

# 2013 Pear 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 and 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](mailto: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: \_\_\_\_\_

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

## PLEASE SELECT THE CROP(S) YOU GROW

- |                                   |  |
|-----------------------------------|--|
| <input type="checkbox"/> Apples   | <input type="checkbox"/> Pears             |
| <input type="checkbox"/> Cherries | <input type="checkbox"/> None of the above |

If you grow pears, please continue to page 2.

THANK YOU FOR PARTICIPATING!

**Washington State  
Employment Security Department**

Labor Market and Economic Analysis



# 2013 Pear Harvest Peak Employment Wage and Practices Survey 2

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

Pears (list variety)	Number of workers	Pay unit type (per lug, box, pound, bin, hour)	Wage rate per unit (\$0.00)	Total hours worked	Bonus (\$0.00)	Total wages	Orchard density type <sup>1</sup> (trees per acre)	Size of tree <sup>2</sup>	Crop load (ton per acre)	Total pounds of crop harvested
<i>Example: Bartlett</i>	6	Per bin	\$20.00	194	-0-	#	Low - 108	Med	18 Tons	#

Per unit description:

- How many workers did you have harvesting pears in your **peak pear harvesting period**? \_\_\_\_\_
- If you indicated a **bonus** for this activity, what was the bonus based on?  Completion of harvest  Other (please describe) \_\_\_\_\_
- Did you require a minimum **production standard** for pear harvest? (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 picking enough pears 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 pick a minimum number of bins in an hour or day  Other (please describe) \_\_\_\_\_
- 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 describe) \_\_\_\_\_
- 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: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

<sup>1</sup>Orchard 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

<sup>2</sup>Size of trees: *Small* = 6 to 8 feet  
*Medium* = 10 to 12 feet  
*Large* = 14 feet or more

