot the bill to return home themselves.²⁹

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FAN is a state-wide network of organizations working to improve living and working conditions of farmworkers and poultry workers in North Carolina. Since 2003, our full members have brought workers' voices to the legislative process. In the past, FAN has identified and led campaigns to improve housing conditions, pesticide safety and wages.

APPENDIX 9: EFWM FORM FOR RELIEF DELIVERIES SAMPLE (SPAN)



EPISCOPAL FARMWORKER MINISTRY

P.O. Box 160

Newton Grove, North Carolina 28366-0160



Phone: (910) 567-6917

Fax: (910) 567-6854

Diocese of East Carolina

Diocese of North Carolina

Fecha:

Dirección de la vivienda:

Ciudad:

Condado:

Voluntarios / Personal de EFWM:

Numero de personas en la vivienda:

Trabajadores del campo: Si No

H-2A: Si No

¿Perdió su trabajo? Si No

¿Que tanto trabajo ha tenido en las dos ultimas semanas?

¿Cree que tendrá trabajo en los próximos 10 días?

¿Usted cocina su propia comida o la compra? Cocina Compra

¿Qué necesidades tienen?

1. Comida y agua

2. Productos de higiene

3. Productos para limpiar

4. Colchones de aire

5. Cocinetas

6. Muebles

7. Electrodomésticos

8. Arreglos en la vivienda

a. ¿Son dueños de la vivienda?

b. ¿Rentan?

c. ¿La vivienda la provee el patrón?

INFORMACION DE CONTACTO DE LOS TRABAJADORES

- Nombre del trabajador:
- Teléfono:

- Nombre del trabajador:
- Teléfono:

- Nombre del trabajador:
- Teléfono:

¿QUÉ AYUDA SE ENTREGÓ EL DÍA DE HOY?

- Comida
- Agua
- Ropa
- Productos de higiene
- Productos de limpieza
- Colchones
- Cocinetas
- Electrodomésticos
- Muebles
- Materiales de construcción
- Otro:

*Los campesinos proveen alimentos al mundo * Farmworkers feed the world*

CHAPTER 3: RECOVERY

after

OUTREACH TO FARMWORKERS

- ✓ Distribute updated resource list to farmworkers. (Appendix 5)
- ✓ Be aware of mental health consequences post disaster: look out for signs of trauma and provide resources in workers' languages.
- ✓ Distribute food, clothing and furniture donations.
 - **TIP:** Do large food and cleaning equipment buys at dollar stores and Aldi/Walmart instead of Costco and BJ's.
- ✓ Share information about disaster relief benefits on social media and outreach. (Appendix 10-11) (Appendix 2).
 - ◆ Check for current information about immigrant eligibility for disaster assistance on FEMA website and National Immigration Law Center website. (Appendix 13)
- ✓ Post know-your-rights, shelters, migrant housing, landlord tenant, OSHA, safe clean up and H2A contract information on social media (Appendix 13-14).
 - ◆ The EPA provides a Spanish guide on mold. Mutual Aid Disaster Relief has a Spanish flyer on mold clean-up and prevention.
 - ◆ OSHA provides a Spanish flyer on disaster cleanup and recovery PPE, one for flood clean up (in English), and for mold risks during disaster clean up.
- ✓ Help migrant seasonal workers travel (provide gas cards, bus tickets), including fundraising for this purpose.

COLLABORATION AND COMMUNITY RESOURCES

- ✓ Coordinate with local FEMA Disaster Recovery Centers (DRCs) and help farmworkers complete FEMA applications as necessary. This could mean connecting farmworkers to attorney or hosting a



At the EFWM center, donations were dropped off, sorted and packaged so volunteers could distribute them. Many volunteers were needed to sort the donations into rations appropriate for different needs of families and camps. *Courtesy of Peter Eversoll.*

disaster fair where farmworkers can address different legal or social service needs.

→ **TIP:** Recruit Spanish speakers who can help with effort

- ✓ Create Sign Up Genius to organize volunteers and identify people to monitor it. (FAN task). Include fields for a driver and navigator, and have volunteers specify if they can bring a truck or 4-wheel drive and if they speak Spanish.
- ✓ Coordinate with donation locations in the Triangle (Student Action with Farmworkers, faith-based organizations).
- ✓ Maintain page or online platform for fundraising, including reaching out to potential likely donors.
- ✓ Organize fundraising events
 - **TIP:** Furniture and appliances tend to be needs in later recovery

INFORMATION TRACKING AND SHARING

- ✓ Maintain updated list of donation needs and share them on social media.
 - ◆ Include culturally appropriate food that

does not need to be cooked. Trade with culturally inappropriate donations with other donations sites (when possible) and develop relationships. **(Appendix 15)**

- ◆ Create list or registry for people to easily buy items to donate on Amazon.com, Target, Costco, or BJ's
- ✓ **Complete report or survey on disaster response to improve response for next time; set a date for completion close to disaster before memories fade.**
- ✓ **Create and monitor document with which camps have been visited, so info can be tracked and available to designated people in FAN orgs. (FAN task)**

→ **TIP:** *Google Sheet or Google Survey is a good way to share this data.*

CHAPTER 3 - APPENDIX

10. NCDES Disaster Unemployment Benefits sample (SPAN) (ENG version available)
11. NCJC D-SNAP Flyer sample (ENG + SPAN)
12. National Immigration Law Center Disaster Assistance 2017 (ENG)
13. NCJC sample Landlord tenant rights in a disaster (SPAN) (ENG version available)
14. LANC sample H2A Know Your Rights in a disaster (SPAN) (ENG version available)
15. EFWM sample donation needs (with culturally competent foods)(ENG)

Disaster unemployment resources are available in English at the NC DES website.

DEPARTAMENTO DE COMERCIO DE CAROLINA DEL NORTE DIVISIÓN DE SEGURIDAD DE EMPLEO

Asistencia de Desempleo por Desastres

(Número Gratuito) 1.866.795.8877

El Programa de Asistencia de Desempleo por Desastres (DUA)

El Programa de Asistencia de Desempleo por Desastres (DUA) proporciona asistencia monetaria semanal temporal para individuos en áreas específicas cuyo empleo se haya perdido o se haya visto interrumpido como resultado directo de un acontecimiento declarado gran catástrofe por el presidente. Estos beneficios son pagaderos a aquellos individuos impactados que no sean elegibles para un seguro estatal de desempleo.

Requisitos Generales de Elegibilidad

A fin de ser elegible para cualquier semana de DUA, el individuo debe satisfacer una o más de las siguientes condiciones como resultado directo de una importante catástrofe según la haya declarado el Presidente de los Estados Unidos:

- No tener ya más un empleo
- Que no pueda contactar o llegar a su lugar de trabajo
- Que esté programado para empezar a trabajar, pero no pueda llegar al trabajo
- Que se haya convertido en el sostén o en la manutención principal de la familia debido a una muerte de la cabeza de la familia relacionada con el desastre
- Que no pueda trabajar debido a una lesión directamente causada por la catástrofe declarada

Se debe presentar una solicitud inicial de DUA dentro de los 30 días de la fecha en que el Departamento de Comercio de NC, División de Seguridad de Empleo (DES) anuncie la disponibilidad de DUA en los condados afectados. Se puede ubicar información actualizada con respecto a los condados afectados en el sitio web del DES.

Si usted es elegible para beneficios habituales de Seguro de Desempleo (UI), debe primero agotar esos beneficios antes de hacer la solicitud de DUA.

Presentando una Solicitud de DUA

Para solicitar asistencia, debe llamar al número gratuito del DES 1-866-795-8877. Esté preparado con la siguiente información:

- Su número de Seguro Social o su número de Registro de Extranjeros si no es ciudadano
- Cualquier talón de pago u otra prueba de ingresos por empleo que usted haya tenido en los últimos 18 meses

APPENDIX 10: NCDES DISASTER UNEMPLOYMENT BENEFITS SAMPLE (SPAN)

- Si trabaja por su cuenta, su más reciente declaración de Impuestos Federales de ingresos y/o su estado de ganancias y pérdidas
- Solicite primero su UI (seguro por desempleo). Debemos determinar que usted no sea elegible para el UI antes de que se le pueda considerar para beneficios de DUA
- Se debe llenar un formulario de solicitud semanal y remitirlo a la Oficina Central de la División de Seguridad de Empleo por cada semana de beneficios solicitados de DUA

Para más información y para preguntas frecuentes visite el sitio web del DES.

DUA 7 (Revisado el 9/2018)



DISASTER FOOD STAMPS: What Immigrant Families Should Know

The State of North Carolina has authorized disaster food stamps (D-SNAP) for families who have been affected by Hurricane Florence to receive money to purchase food.

WHO IS ELIGIBLE?

- ❑ You must be from one of the **following counties**:
 - Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Duplin, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Wayne, Wilson
- ❑ You must have **suffered some loss from the hurricane**, including:
 - Suffered damage or destruction of your home due to the hurricane,
 - Suffered loss of self-employment due to the hurricane,
 - Suffered lost income, including loss of a job in one of the impacted counties,
 - Cannot access your money, such as your bank account,
 - Suffered loss of food due to the disaster (food in the refrigerator was spoiled, etc.), or
 - Suffered other disaster-related expenses that will not be reimbursed by another source (such as FEMA) before October 6, 2018.
- ❑ **Immigrants are eligible regardless of status, or with no status at all:**
 - ***Any immigrant may apply, including H-2A and H-2B visa holders, or other temporary immigrants, or even undocumented immigrants with no status at all.***
 - The application asks for a social security number, but **it is not required to fill it in**. If you do not have a SSN, simply leave that box blank. Never fill in false information on a benefit application.
 - **Information on SNAP applications is confidential and is not shared with ICE/DHS.**
 - Applicants must verify their **identity**. According to the DSS rules, “this can be in the form of a picture ID or any other form of identification. This proof may include, but is not limited to, Social Security card, mail, or...statement.”
- ❑ **Different types of households can be eligible:**
 - This includes families who live together and prepare meals together.
 - It also includes unrelated adults who live together (such as farmworkers in a migrant camp). If you state that you will be preparing meals independently of your roommates or housemates, you can apply as an individual.
- ❑ You are **not** eligible if you are **already receiving food stamps**.

**YOU MUST APPLY FOR
DISASTER FOOD STAMPS
ON OR BEFORE
OCTOBER 6, 2018**

GO TO YOUR LOCAL COUNTY DSS OFFICE TO APPLY.

A directory of all the DSS offices is found at:

https://files.nc.gov/ncdhhs/documents/files/directory_3.pdf

**ESTAMPILLAS PARA ALIMENTOS
PARA CASOS DE DESASTRE:**

**Lo que necesitan saber las
familias inmigrantes**

El estado de Carolina del Norte ha autorizado las Estampillas Para Alimentos Para Casos de Desastre (D-SNAP) para familias que han sido afectadas por el huracán Florence para recibir dinero para comprar comida.

¿QUIÉN ES ELEGIBLE?

- ☐ Usted necesita vivir en uno de los **siguientes condados**:

 - *Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Duplin, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Wayne, Wilson*
- ☐ Usted debe **haber sufrido una pérdida por el huracán**, incluyendo:

 - *Haber sufrido daños o destrucción de su casa por el huracán,*
 - *Haber sufrido pérdida de empleo por el huracán,*
 - *Haber sufrido pérdida de ingresos, incluyendo pérdida de trabajo en uno de los condados impactados*
 - *No hay acceso a su dinero, como cuenta bancaria,*
 - *Haber sufrido pérdida de comida por el huracán (comida en el refrigerador se echó a perder, etc.),*
 - *Haber sufrido otros gastos relacionados con el desastre que no puede ser reembolsado por otra fuente (como FEMA) antes del 6 de octubre del 2018*
- ☐ **Inmigrantes son elegibles independiente del estatus migratorio, o sin estatus:**

 - ***Cualquier inmigrante puede aplicar, incluyendo individuos que son poseedores de visas de H-2A and H-2B, u otros inmigrantes temporarios, o también inmigrantes indocumentados sin estatus.***
 - *La solicitud le pregunta por un número de seguro social, pero no es requisito darlo. Si usted no tiene un SSN, simplemente deje el cuadro de texto en blanco. Nunca complete la solicitud con información falsa en una solicitud de beneficios.*
 - ***La información en las solicitudes de SNAP es confidencial y no se comparte con ICE / DHS.***
 - *Solicitantes necesitan verificar su **identidad**. De acuerdo con las normas de DSS, “esto puede ser en forma de foto de identificación o cualquier otra forma de identificación. Este comprobante puede incluir, pero no limitado a, la Tarjeta de Seguro Social, correo...o una declaración.”*
- ☐ **Diferentes tipos de vivienda pueden ser elegibles:**

 - *Esto incluye familias que viven y preparan comida juntas*
 - *Incluye también adultos que no son miembros de familia quienes viven juntos (como trabajadores agrícolas en un campamento de migrantes). Si usted declara que usted prepara comida independientemente de sus compañeros de cuarto o vivienda, usted puede aplicar como individuo.*
- ☐ Usted **NO** es elegible si usted **ya recibe Estampillas Para Alimentos**.

**USTED NECESITA
SOLICITAR D-SNAP
EN O ANTES DEL 6 DE
OCTUBRE DEL 2018**

**VISITE LA OFICINA DE DSS EN SU CONDADO LOCAL PARA
SOLICITAR LOS BENEFICIOS.**

*Un directorio de todas las oficinas de DSS se puede encontrar aquí:
https://files.nc.gov/ncdhhs/documents/files/directory_3.pdf*

DISASTER ASSISTANCE

*Food, shelter, cash payments, loans, and other help
for survivors of major disasters*

Federal disaster assistance is provided to survivors of a major disaster through...

- the Federal Emergency Management Agency (FEMA), the Individuals and Households Program (IHP), Disaster Unemployment Assistance (DUA), the Small Business Administration (SBA), and emergency provisions of other benefit programs such as the Supplemental Nutrition Assistance Program (SNAP).
- FEMA, the key federal coordinating agency, works in concert with and provides referrals to other agencies administering disaster relief.

NOTE: *The most common “major disasters” are earthquakes, storms, fires, and civil unrest.*

FEMA provides...

- Temporary Housing Assistance. Rent payments or temporary housing units for people who must relocate due to disaster-related damage to their primary home or apartment.
- Mortgage and Rental Assistance. Rent or mortgage payments for people suffering a financial hardship due to the disaster and facing eviction or foreclosure.
- Emergency home repairs. Grants to homeowners to restore the habitability of their home and replace essential household items.
- Critical Needs Assistance. One-time, limited payments for immediate needs such as food, medications and medical equipment, infant formula, and personal hygiene items.

OTHER PROGRAMS

The Individuals and Households Program (IHP)

- Provides grants to people needing financial help for disaster-related expenses such as housing repairs and cleanup, replacement of household and job essentials (including transportation), child care, and medical, dental, and funeral costs; also provides

temporary housing expense reimbursements and rental assistance.

- To receive IHP for purposes other than medical, dental, and funeral costs, an individual must be ineligible for an SBA loan, or must have received an SBA loan that is inadequate to cover his or her needs.
- The IHP is administered through state offices of emergency services or similar state agencies.

Disaster Unemployment Assistance (DUA)

- Provides cash income to people who become unemployed due to a major disaster and who are ineligible for regular state unemployment insurance (UI). DUA is administered by the U.S. Department of Labor through state employment agencies.

Food programs

- Emergency Supplemental Nutrition Assistance Program (SNAP), Disaster SNAP (D-SNAP), and food distribution may be provided to meet emergency food needs arising after a disaster. These food programs are administered by the U.S. Department of Agriculture through state social services agencies or similar state or local organizations.

Short-term, noncash, in-kind emergency disaster assistance

- Numerous agencies independently provide food, water, shelter, medical care, emergency shelter, search and rescue, and other services to minimize threats to life, property, and public health and safety.

Small Business Administration (SBA) loans

- Low-interest loans to homeowners, renters, nonprofit organizations, and large and small businesses to repair or replace damaged homes, personal property, or businesses.
- Primary source of federal funds for long-term housing assistance.

NATIONAL IMMIGRATION LAW CENTER
DISASTER ASSISTANCE

ELIGIBLE IMMIGRANTS	INELIGIBLE IMMIGRANTS
FEMA Assistance Programs, Individuals and Households Program, and Disaster Unemployment Assistance	
<p>“Qualified” immigrants¹ and victims of trafficking²</p> <p>NOTE: To receive Disaster Unemployment Assistance (DUA), “qualified” immigrants and survivors of trafficking must have employment authorization.</p>	<p>“Not qualified” immigrants are ineligible,³ except for services that provide short-term, noncash, in-kind emergency disaster relief.</p>
Short-Term, Noncash, In-Kind Emergency Disaster Relief	
<p>All immigrants, regardless of immigration status.</p> <p>NOTE: FEMA interprets the short-term disaster relief provision to apply to programs that provide: search and rescue; emergency medical care; emergency mass care; emergency shelter; clearance of roads and construction of temporary bridges necessary to the performance of emergency tasks and essential community services; warning of further risk or hazards; dissemination of public information and assistance regarding health and safety measures; provision of food, water, medicine, and other essential needs, including movement of supplies or persons; and reduction of immediate threats to life, property, and public health and safety.</p> <p>D-SNAP, which provides temporary food assistance for households affected by a natural disaster, may be available for households that are not normally eligible for SNAP benefits.</p>	<p>None.</p>
Emergency Supplemental Nutrition Assistance Program (SNAP)⁴	
<p>Children under 18 years old who are now “qualified” immigrants.</p> <p>Adults who have had a “qualified” immigrant status for at least 5 years, and other adults listed below.</p> <p>Seniors who were born before Aug. 22, 1931, were lawfully residing in the U.S. on Aug. 22, 1996, and</p>	<p>“Qualified” immigrants not listed as eligible.</p> <p>“Not qualified” immigrants other than American Indians and</p>

who are now “qualified” immigrants.

Persons receiving benefits for blindness or disability, who were lawfully residing in the U.S. on

Aug. 22, 1996. Disability-related benefits may include: Supplemental Security Income, Social Security

disability, state disability or retirement pension, railroad retirement disability, veteran’s disability,

disability-based Medicaid, or possibly General Assistance for certain persons with disabilities.

Lawful permanent residents (LPRs) credited with 40 quarters of work.

“**Refugee**” categories: individuals granted status as a refugee, asylee, person granted withholding of removal/deportation, Amerasian immigrant, Cuban/Haitian entrant, Iraqi or Afghan special immigrants.

Eligibility continues during this period even if the “refugee” becomes an LPR. Even after the seven-year period expires, these immigrants may be eligible under another category listed on this page.

Victims of trafficking.

Veterans and active duty military personnel, their spouses, unremarried surviving spouses, and children, who are “qualified” immigrants.

Certain Hmong or Highland Laotian tribe members who are lawfully present in the U.S., and were members of these tribes during the Vietnam era; spouses, unremarried widows/widowers, and unmarried dependent children of these tribe members also are eligible.

A member of a federally recognized Indian tribe, or an American Indian born in Canada.

Some states also provide state-funded food assistance to **additional categories of immigrants.**

Hmong or Laotian tribe

members or trafficking survivors

described as eligible.

To apply, a person should...

- contact FEMA via telephone at 1-800-462-9029; TDD 1-800-462-7585 (following some disasters, FEMA opens Disaster Recovery Centers where people can obtain information or apply for assistance).

The law governing federal disaster assistance appears at:

Stafford Disaster and Relief Act 42 U.S.C. §§ 5121, et seq., 44 C.F.R. §§ 206.1, et seq.(FEMA and IHP), 20 C.F.R. §§ 625.1, et seq. (DUA), 7 C.F.R. §§ 280.1, et seq. (Emergency Food Coupons and Food Distribution), 15

Individuals qualify for disaster assistance who...

- have suffered a loss caused by an event that the president of the United States has declared to be a major disaster
- apply soon after a disaster is declared, within the application period for the particular benefit program

Special considerations for immigrants and their families

- If one member of the household is a U.S. citizen or a “qualified” immigrant, the household may be eligible for FEMA’s Individuals and Households Program.
- Receipt of disaster relief does not have public charge consequences.

- All immigrants, regardless of immigration status, are eligible for short-term, noncash, in-kind, emergency disaster relief and similar services.

U.S.C. § § 634, et seq., 13 C.F.R. § § 123.1, et seq. (SBA); immigrant eligibility described in Memorandum from Lacy E. Suiter, Federal Emergency Management Agency, Executive Associate Director, Response and Recovery Directorate Policy No. 4430.140C, Policy on Verification of Citizenship, Qualified Alien Status and Eligibility for Disaster Assistance (Mar. 2, 1998).

Additional materials:

FEMA Citizenship/Immigration Requirements (last updated Dec. 2, 2015),

Fact Sheet: FEMA Individuals and Households Program,

Individuals, Households Program Unified Guidance Final (last updated Jan. 5, 2017),

1 “Qualified” immigrants – are: (1) lawful permanent residents (LPRs); (2) refugees, asylees, people granted withholding of deportation/removal, conditional entry (in effect prior to Apr. 1, 1980), or paroled into the U.S. for at least one year; (3) Cuban/Haitian entrants; (4) battered spouses and children with a pending or approved (a) self-petition for an immigrant visa, or (b) immigrant visa filed for a spouse or child by a U.S. citizen or LPR, or (c) application for cancellation of removal/suspension of deportation, whose need for benefits has a substantial connection to the battery or cruelty (parent/child of such battered child/spouse are also “qualified”); and (5) victims of trafficking and their derivative beneficiaries who have obtained a T visa or whose application for a T visa sets forth a prima facie case. A broader group of trafficking victims who are certified by or who receive an eligibility letter from the Office of Refugee Resettlement are eligible for benefits funded or administered by federal agencies, without regard to their immigration status.

2 A “victim of trafficking” is an individual who has been subjected to a “severe form of trafficking in persons” as defined by the Victims of Trafficking and Violence Prevention Act of 2000. Severe forms of trafficking include sex trafficking and the forced or fraudulent recruitment, harboring, transport or provision of a person for labor or services that subject the person to involuntary servitude, peonage, debt bondage, or slavery.

3 “‘Not qualified’ immigrant,” as used in this Guide, refers to a person who is not a U.S. citizen and not a “‘qualified’ immigrant.”

4 Note that the Emergency SNAP requirements are different from those that apply to the D-SNAP program. For details, see Disaster SNAP Guidance: Policy Guidance, Lessons Learned, and Toolkits to Operate a Successful D-SNAP (U.S. Dept. of Agriculture Food and Nutrition Service, July 2014), https://fns-prod.azureedge.net/sites/default/files/D-SNAP_handbook_0.pdf.

This is a factsheet of tenant rights following a natural disaster. An English version of this fact sheet can be found on the North Carolina Justice website here.



DERECHOS DE INQUILINOS DESPUÉS DE UN DESASTRE NATURAL

¿Cuáles son sus derechos y responsabilidades bajo la ley de Carolina de Norte si Ud. es un inquilino y su propiedad rental está dañada o destruida por un desastre natural?

1. Lea su contrato:

Si Ud. tiene un contrato escrito, léalo con cuidado para ver si contiene cualesquiera términos sobre arreglos, terminación del contrato, vivienda alternativa, u otros asuntos en el caso de daño extensivo o destrucción de la vivienda.

2. Sus opciones si su casa o su terreno no es habitable:

Si su casa, apartamento, o terreno es tan dañado por un desastre natural que no es seguro para vivir allá, entonces un inquilino tiene tres opciones:

a. Notificar al dueño que va a cancelar su contrato en seguida

- i. Bajo la ley de Carolina de Norte (Capítulo 42-12), un inquilino puede informar al propietario en una manera escrita dentro de 10 días del desastre que quiere cancelar su contrato. El inquilino tiene que pagar toda la renta que estaba debida antes del desastre.*

b. Cancelar el contrato si el dueño no arregla su casa, apartamento o terreno.

- i. Aunque el inquilino no ha cancelado su contrato dentro de 10 días después del desastre, es posible que todavía puede cancelar el contrato si el dueño no hace los arreglos necesarios. La ley de Carolina de Norte dice que un dueño tiene que mantener su casa, apartamento, o terreno en una manera "sano y habitable." Si el dueño tiene noticia de los daños en su propiedad, y no los arregla en una manera que pone su propiedad en una condición "sano y habitable," entonces el inquilino tiene el derecho de revocar o cancelar el contrato. Si es posible, el inquilino debe revocar o cancelar el contrato en una manera escrita.*

c. Pedir el dueño cumplir los arreglos y regresar a la casa, apartamento, o terreno.

- i. Si el dueño dice que sí hará los arreglos necesarios, y el inquilino quiere regresar a la casa, apartamento o terreno, entonces el inquilino debe intentar negociar un horario para el dueño cumplir los arreglos.*

- ii. ¡OJO! El inquilino no tiene la obligación de pagar la renta hasta que la casa, apartamento o terreno que renta está en una condición "sano y habitable." El inquilino no debe pagar toda la renta hasta que los arreglos son cumplidos.**

3. **Desalojo ilegal.** El dueño no puede usar fuerza o otras maneras ilegales para desalojar a un inquilino, o para quitar su propiedad personal. El dueño necesita obtener un orden de la corte antes de que puede desalojar a un inquilino o remover sus posesiones de la propiedad.
4. **Propiedad personal:** Un dueño generalmente no es responsable para el daño a la propiedad personal (la ropa, los muebles, los electrónicos, los autos, etc.) debido a un desastre natural. Un dueño podría ser responsable por daño a la propiedad personal si el dueño no cumplía con sus obligaciones antes del desastre para arreglar algo (por ejemplo, un hoyo en el techo), y eso causó el daño a la propiedad personal.
5. **Pólizas de aseguranza:** Si Ud. tiene una póliza de aseguranza de inquilinos, debe leer su póliza, tomar fotos de los daños, y llamar a su compañía de aseguranza tan pronto como sea posible, y cumplir con sus reglas para presentar un reclamo.

¿Qué pasa si yo so dueño de una traila y rento el terreno?

6. Si Ud. es dueño de una traila o una casa, y renta el terreno, **Ud. es responsable para las reparaciones de la casa o traila.** El dueño del terreno es responsable para arreglar cualquier daño que hay en el terreno (árboles caídos, daño al sistema séptica, etc.)
7. **El dueño sí puede cargarle renta en el terreno si el terreno es habitable.** Entonces, aunque su casa o su traila es dañada o destruida, si no hay ningunos problemas con el terreno, el dueño sí puede cargarle renta en el terreno.
8. Si hay problemas con el terreno y el dueño no los está arreglando (por ejemplo, árboles caídos, daño al sistema séptica) léa los consejos arriba sobre sus derechos como inquilino).
9. Si su casa o su traila está destruida y Ud. desea abandonarla, léa su contrato y ver si hay un proceso para terminar el contrato para su terreno. Sigue el proceso para informar el dueño que va a terminar el contrato para su terreno. Es posible que va a tener que pagar un més de renta por el terreno (o algo así –léa su contrato) para terminar el contrato por su terreno.

Información de:

Ayuda Legal de Carolina de Norte, Inc.

y

Centro de Justicia de Carolina del Norte, Proyecto de Derechos de los Inmigrantes

This is a Know Your Rights guide for H2A workers after a hurricane. If you would like to request an updated guide or one in English, please contact Legal Aid of North Carolina.

October 10, 2018



El 11 de octubre del 2018

CONOZCA SUS DERECHOS:

Trabajadores de H2A en Carolina del Norte Después de los Huracanes del 2018

¿Qué pasa si mi vivienda se daña en la tormenta?

Su empleador tiene el deber de proporcionarle una vivienda y un lugar de trabajo sin riesgos reconocidos que causen o puedan causar la muerte o daños físicos graves. Si está alojado en un campo de trabajo donde el daño es tal que las condiciones pueden causar la muerte o un daño físico grave, el Departamento de Trabajo de Carolina del Norte puede exigir que el encargado de ese campo de trabajo le proporcione alguna vivienda alternativa inmediatamente. El sitio de vivienda debe de estar drenado. El lugar no debe de estar dentro de 200 pies en donde haiga agua estancada a menos de que esa agua estancada este tratada para combatir los mosquitos. Para presentar una queja confidencial con respecto a las condiciones de su campo de trabajo, puede comunicarse con el Departamento de Trabajo de Carolina del Norte llamando al 1.800.625.2267. Usted puede tomar fotos con su celular de los problemas que Usted quiera reportar para que así los pueda tener disponibles para mostrar al inspector. Si vive en un hotel, se pueden aplicar otras protecciones. No dude en llamar a nuestra oficina al 1.800.777.5869 para hablar sobre sus opciones de una forma completamente gratuita. Todas las llamadas son confidenciales.

Que pasa si nuestras cosechas que teníamos que cosechar fueron dañadas a causa de la tormenta?

Si tus servicios ya no son requeridos después de los daños que fueron causados por el huracán Florence, y el gobierno decide que como resultado será imposible que su empleador complete el contrato para Usted, su empleador tiene derecho a pedir permiso del gobierno para terminar el contrato. En este caso, su empleador DEBE cumplir con la garantía de $\frac{3}{4}$, pero el periodo de tiempo cambia a solo cubrir las horas de trabajo

que se le ofrecieron desde que Usted llevo hasta el día que el contrato se terminó debido al desastre natural. Su empleador debe de hacer esfuerzo razonable para transferirlo a otro trabajo que sea comparable al que tenía y que cual Usted acepte y que cumpla son las leyes de inmigración. Esta puede ser una opción, por ejemplo, si Usted vino con la Asociación de los Rancheros. Si un trabajo alternativo no está disponible, su empleador debe pagar por los gastos de transportación y sustentos (\$12.26 por día de viaje) durante su viaje de regreso a su país hogar, y su empleador debe de pagar cualquier reembolso por gastos de su viaje aquí que aun estén pendientes.

Vamos hacer las cuentas: En la cajilla #11 de la Página 1 del Contrato de H2A esta anotado las horas anticipadas de trabajo por semana. De acuerdo a las regulaciones de H2A, su empleador tiene que proveerle a Usted con el 75% de estas horas sobre la vida del contrato. Entonces, en el ejemplo de abajo, el trabajador Juan fue prometido 35 horas por semana durante el tiempo de su contrato de 25 semanas del 2018. La garantía de $\frac{3}{4}$ requiere que su empleador le brinde a Juan al menos 75% de esas horas durante las 25 semanas, que significa por lo menos 656 horas de trabajo brindado [(35 horas x 25 semanas) x .75] esto es durante todo el tiempo de la temporada. Si el empleador no le ofrece las 656 horas de trabajo, entonces el empleador le debe de pagar a Juan la cantidad que el trabajador hubiera ganado si es que, por hecho, hubiera trabajado por los días garantizados. Si el gobierno decide que, como resultado de un desastre natural, el empleador no puede cumplir con el contrato de Juan después del huracán que pego durante las semana número 17, y el empleador quiere parar el contrato, entonces la garantía de $\frac{3}{4}$, en este ejemplo requiere al empleador a que ofrezca por

EJEMPLO 1: El Empleador puede cumplir con el contrato completo con Juan

de Semanas Durante Toda la Temporada = 25 semanas

En la cajilla #11 de la Página 1 del Contrato de H2A (Las horas anticipadas de trabajo por semana) = 35 horas

25 Semanas x 35 Horas = 875 Horas

875 Horas x 0.75 = aproximadamente 656 horas

Si ha el trabajador NO se le ha ofrecido 656 horas de trabajo antes de que el contrato se termine, el empleador tiene que pagar la diferencia antes de salir de los Estados Unidos más pagar por los gastos de transportación y sustentos (\$12.26 por día) durante su viaje a su país hogar. El empleador también debe pagar cualquier gastos de reembolso de los gastos que el trabajador haiga tenido en su viaje aquí que aún no se le haiga pagado.

EJEMPLO 2: El gobierno declara que el empleador no puedo completar el contrato con Juan

de Semanas Hasta Que El Gobierno Haga La Declaración = 17 semanas

En la cajilla #11 de la Página 1 del Contrato de H2A (Las horas anticipadas de trabajo por semana) = 35 horas

17 Semanas x 35 Horas = 595 Horas

595 Horas x 0.75 = aproximadamente 446 horas

Si ha el trabajador NO se le ha ofrecido 446 horas de trabajo antes de que se haga la declaración del gobierno diciendo que el empleador no puede cumplir con el contrato del trabajador, el empleador tiene que pagar la diferencia al momento de la salida del trabajador de los Estados Unidos más pagar por los gastos de transportación y sustentos (\$12.26 por día) durante su viaje a su país hogar. El empleador también debe pagar cualquier gastos de reembolso de los gastos que el trabajador haiga tenido en su viaje aquí que aún no se le haiga pagado.

lo menos 75% de las 35 horas solamente durante las 17 semanas, o por lo menos las 446 horas de trabajo brindado. Si el empleador aun no le brindado a Juan por lo menos un total de 446 horas de trabajo, el empleador le tiene que pagar a Juan la diferencia por las horas brindada y las horas que fueron garantizadas. **HASTA EL 3 DE OCTUBRE DEL 2018 NINGUN EMPLEADOR DE CAROLINA DEL NORTE HA RECIBIDO PERMISO DEL GOBIERNO DE EE.UU PARA AMENDAR SUS ORDENES ENTONCES SOLAMENTE LA MATEMATICA DE EJEMPLO 1 APLICA A LOS TRABAJADORES POR AHORA**

¿Puedo abandonar mi trabajo H2A sin tener problemas con el gobierno de EE. UU. / ICE y sin afectar mi capacidad para obtener una visa en el futuro?

Aunque algunos empleadores harán amenazas, es importante que los trabajadores sepan que cualquier persona puede abandonar su trabajo en cualquier momento. Algunas veces, los empleadores dicen que si un trabajador abandona o renuncia a su trabajo, es responsabilidad del empleador informar al trabajador

sobre inmigración. ¡Manténgase tranquilo! Aunque el empleador está obligado a informar al gobierno que usted se fue, pero esto no significa que tendrá algún problema. En cambio, hacer un reporte es solamente para establecer cuando comienza el período de gracia para regresar a su país, o el tiempo que el gobierno le da para salir del país sin tener ningún problema con su estado migratorio. ¡No hay castigo del gobierno únicamente por dejar su trabajo! Su derecho a renunciar a su trabajo está protegido bajo la Constitución de los Estados Unidos.

Esta información general esta proveída por la División para los Trabajadores Agrícolas de Ayuda Legal de Carolina del Norte. Llame a la División para los Trabajadores Agrícolas de Ayuda Legal de Carolina del Norte para hablar con un abogado de manera confidencial, en español, y totalmente gratuita. Puede marcar al 1.800.777.5869 o mandar un mensaje por WhatsApp al 919.523.6665. Estamos listos para ayudarlo.

Farmworker Solidarity Project

WE NEED YOUR HELP to bring relief supplies and resources to North Carolina farmworker communities in the wake of Hurricane Florence.

We are serving over 500 Farmworkers and their families.

Please keep in mind: they need food that's easy to prepare as most do not have a way to cook foods. Easy open packages as many may not have can openers. Individual or normal serving sizes work best.

URGENT NEEDS:

WATER & PEDIALYTE

BUG SPRAY WITH DEET

LAUNDRY & DISH DETERGENTS

CANNED TOMATOES//CORN//PINTO BEANS

TORTILLAS

MASECA

RAMEN NOODLES (packages, not cups)

Also Needed:

Food:

CANNED Corn, diced tomatoes, jalapenos, fruit, tuna, pinto beans

PACKAGED Ramen Noodles (not cups), applesauce, hot sauce, spices, Maseca, Tortillas, corn meal, ready cooked rice, cooking oil, Maria cookies; individually packed snacks.

DRINKS shelf stable milk, water, pedialyte, flavored drinks, instant coffee.

Personal care items: (Men's and Women's) deodorant, soap, shampoo, toothbrushes/toothpaste; fem. hygiene products.

Other Items: Toilet Paper, Tissues; Towels; Wash Cloths

Men's clothing: underwear/socks (NIP); long sleeve shirts, pants, sneakers (in good condition)

Donation Drop Off Sites:

Episcopal Farm Worker Ministry
2989 Easy Street, Dunn, NC 28334

OR

Christ Church
120 East Edenton St. Raleigh, NC 27601
(lable donations: EFWM of Dunn)

Ship donations directly from Target, Amazon, or Walmart** to:

Episcopal Farmworkers Ministry
2989 Easy Street
Dunn, NC 28334

**Request/Wish lists are available on these sites

Monetary donations may be made at:

<https://episcopalfarmworkerministry.org/donate/>

Click on "Make a Gift Today"





ADDITIONAL RESOURCES



- A Just Florence Recovery.
- Bleeding Control (classes). American College of Surgeons.
- *Coming Out of the Dark: Emergency Preparedness Plan for Farmworker Communities in San Diego County*. Farmworker CARE Coalition. 2005.
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THE FAN

Disaster Preparedness TOOL KIT

For North Carolina
Farmworker
Advocacy
Organizations

FARMWORKER
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A PROJECT OF THE FARMWORKER ADVOCACY NETWORK.

FAN is a state-wide network of organizations working to improve living and working conditions of farmworkers and poultry workers in North Carolina. Since 2003, our full members have brought workers' voices to the legislative process. In the past, FAN has identified and led campaigns to improve housing conditions, pesticide safety and wages.