

QSS20S1 Final Project Memo 1

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1 What I learned

One significant finding about the data sources I realized when reading this paper were the relatively low amount of H-2A legal investigations for workplace violations (around 4 percent of all investigations see pg. 47), but the staggeringly high proportion of back wages and civil penalties due to H-2A workers in these investigations (85 percent).

This suggests that a significant proportion of workplace violations for H-2A workers see the need for compensation, perhaps demonstrating the potential severity of H-2A laws compared to other acts examined like the Fair Labor Standards Act or the Migrant and Seasonal Agricultural Worker Protection Act. However, 2019 data (pg. 19) suggests that even though workplace violations for H-2A, FLSA, and MSPA are at their lowest, H-2A violations still make up a majority of violation cases compared to FLSA and MSPA violations.

2 Gaps and questions

1. Utilizing the data sources for H-2A violations, can specific workplaces be identified that have repeatedly been issued H-2A violations over the years? More specifically, can we find workplaces in the 2019 data set who have a history of past violations? With the 2019 showing violations for H-2A at its lowest point, finding a common ground of repeated violations with certain employers seems to be suitable for the context of this course.