

2013 Apple Thinning 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 or hourly rates. All information collected is strictly confidential and will not be provided to any other entity; it is used for research purposes only.

OPTIONS FOR RESPONDING TO THE SURVEY

- 1) Return the survey in the enclosed postage-paid envelope.
- 2) Fax both sides to 866-406-2449.
- 3) Contact us at 888-346-3807.
- 4) Email us at lmeaagriculture@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: _____

PLEASE SELECT THE CROP(S) YOU GROW

- | | |
|--|--|
| <input type="checkbox"/> Apples (continue to page 2) | <input type="checkbox"/> Cherries |
| <input type="checkbox"/> Pears | <input type="checkbox"/> None of the above |

THANK YOU FOR PARTICIPATING!

**Washington State
Employment Security Department**

Labor Market and Economic Analysis



PO Box 9046
Olympia, WA 98507-9046
Phone: 888-346-3807; Fax: 866-406-2449
Email: lmeaagriculture@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

LM-13-0327

2013 Apple Thinning Peak Employment Wage and Practices Survey 2

Please indicate each unique wage rate paid for the busiest week to all workers engaged in apple thinning work this season. Identify the number of workers in each pay category, pay unit type, wage rate per unit, and total trees thinned.

Orchard density type ¹	Number of workers	Pay unit type (paid per tree or per hour)	Wage rate per unit (\$0.00)	Total hours worked	Total wages	Thinning (light, moderate, or heavy)	Size of trees ²	Total trees thinned	Trellised or non-trellised ³
Example: High	125	Hour	\$8.55	5,000	\$42,750	Moderate	Large	#	Non-trellised
Low density									
Medium density									
High density									
Super density									

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

2. Did you require a minimum **production standard** in tree thinning? Please respond even if you only hired day labor workers. Yes No

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 thinning enough trees 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? Must perform enough work to earn the state minimum wage Must keep up with the crew
 (Please check only one.) Must thin a minimum number of trees in an hour or day Other (please describe) _____

3. 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) _____

4. 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: _____

<p>¹Orchard density type: <i>Low Density</i> = less than 600 trees per acre <i>Medium Density</i> = 600 to 700 trees per acre <i>High Density</i> = Over 700 to 1,250 trees per acre <i>Super Density</i> = Over 1,250 trees per acre</p>	<p>²Size of trees: <i>Small</i> = 6 to 8 feet <i>Medium</i> = 10 to 12 feet <i>Large</i> = 14 feet or more</p>	<p>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.</p>
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