

November 15, 2013

Dear Employer:

The Washington State Employment Security Department is currently collecting farm labor piece rates that growers paid to workers during the peak apple harvesting period. The information growers provide is used by the U.S. Department of Labor to establish foreign worker (H-2A) piece rates.

The survey asks about the following information for your peak apple harvesting period:

- Varieties harvested
- Unit type
- Type (strip or color)
- Number of workers
- Bonuses
- Density type
- Rate of pay
- Total units of crop harvested
- Trellised or non-trellised

Employment Security is also collecting information regarding farm labor practices. The survey asks about the following:

- Production standards
- Experience requirements

What if my business does not grow apples?

Please complete page one and return the survey form. It is important to hear back from all businesses, even those that do not grow apples.

Is my response confidential?

All information collected is strictly confidential and will not be provided to any other entity; it is used for research purposes only. Survey results are presented in aggregate form so that no individual response can be identified.

When should I respond?

Please respond within 15 days of receiving the form. Responding promptly reduces follow-up costs.

What are my options for responding?

You may respond by using any of the four options listed below:

- 1) Enclosed postage-paid envelope
- 2) Copy pages numbered 1 through 3 and Fax to 866-406-2449
- 3) Contact us at 888-346-3807
- 4) Email: imeaaagriculture@esd.wa.gov

Thank you for participating in this survey.

Sincerely,



Cynthia Forland, Ph.D., Director
Labor Market and Economic Analysis

2013 Apple Harvest Peak Employment Wage and Practices Survey 1

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 foreign worker (H-2A) piece rates. All information collected is strictly confidential and will not be provided to any other entity; it is used for research purposes only.

The cover letter below provides more information about this survey in detail.

OPTIONS FOR RESPONDING TO THE SURVEY

- 1) Return the survey in the enclosed postage-paid envelope.
- 2) Copy pages numbered 1 through 3 and Fax to 866-406-2449.
- 3) Contact us at 888-346-3807.
- 4) Email us at imeaaagriculture@esd.wa.gov.

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

PLEASE REPORT FOR THE LOCATION LISTED ON THE ADDRESS LABEL

CONTACT PERSON

Name: _____

Title: _____

Telephone: (____) _____

Date: _____

PO Box 9046
Olympia, WA 98507-9046
Phone: 888-346-3807; Fax: 866-406-2449
Email: imeaaagriculture@esd.wa.gov

The Employment Security Department is an equal-opportunity employer and provider of programs and services. Auxiliary aids and services are available upon request to individuals with disabilities.
Washington Relay Service: 800-833-6384

THANK YOU FOR PARTICIPATING!

**Washington State
Employment Security Department**
Labor Market and Economic Analysis



2013 Apple Harvest Peak Employment Wage and Practices Survey

Please indicate each unique wage rate paid for the busiest week to all workers harvesting apples this season. Identify the number of workers in each pay category, rate of pay, bonus, and total pounds of crop harvested. Use the Per Unit Description to describe the size of bin.

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Varieties harvested	Number of workers	Rate of pay (\$0.00)	Unit: Per bin (give size of bin)	Bonus per bin (\$0.00)	Total units of crop harvested	Type (strip or color) ¹	Density (low, medium, high, super) ²	Trellised or non-trellised ³
Braeburn								
Braeburn								
Fuji								
Fuji								
Gala								
Gala								
Granny Smith								
Granny Smith								
Golden								
Golden								
Honey Crisp								
Honey Crisp								
Pink Lady								
Pink Lady								
Red Delicious								
Red Delicious								
Other (please specify)								
Other								
Other								
Other								
Other								

1. How many workers did you have harvesting apples in your **peak apple harvesting period**? _____

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2. If you indicated a **bonus** for this activity, what was the bonus based on? Completion of harvest Other (please describe) _____

3. Did you require a minimum **production standard** for apple harvest? Yes No
Please respond even if you only hired day labor workers.

Production standard – A minimum amount of work an employee must produce 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 labor. Examples may include picking enough apples to earn minimum wage in one week or picking a minimum number of bins in a day.

Day labor – Work done where the worker is hired and paid one day at a time, with no promise that more work will be available in the future.

If yes, what was that standard? (Please check only one.)
 Must perform enough work to earn the state minimum wage
 Must keep up with the crew
 Must pick a minimum number of bins in an hour or day
 Other (please describe) _____

4. What did you do when workers did not meet the minimum **production standard**? (Please check only one.)

- a. Nothing, we had no standards.
- b. We provided training and progressive discipline, but terminated workers if they were unable to meet standards after a reasonable training period. If so, how long did workers have to meet the productivity standard? _____ days.
- c. We hired day labor workers, so did not invite workers back the next day if they did not meet standards.
- d. Other (please specify) _____

5. If you require that workers have **prior experience**, do you require references to verify prior work experience? Yes No No prior experience required

Comments, including any new technologies you are using: _____

¹Strip picking: Removing all fruit in one pass Color picking: Selectively picking only ripe fruit	²Orchard density type: Low Density = less than 600 trees per acre Medium Density = 600 to 700 trees per acre High Density = Over 700 to 1,250 trees per acre Super Density = Over 1,250 trees per acre	³Trellised Orchards: No matter what the planting density, requires far fewer ladder sets (1 to 3) per tree than non-trellised orchards (typically 8 or more sets per tree). The trees in a trellised orchard are typically smaller than in a non-trellised orchard and shorter ladders are used.
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