2015 Agricultural Peak Employment Wage and Practices Survey

About the survey

Please direct this survey to your Personnel Manager or Human Resources Department. Your response to this survey will help the U.S. Department of Labor establish wage rates and employment standards required in agricultural employment contracts, including contracts for foreign workers hired through the H-2A guest worker program. Your participation is voluntary. **All information collected in this survey is confidential and will not be provided to any other entity; it is used for research purposes only.**

Options for responding to the survey

1) Reply online at **www.opinion.wsu.edu/PEAK**. Use access code _____ to start the survey
2) Return this survey in the enclosed postage-paid envelope to the address at the end of the survey.
3) Contact us at 800-833-0867
4) Email us at SESRCweb3@wsu.edu.

In order for us to use your information, please respond within 15 days. Your prompt response is appreciated.

Please report for the address listed below

Contact person:

Name: _____

Title: _____

Telephone: _____

Address:

Date: _____

Survey sponsored by:

Employment Security Department
WASHINGTON STATE

Survey conducted by:

WASHINGTON STATE UNIVERSITY | Social and Economic Sciences Research Center

Instructions

Please indicate each different wage rate paid for the **busiest week** to all **seasonal or migrant workers** who are engaged in the growing and harvesting of each commodity you produce.

Use one line for each different wage rate paid if you pay by activity, or if you pay different wage or bonus rates for the same activity.

Use the **Per Unit Description** at the bottom of the table to indicate the size of the pay unit used if you pay a piece rate for any of the activities you list.

Write "N/A" when the best answer to a question is not applicable.

Definitions

Employee Status

• **Seasonal or migrant worker** is any worker who lives in the U.S. and is temporarily hired to help with growing or harvesting a commodity. These workers do not include workers who are hired abroad under a guest worker program.

• **Temporary foreign workers** are workers from other countries hired through the federal H-2A program to perform work associated with crop or animal production in the U.S. on a temporary basis.

Employee Occupation

• **Farm laborer** is a seasonal or migrant worker engaged in activities associated with crop production, including the following: tillage or field/bed preparation; seeding; irrigation; transplanting plants or seedlings; hoeing or hand weeding; pest management; training or thinning; harvesting; post-harvest processing and packaging; corn detasseling.

• **Front-line supervisor** is a seasonal or migrant worker who directly supervises or coordinates the activities of farm laborers and/or equipment operators.

• **Equipment operator** is a seasonal or migrant worker who operates machinery at the site of production, including the following: trucks or haulers; fork lifts and skid loaders; sorting machines; crop washers; clod hoppers.

Employment Practices

• **Family housing** is free lodging provided to non-working family members of seasonal or migrant workers who are not reasonably able to return to their homes within the same work day.

• **Production standard** is a minimum amount of work a seasonal or migrant worker must produce as a condition of job retention, where failure to meet the minimum standard results in training, progressive discipline and possible termination, or, not inviting employees back who were hired as day laborers. *An example is picking a minimum quantity of fruits or vegetables in a day.*

• **Bonus rates** are payments given to workers as an extra incentive to complete an activity or meet a performance standard. *For example, some workers may receive an additional bonus of 50 cents per bin during harvest, in addition to the regular piece rate of $20.00 per bin. Others might receive a bonus of 25 cents per bin, but receive the same piece rate of $20.00 per bin. In this example, the $20 per bin, plus 50 cents bonus would be a different pay rate than the $20.00 per bin, plus 25 cents bonus.*

SECTION 1: 2015 Seasonal or migrant Workers Employment

Q01. **Do you hire seasonal or migrant workers to grow *any* of these <u>orchard crops</u>?**

Apples	*Peaches*
Apricots	*Pears*
Cherries	*Plums*
Nectarines	*Pluots*

1. Yes → *Answer the rest of the questions on this page then complete the table in Section 2, pages 4 and 5.*
2. No

Q02. **Do you hire seasonal or migrant workers to grow *any* of these <u>row or nursery crops</u>?**

Grapes	*Kale*	*Corn*	*Blueberries*
Beans	*Leeks*	*Hops*	*Raspberries*
Beets	*Lettuce*	*Herbs*	*Strawberries*
Cabbage	*Mustard Greens*	*Flowers*	*Black Currants*
Carrots	*Radishes*	*Grasses*	
Collard Greens	*Spinach*	*Trees*	
Green Onions	*Zucchini*	*Shrubs*	

1. Yes → *Answer the rest of the questions on this page then complete the table in Section 3, pages 6 and 7.*
2. No

Q03. **Do you hire seasonal or migrant workers to raise *any* of these <u>animals</u>?**

Goats
Sheep
Bees

1. Yes → *Answer the rest of the questions on this page then complete the table in Section 4, pages 8 and 9.*
2. No

Q04. **How large is this location in acreage?**

_____ acres

Q05. **Do you use the federal H-2A program to hire <u>temporary foreign workers?</u>**

1. Yes
2. No

☐ **Check this box if you *DO NOT* hire <u>seasonal or migrant workers</u> to raise any of the crops or animals listed in Q01, Q02 and Q03; then, return this survey in the postage-paid envelope provided.**

Section 2: 2015 Orchard Crop Peak Employment

Do you grow any orchard crops? If yes, please fill out the table below.

Instructions: Please indicate each different wage rate paid for the **busiest week** to all **seasonal or migrant workers** who are engaged in thinning, pruning, harvesting, platform harvesting or tree training for each of the orchard crops you produce. Use the **Per Unit Description** at the bottom of the table to indicate the size of the pay unit used if you pay a piece rate for any of the activities you list. If you pay the same wage rate for all activities associated with a crop, write "ALL" in the activity column and report a single rate of pay. Otherwise, use a different row for each different wage rate if you pay by activity, or if you pay different wage or bonus rates for the same activity. Refer to page 2 for definitions.

Please answer for seasonal or migrant workers only (not H-2A)							
Crop	**Variety**	**Activity** (Prune, thin, harvest, platform harvest, train)	**How many workers were hired for this activity at this wage rate?**	**What is the wage per unit?** (Dollars per lug, box, bucket, bin, hour) *[Please use a different row for each different wage or bonus rate]*		**How many workers at this wage rate received bonuses?**	**What is the bonus per unit?** (Dollars per lug, box, pound, bucket, bin, hour, flat rate)	
Ex: Apple	Braeburn	Pruning	10	$11.00	Hour	0	N/A	N/A
Ex: Apple	Braeburn	Harvest	10	$22.00	Bin	3	$500.00	Flat Rate
Ex: Cherry	Rainier	Harvest	20	$20.00	Lug	20	$0.50	Lug

Use this space for unit descriptions in weight or size dimension (Example: Lug = 5 lbs.; Bucket = 5 gallons; Bin = 47" x 47" x 24-1/2")

Use the additional wage rate reporting table on pages 10 and 11 if you need more space.

Please answer for seasonal or migrant workers only (not H-2A)							
How often do you pay workers their bonuses? (Weekly, every two weeks, monthly, end of season)	Do workers at this wage rate need to meet minimum production standards? (Y/N)	What are your minimum production standards? (Ex. bins/day; pounds/day; etc.)	Do you require experience of your workers for this activity and wage rate? (Y/N)	Amount of prior experience required (Months)	Do you check references for these workers? (Y/N)	Do you provide free housing to non-working family members for any of these workers? (Y/N)	How many acres or trees of this crop and variety do you have? (Acres or number of trees)
N/A	N	N/A	N	N/A	Y	Y	27 acres
End of Season	Y	3 bins/day	Y	12 months	Y	N	27 acres
Weekly	Y	5 lugs/day	Y	3 months	N	N	5,500 trees

Section 3: 2015 Row and Nursery Crop Peak Employment

Do you grow any row or nursery crops? If yes, please fill out the table below.

Instructions: Please indicate each differentt wage rate paid for the **busiest week** to all **seasonal or migrant workers** you hired as front-line supervisors, farm laborers and equipment operators for each of the row or nursery crops you produce. Use the **Per Unit Description** at the bottom of the table to indicate the size of the pay unit used if you pay a piece rate for any of the activities you list. If you pay the same wage rate for all activities associated with a crop and occupation, write "ALL" in the activity column and report a single rate of pay. Otherwise, use a different row for each different wage rate if you pay by activity or if you pay different wage or bonus rates for the same activity. Refer to page 2 for definitions.

Please answer for seasonal or migrant workers only (not H-2A)									
Crop	Variety (If applicable)	Occupation (Supervisor, laborer, equipment operator)	Activity (Plant, till, harvest, package, all, etc.)	How many workers were hired for this activity at this wage rate?	What is the wage per unit? (Dollars per lug, box, pound, bucket, bin, hour) [Please use a different row for each different wage or bonus rate]		How many workers at this wage rate received bonuses?	What is the bonus per unit? (Dollars per lug, box, pound, bucket, bin, hour, flat rate)	
Ex: Strawberry	N/A	Laborer	Tilling	10	$13.00	Hour	10	$0.50	Box
Ex: Strawberry	N/A	Laborer	Harvest	10	$11.00	Box	0	$0.50	Box
Ex: Flowers	Roses	Equipment operator	All	2	$12.50	Hour	0	N/A	N/A
Use this space for per unit descriptions in weight or size dimension (Example: Lug = 5 lbs.; Bucket = 5 gallons; Bin = 47" x 47" x 24-1/2")									

Use the additional wage rate reporting table on pages 10 and 11 if you need more space.

Row and Nursery Crops

Grapes	*Kale*	*Corn*	*Blueberries*
Beans	*Leeks*	*Hops*	*Raspberries*
Beets	*Lettuce*	*Herbs*	*Strawberries*
Cabbage	*Mustard Greens*	*Flowers*	*Black Currants*
Carrots	*Radishes*	*Grasses*	
Collard Greens	*Spinach*	*Trees*	
Green Onions	*Zucchini*	*Shrubs*	

Please answer for seasonal or migrant workers only (not H-2A)

How often do you pay workers their bonuses? (Weekly, every two weeks, monthly, end of season)	Do workers hired at this wage rate need to meet minimum production standards? (Y/N)	What are your minimum production standards? (Ex. bins/day; boxes/day; etc.)	Do you require experience of your workers for this activity and wage rate? (Y/N)	Amount of prior experience required (Months)	Do you check references for these workers? (Y/N)	Do you provide free housing to non-working family members for any of these workers? (Y/N)	How many acres of this crop and variety do you have? (Acres)
Every two weeks	*Y*	*5 boxes/day*	*N*	*N/A*	*N*	*Y*	*3 acres*
End of Season	*Y*	*5 boxes/day*	*Y*	*3 months*	*Y*	*N*	*3 acres*
N/A	*N*	*N/A*	*Y*	*12 Months*	*N*	*N*	*5 acres*

Section 4: 2015 Goat Herder, Sheep Herder and Beekeeper Peak Employment

Do you raise goats, sheep or bees? If yes, please fill out the table below.

Instructions: Please indicate each different wage rate paid for the **busiest week** to all **seasonal or migrant workers** who are engaged in herding, shearing, gathering or other activities for each of the animals you raise. <u>If you pay the same wage rate for all activities associated with an animal, write "ALL" in the activity column and report a single rate of pay. Otherwise, use a different row for each different wage rate if you pay by activity, if you pay different wages for the same activity, or if you pay different base-bonus combinations to seasonal or migrant workers engaged in the same activity.</u> Refer to page 2 for definitions.

			Please answer for seasonal or migrant workers only (not H-2A)			
Animal	**Activity** (herd, shear, gather, etc.)	**How many workers were hired for this activity at this pay rate?**	**What is the wage per unit?** (Ex. dollars per hour, day, week, month, head, season) *[Please use a different row for each different wage or bonus rate]*		**How many workers at this wage rate received bonuses?**	**What is the bonus per unit?** (Ex. hour, head, hives, flat rate)
Ex: Sheep	*Herding*	*4*	*$1800*	*Month*	*0*	*N/A*	*N/A*
Ex: Sheep	*Shearing*	*6*	*$1.50*	*Head*	*5*	*$500.00*	*Flat rate*

Use the additional wage rate reporting table on pages 10 and 11 if you need more space.

Animals
Goats
Sheep
Bees

Please answer for seasonal or migrant workers only (not H-2A)							
How often do you pay workers their bonuses? (Weekly, every two weeks, monthly, end of season)	**Do workers hired at this wage rate need to meet minimum production standards?** (Y/N)	**What are your minimum production standards?** (Ex. head/day; etc.)	**Do you require experience of your workers for this activity and wage rate?** (Y/N)	**Amount of prior experience required** (Months)	**Do you check references for these workers?** (Y/N)	**Do you provide free housing to non-working family members for any of these workers?** (Y/N)	**How many head does this operation have? How many hives does it have?**
N/A	*N*	*N/A*	*N*	*3 months*	*Y*	*Y*	*500 head*
End of season	*Y*	*125 head/day*	*Y*	*12 months*	*Y*	*N*	*500 head*

Addendum: Additional Wage Rate Reporting Table

Please use the wage rate reporting table below if you ran out of space in Sections 2, 3 or 4.

					Please answer for seasonal or migrant workers only (not H-2A)				
Crop or animal	**Variety** *(If applicable)*	**Occupation** *(Supervisor, laborer, equipment operator)*	**Activity** (Plant, thin, harvest, Package, etc)	**How many workers were hired for this activity?**	**What is the wage rate per unit?** (Dollars per lug, box, pound, bucket, bin, hour) *[Please use a different row for each diferent wage or bonus rate]*		**How many workers at this wage rate received bonuses?**	**What is the bonus per unit** (Dollars per lug, box, pound, bucket, bin, hour, flat rate)	
Ex: Strawberry	*N/A*	*Laborer*	*Pruning*	*10*	*$13.00*	*Hour*	*10*	*$0.50*	*$0.50*
Ex: Strawberry	*N/A*	*Laborer*	*Harvest*	*10*	*$11.00*	*Hour*	*0*	*N/A*	*N/A*
Ex: Flowers	*Roses*	*Equipment Operator*	*Harvest*	*2*	*$12.50*	*Box*	*0*	*N/A*	*N/A*

Use this space for per unit descriptions in weight or size dimension (Example: Lug = 5 lbs.; Bucket = 5 gallons; Bin = 47" x 47" x 24-1/2")

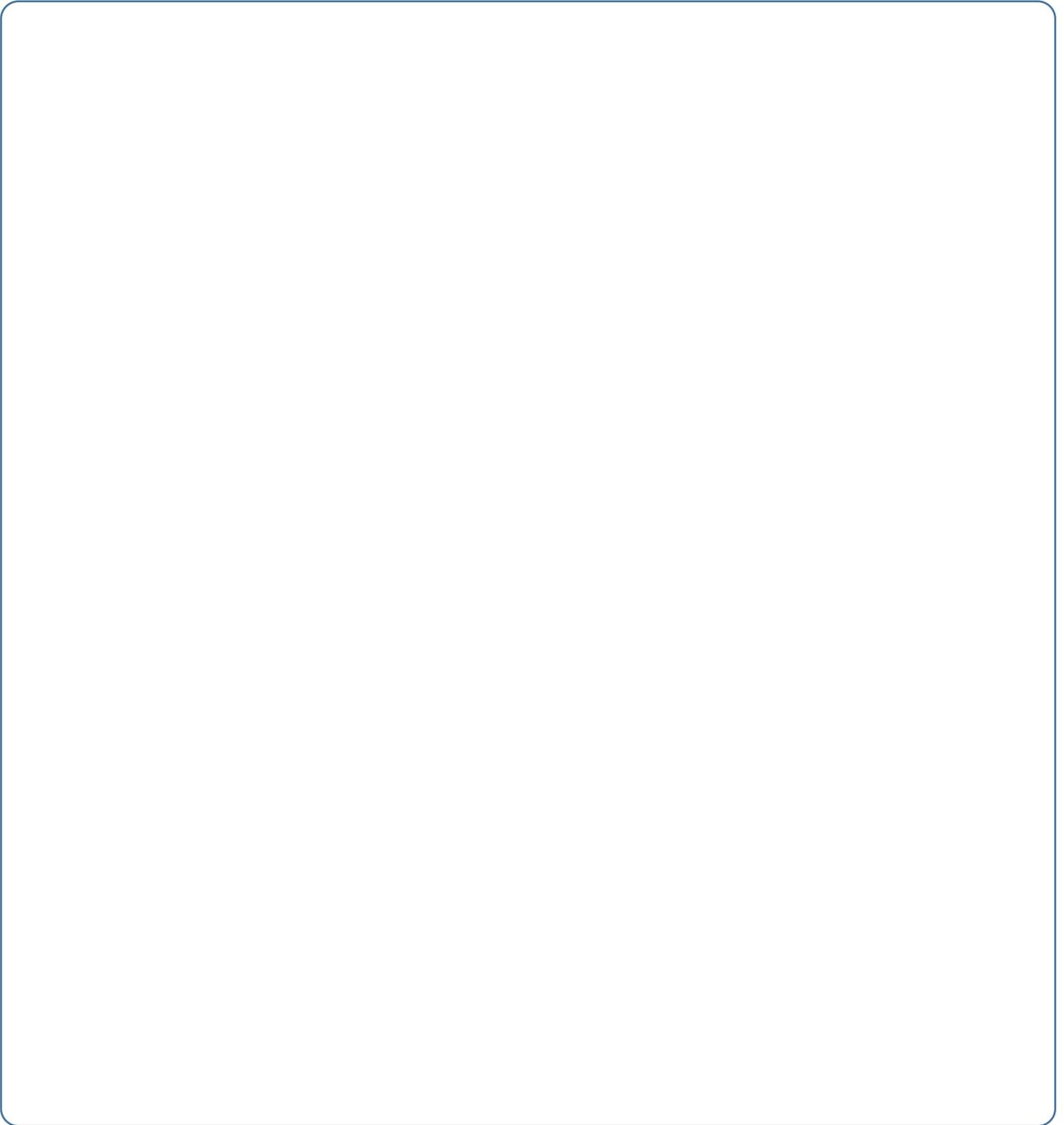| How often do you pay workers their bonuses? (Weekly, every two weeks, monthly, end of season)	Do workers hired at this rate need to meet minimum production standards? (Y/N)	What are your minimum production standards? (Ex. bins/day; boxes/day; pounds/day; etc.)	Do you require experience of your workers for this activity and wage rate? (Y/N)	Amount of prior experience required (Months)	Do you check references of these workers? (Y/N)	Do you provide free housing to non-working family members for any of these workers? (Y/N)	How many acres of this crop and variety do you have? (Acres)
End of Season	*Y*	*5 boxes/day*	*N*	*3 months*	*Y*	*Y*	*3 acres*
N/A	*Y*	*5 boxes/day*	*Y*	*12 months*	*Y*	*N*	*3 acres*
N/A	*N*	*N/A*	*Y*	*N/A*	*N*	*N*	*5 acres*

If you have any additional comments, including any new technologies you are using, please write them in the box below.

Please return your completed survey using the enclosed postage-paid envelope or mail to:

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