

Data Report 25-017

2024-25 Seasonal Agricultural Worker Survey

April 2025

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Project Profile

Title: 2024 - 2025 Seasonal Agricultural Worker Survey

Abstract: The Social and Economic Sciences Research Center (SESRC) worked collaboratively with the Washington State Employment Security Department (ESD) to conduct the Apple Harvesters version of the 2024 Seasonal Agricultural Worker Survey (hereinafter referred to as the "2024 Apple Harvesters Survey"). This survey aims to collect information from seasonal agricultural workers who harvested apples in Washington State in 2024. ESD intends to use worker survey results to gain a greater understanding of agricultural wages and practices in Washington State. ESD submits aggregated survey results and reports to the Washington State legislature. The participants for the 2024 Apple Harvesters Survey were contacted to participate between February 3rd, 2025, and April 4th, 2025.

Additionally, The SESRC and ESD have been planning the implementation of the 2025 Seasonal Agricultural Worker Survey pursuant to RCW 50.38.070.

Methods: For the 2024 Apple Harvesters Survey, the SESRC used a mixed-mode survey design with a sample of 8,000 participants drawn from unemployment insurance claimant data. The contact strategy started with a personalized email that included an online survey link and unique access code. This was followed by telephone calls and a series of email reminders. Up to 10 phone calls were made to each working number, and up to 3 email requests were sent to non-respondents. Calling ended on April 04th, 2025. The last complete web survey occurred on March 28th, 2025, and the last partial complete occurred on March 26th, 2025. The overall response rate is: 15.72%.

For the 2025 blueberry, cherry, pear, and apple Seasonal Agricultural Worker Surveys, the SESRC will use a mixed-mode survey design combining in-person and telephone interviews to collect worker wage data. SESRC will conduct field interviews of workers from June 2025 – October 2025. In-field survey data will be collected during peak harvest times for each crop. Telephone calls will be made following the in-field implementation to ensure a maximum number of responses. The data collection and reporting period for this portion of the survey will conclude on December 31st, 2025.

Timeframe: January 2025 – December 2025

Agreement with:

Joshua Moll and Gustavo Aviles
Washington State Employment Security Department
212 Maple Park Ave SE
Olympia, WA 98501

ESD Contract: K8721 authorized pursuant to RCW 50.38.070.

WSU IRB: 20028-001

SESRC Acronym: ESDW25

Data Report Number: 25-017

Deliverables: Data report; Full data set; All paper surveys received during data collection; All returned mail.

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Section I

2024 Seasonal Agricultural Worker Survey: Apple Harvesters



1.

Administration

Background and Objectives

The Social and Economic Sciences Research Center (SESRC) worked collaboratively with the Washington State Employment Security Department (ESD) to conduct the apple harvesters version of the Seasonal Agricultural Worker Survey for 2024. This survey aims to collect information from seasonal agricultural workers who picked apples in Washington State in 2024. ESD intends to use worker survey results to gain a greater understanding of agricultural wages in Washington State. ESD submits aggregated survey results and reports to the Washington State legislature.

This report details the process of collecting apple worker data for the 2024 Seasonal Agricultural Worker Survey.

This study was certified as exempt from review from the WSU Human Research Protection Program IRB # 20028-001.

Sample Frame

The sample frame refers to the entire population from which the sample was drawn. A sample frame of agricultural workers in Washington State was created using unemployment insurance claimant data for workers who worked for an employer classified by the North American Industry Classification System (NAICS) as 111331 (Apples) or 111339 (Non-citrus fruits) in 2023. Simple random sampling was then used to select the final sample.

Sample

The sample refers to the portion of the population that was selected to participate in the 2024 Apple Harvesters Survey. The sample for the apple harvesters survey was made up of a random selection of 8,000 workers who worked for an employer classified by the NAICS as 111331 (Apples) or 111339 (Non-citrus fruits) in 2023.

The confidentiality of individuals selected for the final sample was protected through the use of several protocols as required by both state and federal Laws. ESD provided the selected sample to the SESRC in compliance with RCW 50.13 and 20 CFR Part 603. The sample was delivered using a secure file sharing site set up and maintained by the state of Washington. The sample was stored in AES-256 encrypted archives at rest, maintained on highly available file servers, for the duration of the project with decryption keys accessible only to designated individuals.

The information found in the sample was limited to 40 employees of SESRC. Full access to the sample was limited to three key personnel: the principal investigator, project manager, and data collection coordinator. Additional employees were granted access to information as needed to complete project tasks such as assembling mail and making phone calls for the purpose of data collection. All employees of SESRC who had any level of access to the information within the sample were required to sign a non-disclosure agreement (NDA) provided by ESD.

Respondents' eligibility for the survey was further determined through the use of a screening question confirming that a respondent harvested apples in Washington State in 2024. If the respondent indicated they did not work harvesting apples, they were not asked any more questions and were removed from the list for future contacts.

2.

Implementation

Design

The SESRC worked collaboratively with ESD and relevant entities to develop the questionnaire. ESD provided the initial contents of the questionnaire. The wage questions used were adapted from the 2023 Agricultural Peak Employment Wages and Practices Worker Survey. General questions and demographic questions were created based on the data requirements outlined in RCW 50.38.070.

The presentation of the 2024 survey was designed by the SESRC following the Tailored Design Method (TDM)¹ in order to increase the ease of responding, reduce error, and achieve a higher rate of response. The survey was designed as series of yes/no and open-ended response style questions. Questions were presented individually to focus respondents' attention on each question as an independent task making answering each question easier and reducing the chance of error in reporting. Additionally, the questions were designed as a series of repeating rosters. That is, respondents were first asked which apple varieties (Red delicious, Gala, Fuji, etc.) they helped harvest. Subsequent questions were repeated in sections for each apple variety allowing for the maximum amount of information to be reported without confusion.

ESD collaborated with the SESRC to review, update, and approve the final survey instrument. The Apple harvesters instrument was prepared in English and Spanish for both telephone and web survey modes.

Telephone Survey Mode. The questionnaire was programmed in VOXCO Computer Assisted Telephone Interview (CATI) system, SESRC's CATI system. SESRC collaborated with ESD to develop an introductory script that both provided relevant information and encouraged participation in the survey. ESD and SESRC also collaborated in the preparation of training materials for interviewers, including responses to Frequently Asked Questions (FAQs) to be used for answering respondent questions about the survey and standard refusal prevention statements. The telephone mode was available in both English and Spanish.

¹ The Tailored Design Method is a research driven method of survey design developed at the SESRC by Don Dillman. Dillman, D., Smith, J., and Christian, L. (2014) *Internet, Phone, Mail, and Mixed-Mode Surveys: The Tailored Design Method 4th ed.* Hoboken: Wiley & Sons Inc.

Online Survey Instrument. After the questionnaire was approved, SESRC professional staff programmed it into a web-based format using SESRC's in-house web survey software, *DCWorks*. The layout of each screen was designed using the protocols for maximizing respondent comprehension and ease of navigation with online forms. The online mode was available in English and Spanish.

Access and Data Security: The SESRC's secure web-based data collection procedure relies on unique access codes and/or PIN numbers to ensure survey responses are confidential. Only respondents selected for the study will have access to the survey. The program rejects duplicate and non-assigned ID numbers. Web-based survey data are saved question by question to preserve all data in progress throughout the data collection period. The MS SQL Server database allows multiple users to complete the web survey simultaneously. Web-based surveys are programmed to work on a wide array of platforms and browser types to accommodate the vast majority of respondent computers and web browsers.

Convenience for the respondents. The *DCWorks* web templates are designed to minimize the burden on respondents by allowing them to exit the survey at any time and return to complete it later. Upon returning to the survey homepage, the respondents re-enter their access code and pick up where they left off. Furthermore, the online survey allows respondents to review their individual responses by clicking on a specialized "back" button.

Quality Testing. Prior to survey implementation, SESRC conducted pretests of the CATI and web versions to identify possible problems with question design, respondent selection procedures, respondent navigation, and errors in coding of respondent answers. ESD was given access to the instruments during the testing phase and was able to participate in identifying potential problems. SESRC and ESD collaboratively reviewed the pretest results, and the decision to implement the final instrument was coordinated with ESD.

Site Security. Internet access to sites at Washington State University is monitored via firewalls at the university hub and at the SESRC server to reduce undesirable access to survey pages. In addition, steps were taken to minimize the chances of the survey site being listed on Internet search engines as access to the site was only intended for project researchers and those selected for the survey – not for the public-at-large. Personal randomly generated access codes assigned to respondents also controlled access to the survey.

Each survey respondent was assigned a unique access code that could be entered at the survey homepage to gain access to the survey itself. These numbers were non-sequential with a random interval. Once a survey was completed, that access code would no longer be available and further access to the survey using that code would be denied. Any attempts to log on with an access code that had already been used, or using an access code that had not been authorized or attempts to enter the survey without a valid access code would result in an error. This error informed the user that their code was not acceptable because it was not in the database, or a survey with that ID has already been submitted. SESRC contact information was available at the bottom of each page if the respondent need assistance.

Data Collection

Respondents received up to ten phone calls, and three emails (an invitation email and 2 reminder emails) to ask for their help in completing the 2024 Apple Harvesters Survey via web or phone interviews. The data collection period spanned from September 28, 2024, to January 8, 2024.

Invitation and Reminder Emails. Those with a mailing address in the sample received a postal letter introducing the potential respondent to the survey and requesting they complete it on the web. The invitation email was sent to the respondents with an email address seven days after the postal mailing to enhance participation in the web survey. Up to four reminder emails were sent to non-respondents to remind and encourage participation in the survey.

The letter and all the emails were produced in English and Spanish. To further enhance participation respondents in the sample that indicated they preferred Spanish received both English and Spanish versions of the invitation letter and reminder emails.

Telephone contacts. On November 5, 2024, approximately one week after the postal mailing was sent, those who still had not completed the survey on the web were contacted by telephone. Up to five attempts were made on all cases that did not complete the survey.

Mixed-Mode Strategy. Respondents who were reached by telephone will be asked to complete the telephone survey. If the respondent did not want to complete the telephone survey, they were offered the survey URL and unique access code as the way to complete the survey. An email message with the URL and access code was sent at the time of the phone call to those respondents opting for the internet. Respondents who indicated they would complete the online version were re-contacted by telephone if their completed online survey was not received within 1-2 weeks after it was offered. Any respondents who completed the survey online in response to the letter, emails, or phone calls were removed from the calling pool and mailing list.

Employ, train, and supervise interviewers. SESRC employs 30-70 telephone interviewers, which consist mostly of Washington State University students and some community members. SESRC trained all interviewers for up to eight hours in proper interviewing and probing techniques, and in the correct use of the CATI system that records the answers as they are received during the telephone interview.

All interviewers who worked on this project were provided with additional training on the need to protect respondents' confidential information, and were required to sign an NDA provided by ESD before being assigned to make phone calls.

All interviewers given access to this project were provided with written materials containing specific information about the survey, and general

information about conducting interviews including the FAQs specific to this study to be referred to as needed during interviews. Approximately five percent of telephone interviews were monitored during the data collection phase by supervisory personnel, who can listen to interviews on the telephone as they were being conducted.

Administer telephone survey with efficient sample management. The CATI system was used to conduct interviews and manage the survey sample. SESRC kept accurate records of the disposition of all sample cases in the survey. SESRC used the standard AAPOR final disposition codes for all interview and refusal final dispositions.

SESRC used a dialing protocol that provides up to five attempts for every working telephone number. Each call that goes unanswered is noted in the CATI call-record for that case, and the case is scheduled for a call on the next evening of interviews. If the second attempt is unsuccessful, the protocol varies the days of the week and times of the day future calls are attempted. Respondents can also request to be called at a specific time and/or on a particular day. The respondent may also request an email be sent with the survey link and access code. This email is in addition to the other email reminders and is sent from the CATI.

Toll-Free Number. SESRC provided a toll-free number for this project so that respondents had the option of calling SESRC with any questions or concerns about the project, to update their contact information, or to provide a date and time they would like to be interviewed. The phone was answered during hours when the data collection lab was open, and calls made during other hours went to voicemail. Voicemail messages were checked daily and replied to as needed.

Incentive. All participants were offered a 25-dollar gift card as a thank you for their participation. Gift cards were distributed by email to those respondents that supplied an email address for the purpose of receiving a gift card. Gift cards were provided using the company Tango.

Final Data. Final data was extracted from both the web server and the CATI system. Data from both sources was combined into one final dataset.

All datasets, including all preliminary data and supporting data, were delivered to ESD using a secure file sharing site set up and maintained by the state of Washington.

3.

Summary

Response Rates

The following tables display the response rate calculations for all completed and partially completed questionnaires following AAPOR (American Association of Public Opinion Research) guidelines. **Table 1** displays the response rates by AAPOR category. **Table 2** breaks down the overall response rate and cooperation rate. **The overall response rate is: 15.72%.**

Table 1. Responses by AAPOR category

Interview (Category 1)	Category	Totals
Web complete	I	127
Phone complete	I	574
Complete (All modes)	I	701
Web partial complete	P	51
Phone partial complete	P	20
Partial complete (All modes)	P	71
Eligible, non-interview (Category 2)		
Final refusal	R	119
Household-level refusal	R	15
Non-contact		
Respondent never available	NC	18
Answering machine - no message left	NC	2,531
Answering machine - message left	NC	14
Other, non-refusals		
Deceased respondent	O	3
Physically or mentally unable/incompetent	O	1
Language problem	O	12

Continued on next page

Table 1 Continued. Responses by AAPOR category

Unknown eligibility, non-interview (Category 3)		
Not attempted or worked yet	UH	194
Always busy	UH	25
No answer	UH	974
Unable to contact*	UH	1,084
Other	UO	22
Not eligible (Category 4)		
Ineligible - did not pick the crops	IE	2,062
Ineligible – Fraud**	IE	131
TOTAL		8,000

* For a listed sample, unable to contact includes: Missing phone numbers, wrong phone numbers, disconnected phone numbers, fax machines, returned to sender, and undeliverable addresses.

** A small percentage of respondents stated they had never worked in agriculture and suspected they were included in the sample due to someone using their information to get a job in agriculture.

Table 2. AAPOR Response Rate and Cooperation Rate

	Total
I=Complete Interviews	701
P=Partial Interviews	71
R=Refusal and break off	134
NC=Non-contact	2,563
O=Other	17
UH=Unknown Household	2,299
UO=Unknown other	22
IE=Not eligible	2,193
$e = (\text{Category 1} + \text{Category 2}) / ((\text{Category 1} + \text{Category 2}) + \text{Category 4})$.614
Response Rate 4: $(I+P) / ((I+P) + (R+NC+O) + e(UH+UO))$	15.72%
Cooperation Rate 4: $(I+P) / ((I+P)+R)$	85.21%

4.

Instruments

Contact Letters and Emails

English Language Initial Letter Mailed (9/28/2024); E-mailed (10/03/2024)

<Date>

Dear «FullName»,

You have been selected to participate in the **2024 Seasonal Agricultural Worker Survey**. The Social and Economic Sciences Research Center (SESRC) at Washington State University (WSU) is contacting farm workers on behalf of The Washington State Employment Security Department (ESD) asking for information about wage rates and employment practices for farm workers who were involved in harvesting **Apples in 2024**. We are able to offer you a 25-dollar gift card as a thank you when the survey is over.

Your participation is voluntary and **completely confidential** to the extent provided by law. Only the research team will know who participated. The survey is very brief – it should only take about 10 minutes. Your answers to this survey will be kept completely confidential. We will not ask you for your immigration status and we do not share information with the federal government regarding people's immigration status. The survey is certified exempt by the WSU IRB (IRB #20028-001).

There are two ways to complete the survey:

1. **Online** - Visit the website below by entering the website address **directly into the URL address bar** (do not use the search function) then enter your Personal Access Code. Information and comments collected through this survey are kept confidential.

Website: <http://www.opinion.wsu.edu/WashingtonApples/>
Access code: «RESPID»

You can easily start and stop the Web questionnaire then return to where you left off to complete it when convenient.

2. **By phone** with an interviewer: We will call you, or you can call us at 1-800-833-0867 (toll-free). Leave your name, your access code, phone number, and best time to reach you then one of our interviewers will call you back within 48 hours. Or contact us at wa.ag.survey@wsu.edu

Thank you in advance for your assistance with this important survey! I really appreciate it. If you have any questions, 1-800-833-0867 or email us at wa.ag.survey@wsu.edu

Timothy Chatburn
Project Manager
Social and Economic Science Research Center
Washington State University
1-800-833-0867
wa.ag.survey@wsu.edu

Spanish Language Initial Letter Mailed (9/28/2024); E-mailed (10/03/2024)

<date>



Estimado «FullName»,

Ha sido seleccionado para participar en la **Encuesta de Trabajadores Agrícolas Temporales 2024**. El Centro de Investigación en Ciencias Sociales y Económicas (SESRC) de la Universidad Estatal de Washington (WSU) está contactando a trabajadores agrícolas en nombre del Departamento de Seguridad del Empleo del Estado de Washington (ESD) para recopilar información sobre los salarios y las prácticas laborales de los trabajadores agrícolas que participaron en la **cosecha de manzanas en 2024**. Como agradecimiento por su tiempo, le ofrecemos una tarjeta de regalo de 25 dólares al finalizar la encuesta.

Su participación es totalmente voluntaria, y la información proporcionada será tratada de manera **confidencial** de acuerdo con lo establecido por la ley. Solo el equipo de investigación sabrá quién participó. La encuesta es muy breve: debería tomarle solo unos 10 minutos. No le preguntaremos sobre su estatus migratorio, tampoco compartimos información con el gobierno federal respecto al estatus migratorio de las personas. La encuesta ha sido certificada como exenta por la Junta de Revisión Institucional (IRB) de WSU (IRB #20028-001).

Hay dos formas de completar la encuesta:

1. **En línea** - Visite la página web escribiendo la dirección **directamente en la barra de direcciones URL** del navegador (no use la función de búsqueda), luego ingrese su código de acceso personal. Toda la información y comentarios recopilados a través de esta encuesta se mantendrán confidenciales.

Página web: <http://www.opinion.wsu.edu/WashingtonApples/Spanish.aspx>

Código de acceso: **«RESPID»**

Puede comenzar y detener el cuestionario en línea cuando lo necesite y luego retomarlo desde donde lo dejó para completarlo en el momento que le sea más conveniente.

2. **Por teléfono** con un entrevistador: nosotros le llamaremos, o si lo prefiere, puede llamarnos al 1-800-833-0867 (llamada gratuita). Deje su nombre, código de acceso, número de teléfono y la mejor hora para contactarlo, y uno de nuestros entrevistadores le devolverá la llamada en un plazo de 48 horas. También puede contactarnos por correo electrónico a wa.ag.survey@wsu.edu

¡Gracias de antemano por su ayuda con esta importante encuesta! Apreciamos mucho su participación. Si tiene alguna pregunta, no dude en contactarnos al 1-800-833-0867 o enviarnos un correo electrónico a wa.ag.survey@wsu.edu

Atentamente,

Timothy Chatburn
Gerente de Proyecto
Centro de Investigación en Ciencias Sociales y Económicas (SESRC)
Universidad Estatal de Washington
1-800-833-0867
wa.ag.survey@wsu.edu

English Language Reminder E-mail

<Date>

Dear «FullName»,

You were recently contacted by The Social and Economic Sciences Research Center (SESRC) at Washington State University (WSU) to participate in the **2024 Seasonal Agricultural Worker Survey**. We are contacting farm workers on behalf of The Washington State Employment Security Department (ESD) asking for information about wage rates and employment practices for farm workers who were involved in harvesting **Apples in 2024**. We are able to offer you a 25-dollar gift card as a thank you when the survey is over.

Your participation is voluntary and **completely confidential** to the extent provided by law. Only the research team will know who participated. The survey is very brief – it should only take about 10 minutes. Your answers to this survey will be kept completely confidential. We will not ask you for your immigration status and we do not share information with the federal government regarding people's immigration status. The survey is certified exempt by the WSU IRB (IRB #20028-001).

There are two ways to complete the survey:


1. **Online** - Visit the website below by entering the website address **directly into the URL address bar** (do not use the search function) then enter your Personal Access Code. Information and comments collected through this survey are kept confidential.

Website: <http://www.opinion.wsu.edu/WashingtonApples/>
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You can easily start and stop the Web questionnaire then return to where you left off to complete it when convenient.
2. **By phone** with an interviewer: We will call you, or you can call us at 1-800-833-0867 (toll-free). Leave your name, your access code, phone number, and best time to reach you then one of our interviewers will call you back within 48 hours. Or contact us at wa.ag.survey@wsu.edu


Thank you in advance for your assistance with this important survey! I really appreciate it. If you have any questions, 1-800-833-0867 or email us at wa.ag.survey@wsu.edu

Timothy Chatburn
Project Manager
Social and Economic Science Research Center
Washington State University
1-800-833-0867
wa.ag.survey@wsu.edu



Spanish Language Reminder E-mail

<date>

**Employment
Security Department**
WASHINGTON STATE

Estimado/a <full name>,

Recientemente, el Centro de Investigación en Ciencias Sociales y Económicas (SESRC) de la Universidad Estatal de Washington (WSU) se puso en contacto con usted para invitarle a participar en la **Encuesta de Trabajadores Agrícolas Temporales 2024**. Estamos contactando a trabajadores y trabajadoras agrícolas en nombre del Departamento de Seguridad del Empleo del Estado de Washington (ESD) para recopilar información sobre las tarifas salariales y las prácticas de empleo de trabajadores y trabajadoras agrícolas que participaron en la cosecha de **manzanas en 2024**. Como agradecimiento tras completar la encuesta, le ofreceremos una tarjeta de regalo de 25 dólares.

Su participación es totalmente voluntaria, y la información proporcionada será tratada de manera **confidencial** de acuerdo con lo establecido por la ley. Solo el equipo de investigación sabrá quién participó. La encuesta es muy breve: alrededor de 10 minutos. No le preguntaremos sobre su estatus migratorio, tampoco compartimos información con el gobierno federal respecto al estatus migratorio. La encuesta ha sido certificada como exenta por la Junta de Revisión Institucional (IRB) de WSU (IRB #20028-001).

Hay dos formas de completar la encuesta:

1. **En línea** - Visite la página web escribiendo la dirección **directamente en la barra de direcciones URL** del navegador (**no** use la función de búsqueda), luego ingrese su código de acceso personal. Toda la información y comentarios recopilados a través de esta encuesta se mantendrán confidenciales.

Página web: <http://www.opinion.wsu.edu/WashingtonApples/Spanish.aspx>
Código de acceso: **<RESPID>**

Puede comenzar y detener el cuestionario en línea cuando lo necesite y luego retomarlo desde donde lo dejó para completarlo en el momento que le sea más conveniente.

2. **Por teléfono** con un entrevistador: nosotros le llamaremos, o si lo prefiere, puede llamarnos al 1-800-833-0867 (llamada gratuita). Deje su nombre, código de acceso, número de teléfono y la mejor hora para contactarlo, y uno de nuestros entrevistadores le devolverá la llamada en un plazo de 48 horas. También puede contactarnos por correo electrónico a wa.ag.survey@wsu.edu

¡Gracias de antemano por su ayuda con esta importante encuesta! Apreciamos mucho su participación. Si tiene alguna pregunta, no dude en contactarnos al 1-800-833-0867 o enviarnos un correo electrónico a wa.ag.survey@wsu.edu

Atentamente,

Timothy Chatburn
Gerente de Proyecto
Centro de Investigación en Ciencias Sociales y Económicas (SESRC)
Universidad Estatal de Washington
1-800-833-0867
wa.ag.survey@wsu.edu

Web Screens

English – web screenshots

Begin Screen

Employment Security Department
WASHINGTON STATE

WASHINGTON STATE UNIVERSITY
Social and Economic
Sciences Research Center

[Español](#)

Apples

2024 Seasonal Agricultural Worker Survey

The Washington State Employment Security Department is surveying seasonal workers who picked apples in the past year. Your survey responses will help to identify wages and employment practices in Washington State. Your answers are extremely important. Your participation is voluntary. We are able to offer you a 25-dollar gift card as a thank you when the survey is over.

The survey is used for research purposes only. Your answers are confidential and will not be provided to any other entity, with the exception of specific circumstances under RCW 50.13.060 (a law under the Revised Code of Washington about specific (rare) circumstances that grant government agencies access to confidential records).

Please enter your Access Code listed in the message we sent to you

[Submit Access Code](#)

Contact us: sesrcweb@wsu.edu 1-800-833-0867 | - © SESRC 2023
Social and Economic Sciences Research Center, 133 Wilson-Short Hall, Washington State University, Pullman, WA, 99164-4014 USA

Q00

Employment Security Department
WASHINGTON STATE

WASHINGTON STATE UNIVERSITY
Social and Economic
Sciences Research Center

Question 1 of 13

Have you ever worked as an agricultural worker at any time during 2024?

☐ Yes, I have worked as an agricultural worker in 2024

☐ No, I have not worked as an agricultural worker in 2024

☐ No, my name should not be on your list

[<< Back](#) | [Next >>](#)

Contact us: sesrcweb@wsu.edu 1-800-833-0867 | - © SESRC 2023
Social and Economic Sciences Research Center, 133 Wilson-Short Hall, Washington State University, Pullman, WA, 99164-4014 USA

Q01

**Employment Security Department**
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Question 2 of 13
During 2024, did you work as a farm worker picking Apples in Washington State?


☐ Yes
☐ No

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Q02

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WASHINGTON STATE

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Question 3 of 13
Did you pick any of the following apple varieties in 2024?

	Yes	No	Don't know
Red Delicious or Roja	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gala	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fuji	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Granny Smith	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Golden Delicious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cripps Pink (Pink Lady)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Honeycrisp	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Braeburn	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Variety Identification Screen

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You indicated you picked {Variety} apples. The next several questions will ask about your experience picking {Variety} apples in Washington State in 2024.

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Q03

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Question 4 of 13
When picking {Variety} apples in 2024, were you paid by the hour or by the piece or unit? And, how much were you paid?

☐ By the hour → What was your hourly pay rate? \$ per hour

☐ Some other unit, such as by the case, basket, bin or pound

↳ What unit was it?


↳ What was your pay rate per unit? \$ per unit


☐ Don't know

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Q03A

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Question 4A of 13
Were you paid an hourly guarantee? *An hourly pay guarantee refers to the minimum hourly wage rate assured to workers for piece rate activities regardless of worker output.*



☐ Yes → What was the guaranteed rate per hour? \$ Per hour

☐ No



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Q04

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<p>Question 5 of 13 When picking {Variety} apples for this wage, did you work with H-2A workers?</p> <p><input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Don't know</p> <p><< Back Next >></p>			
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Q05

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<p>Question 6 of 13 How many employers did you pick {Variety} apples for in 2024?</p> <p><input type="text"/> number of employers</p> <p><< Back Next >></p>			
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Q06

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<p>Question 7 of 13 In general, did you usually receive a bonus for picking {Variety} apples in 2024?</p> <p><input type="radio"/> Yes <input type="radio"/> No</p> <p><< Back Next >></p>			
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Q07

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Question 8 of 13

What is your current age?

Years


☐ Don't Know


☐ I prefer not to answer

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Q08

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Question 9 of 13

What gender do you identify as?

☐ Male

☐ Female

☐ Non-Binary/Other

☐ Don't Know

☐ I prefer not to answer

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Q09

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Question 10 of 13

Were you born in the United States?

☐ Yes

☐ No

☐ Don't know

☐ I prefer not to answer

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Q10

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Question 11 of 13

How many years have you lived in the United States?

Years


☐ Don't know


☐ I prefer not to answer

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Q11

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Question 12 of 13
Did you apply for an unemployment insurance claim during 2023?


☐ Yes
☐ No
☐ Don't know
☐ I prefer not to answer

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Q12

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Question 13 of 13
Please provide a valid email address. This email will only be used for the purpose of sending a digital gift card.

Email:

This is optional. If you decide not to leave a valid email you will not receive a gift card as a thank you!

If you have additional comments, including additional wages, practices, or benefits provided by employers, please include them here.

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Screened for not harvesting apples in 2024

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<p>We are only gathering information from seasonal farm workers who picked apples in 2024. Thank you for your time.</p> <p><< Back Next >></p>			
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Screened for not working in agriculture in 2024

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<p>We are only gathering information from seasonal farm workers who worked as an agricultural worker in 2024. Thank you for your time.</p> <p><< Back Next >></p>			
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Screened for never working in agriculture

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Pre-Submit Page

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<p>You are about to finish this questionnaire.</p> <p>To submit the questionnaire click the "Submit questionnaire" button below.</p> <p>To review your answers starting from the beginning click the "Review your answers" button.</p> <p>Review your answers Submit questionnaire</p>			
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Final Page

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<p>Your survey has been received.</p> <p>Please close this window.</p>			
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Spanish – web screenshots

Begin Screen

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English

Manzanas
Encuesta de 2024 sobre trabajadores agrícolas de temporada

El Departamento de Seguridad Laboral del Estado de Washington está encuestando a los trabajadores de temporada que cosecharon manzanas durante el último año. Sus respuestas a la encuesta ayudarán a identificar salarios y prácticas laborales en el estado de Washington. Sus respuestas son extremadamente importantes. Su participación es voluntaria. Le ofreceremos una tarjeta de regalo de 25-dólares como muestra de agradecimiento cuando termine la encuesta.

La encuesta se utiliza únicamente con fines de investigación. Las respuestas son confidenciales y no se proporcionarán a ninguna otra entidad, con la excepción de circunstancias específicas de conformidad con RCW 50.13.060 (una ley bajo el Código Enmendado de Washington sobre circunstancias específicas (raras) que otorga a las agencias gubernamentales acceso a información confidencial.

Por favor, entre
el código de acceso que recibió:

Escribir clave de acceso personal

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Q00

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Pregunta 1 of 13

¿Alguna vez ha trabajado como trabajador agrícola en algún momento durante 2024?

☐ Sí, he trabajado como trabajador agrícola en 2024

☐ No, no he trabajado como trabajador agrícola en 2024

☐ No, mi nombre no debería estar en tu lista

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Q01

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Pregunta 2 of 13

Durante 2024, ¿trabajó como trabajador agrícola cosechando manzanas en el estado de Washington?

☐ Sí

☐ No

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Q02

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Pregunta 3 of 13

¿Cosechaste alguna de las siguientes variedades de manzanas en 2024?

	Sí	No	No sé
Red Delicious or Roja	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gala	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fuji	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Granny Smith	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Golden Delicious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cripps Pink (Pink Lady)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Honeycrisp	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Braeburn	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Otra, específica <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Otra, específica <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Otra, específica <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Otra, específica <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Otra, específica <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Otra, específica <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Otra, específica <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Otra, específica <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Variety Identification Screen

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Usted indicó que cosechaba manzanas {Variety}. Las siguientes preguntas serán sobre su experiencia en la cosecha manzanas {Variety} en el estado de Washington en 2024.

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Q03

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Pregunta 4 de 13

Al recoger manzanas {Variety} en 2024, ¿le pagaron por hora o por pieza o unidad? ¿Y cuánto te pagaron?

☐ Por la hora → ¿Cuánto le pagaban por hora? \$ por hora

☐ Alguna otra unidad, como por caja, canasta, contenedor o libra

↳ ¿Qué unidad era?

↳ ¿Cuál fue su tarifa por unidad? \$ por unidad

☐ No sé

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Q03A

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Question 4A of 13

¿Le pagaron una garantía por horas?

☐ Sí → ¿Cuál fue la tarifa garantizada por hora? \$ Por hora

☐ No

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Q04

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Question 5 of 13

Cuando recogía {Variety} manzanas por este salario, ¿trabajó con otros trabajadores que tuvieran también una visa H-2A?

☐ Sí

☐ No

☐ No sé

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Q05

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Pregunta 6 de 13

¿Para cuántos empleadores trabajó en la cosecha manzanas {Variety} en 2024?

empleadores

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Q06

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Pregunta 7 de 13

En general, ¿usualmente recibía un bono por cosechar manzanas {Variety} en 2024?

☐ Sí

☐ No

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Q07

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Pregunta 8 of 13

¿Cuál es su edad actual?

Años

☐ No sé


☐ Prefiero no responder

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Q08

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Pregunta 9 of 13

¿Con qué género se identifica?

☐ Masculino

☐ Femenino

☐ No binario/Otra

☐ No sé

☐ Prefiero no responder

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Q09

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Pregunta 10 of 13

¿Nació en los Estados Unidos?

☐ Sí

☐ No

☐ No sé

☐ Prefiero no responder

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Q10

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Pregunta 11 of 13

¿Cuántos años ha vivido en los Estados Unidos?

Años


☐ No sé

☐ Prefiero no responder

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Q11

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Pregunta 12 of 13
¿Solicitó un seguro de desempleo durante 2023?

☐ Sí
☐ No
☐ No sé
☐ Prefiero no responder

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Q12

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Pregunta 13 de 13
Por favor, proporcione una dirección de correo electrónico válida. Esta dirección de correo electrónico se utilizará únicamente para enviar una tarjeta de regalo digital.

Correo electrónico:

Esto es opcional. Si decide no dejar un correo electrónico válido, no recibirá una tarjeta de regalo como agradecimiento.

If you have additional comments, including additional wages, practices, or benefits provided by employers, please include them here.



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Screened for not harvesting apples in 2024

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<p>Solo estamos recopilando información de trabajadores agrícolas estacionales que recolectaron manzanas en 2024. Gracias por su tiempo.</p> <p><< Atrás Siguiendo >></p>			
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Pre-Submit Page

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<p>Está a punto de terminar este cuestionario.</p> <p>Para enviar el cuestionario, haga clic en el botón "Enviar cuestionario" a continuación.</p> <p>Para revisar sus respuestas desde el principio, haga clic en el botón "Revisar sus respuestas".</p> <p>Review your answers Submit questionnaire</p>			
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Final Page

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<p>Su encuesta ha sido recibida.</p> <p>Por favor, cierre la ventana de internet</p>			
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Phone script (CATI)

English script (Spanish available upon request)

BEGIN

Access Code: <ACCESS>

R's preferred language: <R_LANG>

R's preferred language: <R_LANG>

(IWR NOTE: If ESP switch CATI to Spanish before dialing number)

Phone1: <PHONE1>

Phone2: <Phone2>

Phone3: <Phone3>

New phone: <TEL1>

Hello, this is \$I. I am calling on behalf of the Washington State Employment Security Department. May I please speak to <FULLNAME>?

The Washington State Employment Security Department is surveying seasonal workers who picked apples during this past harvest season (2024). Your survey responses will help to identify wages and employment practices in Washington State. Your answers are extremely important. Your participation is voluntary. We are able to offer you a 25-dollar gift card as a thank you when the survey is over. The survey is used for research purposes only. This interview may be monitored or recorded by my supervisor for quality control purposes. Your answers are confidential and will not be provided to any other entity, with the exception of specific circumstances under RCW 50.13.060 (a law under the Revised Code of Washington about specific (rare) circumstances that grant government agencies access to confidential records).

(IWR note: If R is concerned about changes to immigration policy or is worried about ICE using survey information to identify them, say "By law we are not allowed to share any information in our sample with ICE. Further, we do not have access to your immigration status, and we will not ask you for your immigration status. We keep all information confidential and on secure servers.")

(IWR note: If R is concerned about fraud, say "Here are some possible reasons you may have ended up in the sample even if you were not a seasonal worker: 1. Employer is misclassified (wrong NAICS). See FAQ about how NAICS codes are assigned. 2. Employer has more than one type of business or occupations (e.g. HR consultants and truck drivers in large fruit farmers) and the principal product or activity was classified under Other Non-citrus Fruit Farming (111339). 3. Employer changed business and our data has not been updated. 4. Someone who did work in agriculture used your information to apply for Unemployment Insurance (fraudulently--website for contact information and resources to report fraud is:



<https://esd.wa.gov/unemployment/unemployment-benefits-fraud> OR You can call toll free 800-246-9763 to report the fraud.")

(IWR note: If R asks how we got their information, say "Contact information was drawn from Unemployment Insurance filings data based on the NAICS filings of the business(es) you worked for last year.")(IWR note: If R asks how we got their information, say "Contact information was drawn from Unemployment Insurance filings data based on the NAICS filings of the business(es) you worked for last year.")(IWR note: If R asks why they are being asked to participate, say "You were selected as part of a sample of agricultural workers in Washington State. Information you provide will be compared to employer responses to gain a greater understanding of agricultural wages and employment practices.")

Some refusal preventions

"I know that your time is important, but the survey should not take much of your time and your answers are very important. Your answers will be used to better understand and improve agricultural practices and wages in the state of Washington. Do you have just a few minutes to help improve agricultural ages and practices by taking the brief survey?"

"I know your time is valuable and I want to do the interview at a convenient time for you. I could give you a call at (suggest alternate days and times, or ask "is there a time you would like us to call you back"). Or you can complete the survey online at opinion.wsu.edu/WashingtonApples. Your online access code is <PIN>."

"I'm sorry to hear you had a bad experience picking apples this year. However, negative experiences can also help us better understand and improve agricultural practices. Your answers would be confidential so your employer would not know they came from you. Would you be willing to express your feelings through the survey to better improve agricultural practices?"

"If you would like, I can send you some additional information about the survey along with information to access the survey online. You can complete the survey at a time that is convenient for you. We hope you will decide to complete the survey."

Speaking to R.....	01	=> /CELL
R not available / Set callback (GB, CB, HB).....	02	=> /SKIP_CB
Non contacts (AM, BC, BZ, ED, NA)	03	=> /SKIP_NA
Refusals (R1, R2, R3, RP)	04	=> /F10
Non-working numbers (DS, MP, WN)	05	=> /VERFY
Communication barrier (HC, LG)	06	=> /INT03
Other codes (DD, DP, OT, RN).....	07	=> /INT04
Ineligibles (IE).....	08	=> /INT05
Special project codes ()	09	=> /INT99
Web/Mail codes	10	=> /INT98
Enter new number.....	22	=> /TEL1

CELL

First, for safety reasons, I need to ask if this is a cell phone. (IWR read only if necessary "By cell phone we mean a telephone that is mobile and usable outside of your neighborhood.")

Yes	01	
No	02	=> CONFD
Refuse.....	-9	=> CONFD

CONFD

While your participation is voluntary, your responses will be kept completely confidential. This interview may be monitored by my supervisor to check my work. If I come to any question you would prefer not to answer, just let me know and I will skip over it. Okay?

Continue with survey	01	=> /Q00
No - Try refusal prevention	02	=> /F10
Not a good time - Call back later	03	=> /INT01

Q00

Have you ever worked as an agricultural worker at any time during 2024?

Yes	01	
No	02	=> /INT05
Don't know.....	-7	=> /INT05
Refused.....	-9	=> /INT05

Q01

During 2024, did you work as a farm worker picking APPLES in Washington State?

Yes	01	
No	02	=> /INT05
Don't know.....	-7	=> /INT05
Refused.....	-9	=> /INT05

Q02

Did you pick any of the following apple varieties in 2024? (IWR note: Select all varieties that apply. Verify each variety indicated.) RED DELICIOUS OR ROJA GALA FUJI GRANNY SMITH GOLDEN DELICIOUS PINK LADY (CRIPPS PINK) HONEYCRISP

BRAEBURN Did you pick any OTHER variety in 2024? (What variety did you pick?)
(IWR note: Repeat until no other varieties are provided.)

Red Delicious or Roja.....	01	
Gala	02	
Fuji.....	03	
Granny Smith	04	
Golden Delicious	05	
Pink Lady (Cripps Pink).....	06	
Honeycrisp	07	
Braeburn.....	08	
Other Variety #1	09	O
Other Variety #2	10	O
Other Variety #3	11	O
Other Variety #4	12	O
Other Variety #5	13	O
Other Variety #6	14	O
Other Variety #7	15	O
Other Variety #8	16	O
Other Variety #9	17	O
Other Variety #10.....	18	O
Don't know.....	-7	=> /ENDLP
Refused.....	-9	=> /ENDLP

Q03

You indicated you picked <VARIETY> apples. The next several questions will ask about your experience picking <VARIETY> apples in Washington State in 2024. When picking <VARIETY> apples in 2024, were you paid by the hour or by the piece or unit?

By the hour.....	01	=> /+1 (ERR)
Some other unit, such as by the case, basket, bin or pound.	02	=> /+3 (ERR)
Don't know.....	03	=> /+5 (ERR)
Refused.....	-9	=> /+5 (ERR)

Q03_1_OPEN

What was your hourly pay rate?

Don't know.....	-7777
Refused.....	-9999

Q03_2_OPEN

What was your pay and unit? (IWR Note: If R did not provide unit, please say: "What unit was it?") (IWR Note: If R did provide unit, please verify unit)

Rate and Unit	01	DO
Don't know.....	-7	
Refused.....	-9	

Q03_3_OPEN

What was your hourly pay guarantee? An hourly pay guarantee refers to the minimum hourly wage rate assured to workers for piece rate activities regardless of



worker output. (IWR note: Enter the dollar amount guaranteed by hour or if no guarantee was provided enter 0.)

Don't know.....-777777
Refused.....-999999

Q04

When picking <VARIETY> apples for this wage, did you work with H-2A workers?
(IWR Note: If R needs clarification, we are interested if they picked <VARIETY> apples with H2A workers while earning the reported wage.)

Yes 01
No 02
Don't Know -7
Refused -9

Q05

How many employers did you pick <VARIETY> apples for in 2024?

Don't know.....-7
Refused.....-9

Q06

In general, did you usually receive a bonus for picking <VARIETY> apples in 2024?

Yes 01
No 02
Don't know.....-7
Refused.....-9

Q07

What is your current age? (IWR NOTE: If R asks why we need this information say: "These questions help ESD understand the demographics of agricultural workers in WA state. This questionnaire is mandated by state law, and we have to ask everyone all of these questions.")

Don't know.....-7
Refused.....-9

Q08

What gender do you identify as? (IWR NOTE: If R asks why we need this information say: "These questions help ESD understand the demographics of agricultural workers in WA state. This questionnaire is mandated by state law, and we have to ask everyone all of these questions.")

Male 01
Female..... 02
Non-Binary/Other 03
Don't Know -7
Refused.....-9

Q09

Were you born in the United States? (IWR NOTE: If R asks why we need this information say: "These questions help ESD understand the demographics of agricultural workers in WA state. This questionnaire is mandated by state law, and we have to ask everyone all of these questions.")

Yes 01
No 02
Don't Know 03
Refused 04

Q10

How many years have you lived in the United States? (IWR NOTE: If R asks why we need this information say: "These questions help ESD understand the demographics of agricultural workers in WA state. This questionnaire is mandated by state law, and we have to ask everyone all of these questions.")

Don't know -7
Refused -9

Q11

Did you apply for an unemployment insurance claim during 2023?

Yes 01
No 02
Don't Know -7
Refused -9

TANGO

Can you please provide a valid email address. This email will ONLY be used for the purpose of sending a 25-dollar digital gift card. This is optional. If you decide not to leave a valid email you will not receive a gift card as a thank you. (IWR note: Please verify email with R.)

Email 01 O
Don't know -7
Refused -9

THX

If you have additional comments, including additional wages, practices, or benefits provided by employers, please include them here. (IWR: Pause to give R time to respond) That is my last question. Thank you so much for taking the time to talk with me today.

Yes, comments 01 O
No comments 02

Answering Machine

F7

*** Answering Machine Script*** (IWR note: Do NOT read leading zeros (0) in the access code.)Hello, this is \$I. I am calling on behalf of the Washington State Employment Security Department. I am trying to contact <FULLNAME>. We are surveying seasonal workers who picked apples in the past year to identify agricultural

practices and wages in Washington State. We will try to contact you again at a later time or you can complete the survey at www.opinion.wsu.edu/WashingtonApples and enter access code <RESPID>. You can also call us back at 800-833-0867 and let us know a convenient time to complete the survey with you. Have a great day.
 Continue..... 01 D

Refusal Preventions

*** Refusal Prevention screen ***

"I know that your time is important, but the survey should only take about 8 minutes and your answers are very important. Your answers will be used to better understand and improve agricultural practices and wages in the state of Washington. Do you have just a few minutes to help improve agricultural wages and practices by taking the brief survey?"

"I'm sorry to hear you had a bad experience picking apples this year. However, negative experiences can also help us better understand and improve agricultural practices. Your answers would be confidential so your employer would not know they came from you. Would you be willing to express your feelings through the survey to better improve agricultural practices?"

"I know your time is valuable and I want to do the interview at a convenient time for you. I could give you a call at (suggest alternate days and times, or ask "is there a time you would like us to call you back"). Or you can complete the survey online at opinion.wsu.edu/WashingtonApples. Your online access code is <PIN>."

"I understand that you are very busy. I can give you the website and your access code so that you can complete the survey online at a time that is more convenient for you. The website is opinion.wsu.edu/WashingtonApples and your access code is <RESPID>."

"We did not receive any information from your employer. Your contact information was drawn from Unemployment Insurance filings data based on the NAICS filings of the business(es) you worked for last year. Your information and answers will be kept confidential. Your answers will be reported so that no one individual can be identified and your employer will not know that you participated."

"If you would like, I can send you some additional information about the survey along with information to access the survey online. You can complete the survey at a time that is convenient for you. We hope you will decide to complete the survey."

Yes, will continue survey.....	01	
Will do later -- Set Call-Back	02	=> /INT01
Still refuses (set skip to refusal int screen)	03	=> /REFUS

EMAIL DURING PHONE CALL

<FULLNAME>,

This message is from the Social and Economic Research Center at Washington State University. Thank you so much for speaking with me today! As we have talked about, I have included some information about the 2024 Agricultural Employment Wages and Practices Survey along with information to complete the survey online at your convenience. The 2024 Seasonal Agricultural Workers Survey is conducted by the Social and Economic Research Center at Washington State University and is

Instruments

sponsored by the Washington State Employment Security Department (ESD) and the United States Department of Labor. Information gathered from workers will be used to support and verify information provided by employers to gain a greater understanding of agricultural wages and practices. Your response will help ensure that wages and practices set by the Department of Labor (USDOL) are representative of actual wages paid in Washington State. The survey is voluntary. All information collected is confidential and will not be provided to any other entity; it is used for research purposes only. Responses are used to help inform wages and practices that affect agricultural employers who use the Agricultural Recruitment System. You can complete the survey by following the link below and entering your personal access code.

www.opinion.wsu.edu/WashingtonApples/

Access Code: <RESPID>

You can call us back at 800-833-0867 if you have further questions or would like to schedule a convenient time to complete the survey over the phone. Thank you.

Continue.....01 D



Frequently Asked Questions

English FAQs (Spanish available upon request)

ESDW FAQ'S
2024 Seasonal Agricultural Workers Survey
Access Code: 817-473-787
SESRC 800#: 1-800-833-0867

Statement on ICE

Q. Do we share any info with ICE, or disclose any immigration information to the federal government?

A. By law we are not allowed to share any information in our sample with ICE or assist with identifying the immigration status of anyone. Further, we do not have access to your immigration status, and we will not ask you for your immigration status. We keep all information confidential and on secure servers.

Q. WHY AM I BEING ASKED TO DO THIS?

A. You were selected as part of a sample of agricultural workers in Washington State. Information you provide will be used to gain a greater understanding of agricultural wages and employment practices.

Q. WHO'S SPONSORING THIS?

A. The 2024 Seasonal Agricultural Workers Survey is conducted by the Social and Economic Research Center at Washington State University and is sponsored by the Washington State Employment Security Department (ESD).

Q. DO I HAVE TO PARTICIPATE/COMPLETE THE SURVEY?

A. The survey is voluntary. All information collected is confidential and will not be provided to any other entity; it is used for research purposes only. Responses are used to help inform wages and practices across Washington state.

Q. WHY SHOULD I PARTICIPATE IN THE SURVEY?

A. Your answers are very important and help us better understand agricultural wages across the state of WA.

Q. WILL MY EMPLOYER KNOW THAT I PARTICIPATED IN THE SURVEY?

A. No. There is no direct link between employer and worker responses.

Q. WHO IS ELIGIBLE TO PARTICIPATE IN THE SURVEY?

A. Those who worked as a farm worker in 2024 picking apples in Washington state.

Q. I PICKED ANOTHER FRUIT BESIDES APPLES, HOW DID I END UP IN THE SAMPLE?

- A. The NAICS code could have been reported improperly causing you to be classified incorrectly as involved with apple farming. for apples includes other non-citrus fruits. There was no way to tell that you did not pick apples since you were classified under the same NAICS code and so you ended up in the sample.

Have you picked apples in 2024? If so, then you are eligible to complete the survey. If you did not pick apples in 2024, then you are not eligible for the survey.

Q. I PICKED APPLES IN 2023, BUT NOT THIS YEAR, SHOULD I TAKE THE SURVEY.

- A. No. This survey is for those who worked as a farm worker in 2024 picking apples in Washington state (and are not H-2A workers)

Q. HOW WILL THIS INFORMATION BE USED?

- A. A report will be provided to the legislature accompanied by the response-level data.

Q. HOW WAS I SELECTED FOR THIS SURVEY?

- A. The worker sample (n=8,000) was selected from Unemployment Insurance claimant data.

The sample includes only those workers who worked for an employer classified as NAICS 111331 (Apples) or 111339 (Non-citrus fruits) in 2024. Workers were then coded as being apple or non-apple (really: 'other non-citrus fruit farming') based on the North American Industry Classification System (or NAICS) filings of the business they worked for last year. Simple random sampling methods were used to select the final sample.

The workers sample was selected based on the industry workers were involved with, not their activity. For example, we can tell that a worker was involved with Apple Orchards in the past year, but not that they were involved with harvesting.

Q. I NEVER DID ANY AGRICULTURAL WORK, HOW AM I IN THIS SAMPLE?

- A. Here are the possible scenarios:

1. **Employer is misclassified** (wrong NAICS). See FAQ about how NAICS codes are assigned.
2. **Employer has more than one type of business or occupations** (e.g. HR consultants and truck drivers in large fruit farmers) and the principal product or activity was classified under Apple Orchards (111331) or 111339 (Non-citrus fruits).
3. **Employer changed business and our data has not been updated.**
4. **Someone who did work in agriculture used your information to apply for Unemployment Insurance** (fraudulently--website for contact information and resources to report fraud is:

<https://esd.wa.gov/unemployment/unemployment-benefits-fraud>

OR

you can call toll free **800-246-9763** to report the fraud.

To report identity theft – identify theft is the use of your social security number to work or claim unemployment benefits without your knowledge – call toll free **800-246-9763**.

IWR Note: If R is coded as ineligible due to fraud please make a note in the CATI and alert a supervisor.

Q. HOW DID YOU GET MY INFORMATION?

A. Contact information was drawn from Unemployment Insurance filings data based on the NAICS filings of the business(es) you worked for last year.

Q. HOW DO YOU KEEP THE DATA YOU COLLECT FROM ME SAFE?

A. We take this very seriously and have multiple levels of security. All interviewers working on this project have gone through Human Subjects (IRB) training and have signed a confidentiality agreement. All computers require unique lock screen passwords and network access is restricted by role and project to only allow access to necessary files.

Q. HAS THIS SURVEY OF WORKERS HAPPENED BEFORE?

A. Yes, a pilot of the workers survey happened in fall 2016, and the full survey of workers also occurred in 2017, 2018, 2019, 2020, 2021, 2022, and 2023.

Q. WHY DO YOU WANT TO KNOW ABOUT PARTICULAR WAGES BY THE VARIETY OF APPLE I PICKED?

A. Since we collect wage data specific to variety from employers, we need wages by variety from you so that we can compare wage rates across varieties.

Q. I HAVE SHARED WITH YOU SOME OF MY COMPLAINTS. WILL ESD EVEN BE LOOKING AT WHAT I HAVE SAID?

A. Yes. ESD will be reviewing the comments recorded during the survey.

Q. WHERE CAN I GO TO GET HELP? REGARDING REPORTED HUMAN RIGHTS VIOLATIONS OR ANY OTHER COMPLAINT:

A. Please see the MSFW contacts resources sheet, called "MSFW Contacts 2023" in the SharePoint resources folder.

There's a section on the Worksource website (which MSFWs are familiar with) that lists resources for farmworkers:

<https://seeker.worksourcewa.com/microsite/Content.aspx?appid=MGSWAFARM&pageType=simple&seo=otherresourcesfa>

It is within the "Farmworker resources" section, listed in "Other Resources."

Q. CAN I COMPLETE THE SURVEY ONLINE?

A. You can access the survey online at www.opinion.wsu.edu/WashingtonApples and your access code is <RESPID>.

Q. WHO ARE YOU? WHO IS CONDUCTING THIS INTERVIEW?

A. I am (a student) working part-time for the Social and Economic Sciences Research Center (SESRC) at Washington State University. The Washington State Employment Security Department has contracted with us to conduct interviews to collect the necessary information for the study.



Q. WHO CAN I CONTACT WITH QUESTIONS OR TO VERIFY THE LEGITIMACY OF THIS STUDY?

A. I would be glad to give you our telephone number here at the SESRC, which you can call and ask to speak to my supervisor. The number is 1-800-833-0867.

You may also visit our website at www.sesrc.wsu.edu

IF RESPONDENT ASKS FOR NAME OF SUPERVISOR

My supervisor's name is.... (Colleen Kulesza, Kathryn Mazidi, Tara Courtney, or Mick LeClaire)

Q. CAN I GET A COPY OF THE RESULTS?

A. I can take down your name and address and the information will be provided to the project sponsor with your request for a copy of the results. This information will be provided separately and will not be linked to your answers.

(Interviewer: This is done by pressing the Results button)

Q. RESPONDENT IS REGISTERED ON THE DO NOT CALL LIST?

A. The Do Not Call list applies to sales or telemarketing calls only. We are not selling anything and our sole purpose for calling is to do research to gather information and opinions for decision makers. Your opinions are extremely valuable and we would really appreciate your help with this project.

For further information regarding the National Do Not Call Registry you can go to the following web site www.donotcall.gov

Refusal Preventions

"I know that your time is important, but the survey should only take about 10 minutes and your answers are very important. Your answers may be used to better understand and improve agricultural practices and wages in the state of Washington. Do you have just a few minutes to potentially help improve agricultural wages and practices by taking the brief survey?"

"I'm sorry to hear you had a bad experience picking apples this year. However, negative experiences can also help us better understand and improve agricultural practices. Your answers would be confidential so your employer would not know they came from you. Would you be willing to express your feelings through the survey to potentially improve agricultural practices?"

"I know your time is valuable and I want to do the interview at a convenient time for you. I could give you a call at (suggest alternate days and times or ask "is there a time you would like us to call you back"). Or you can complete the survey online at opinion.wsu.edu/WashingtonApples. Your online access code is <RESPID>."

"I understand that you are very busy. I can give you the website and your access code so that you can complete the survey online at a time that is more convenient for you."

The website is [opinion.wsu.edu/ WashingtonApples](http://opinion.wsu.edu/WashingtonApples) and your access code is <RESPID>.”

“We did not receive any information from your employer. Your contact information was drawn from Unemployment Insurance filings data based on the NAICS filings of the business(es) you worked for last year. Your information and answers will be kept confidential. Your answers will be reported so that no one individual can be identified and your employer will not know that you participated.”

“If you would like, I can send you some additional information about the survey along with information to access the survey online. You can complete the survey at a time that is convenient for you. We hope you will decide to complete the survey.”

[Project Definitions](#)

H-2A - The H-2A temporary agricultural workers program – often called the H-2A visa program helps American farmers fill employment gaps by hiring workers from other countries.

The H-2A temporary agricultural program helps employers who anticipate a lack of available domestic workers to bring foreign workers to the U.S. to perform temporary or seasonal agricultural work including, but not limited to, planting, cultivating, or harvesting labor.

[Commonly Used Acronyms](#)

ESD – Employment Security Department
USDOL – United States Department of Labor
NAICS - North American Industry Classification System
IRB – Institutional review board
MSFW – Migrant Seasonal Farmworker
H2-A – A temporary visa status for non-U.S. citizens working in the U.S.

Section II

2025 Seasonal Agricultural Worker Survey: Blueberry, Cherry, Pear, and Apple harvesters

5.

Proposed Implementation

Background and Objectives

The Social and Economic Sciences Research Center (SESRC) will work collaboratively with the Washington State Employment Security Department (ESD) to conduct the 2025 Seasonal Agricultural Worker Survey. This survey aims to collect information from seasonal agricultural workers who picked blueberries, cherries, pears, and apples in Washington State in 2025. ESD intends to use worker survey results to gain a greater understanding of agricultural wages in Washington State. ESD submits aggregated survey results and reports to the Washington State legislature.

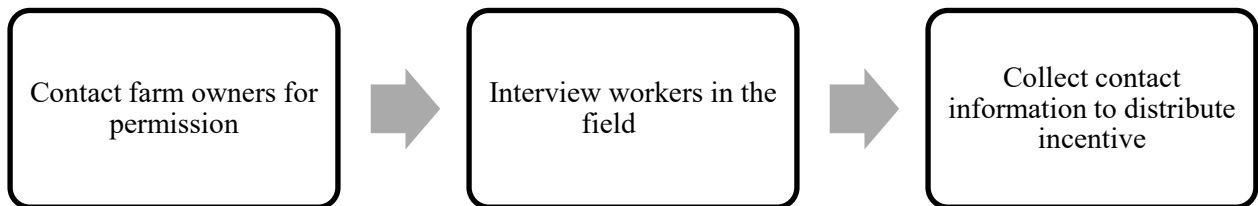
The remainder of this report details the planned processes and summarizes the steps taken to prepare for the 2025 Seasonal Agricultural Worker Surveys.

This study was certified as exempt from review from the WSU Human Research Protection Program IRB # 20028-001.

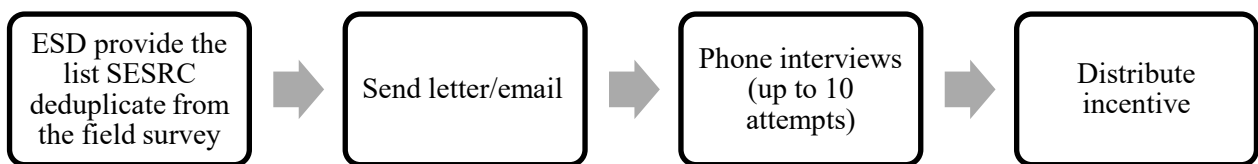
Approach and Study Design

To conduct the 2025 Seasonal Agricultural Worker Survey SESRC has proposed a two-phase mixed method research design utilizing face-to-face group interviews as the primary method of collecting responses followed by telephone interviews to obtain additional responses. First, growers will be contacted and asked for permission to enter their fields and interview workers. Next, SESRC bi-lingual teams will conduct interviews of workers on-site. After the in-field collection period is over letters will be sent to a supplementary sample of workers. Finally, workers from the worker sample will be contacted by phone. Screening questions will be used to ensure responses are not duplicated across modes.

Phase 1: Field survey



Phase 2: Telephone survey



This contact method will be repeated for each crop harvest period. Thus, phone calls to blueberry and cherry workers will overlap with infield surveys to pear and apple workers.

Sample. SESRC has been provided with a preliminary list of 1471 agricultural employers producing blueberries, cherries, pears, and apples in the state of Washington. This sample will assist with confirming the crop grown at each farm, identify the potential number of employees working at that location and obtain permission from landowners and managers to conduct the survey in-person. When permission to enter onto farmland is not granted, the SESRC will contact workers off-site and work with employment agencies and community organizations to ensure that workers are able to be contacted. Additionally, the SESRC will work with ESD to obtain a sample of workers that have a history of working in the agricultural industry harvesting blueberries, cherries, pears, and apples. We anticipate this sample to be at least 8,000 based on the sample provided for the administration of the 2024 Seasonal Agricultural Worker Survey for apple workers.

Questionnaire Design. The SESRC worked collaboratively with ESD and relevant entities to develop the questionnaire. ESD provided the initial contents of the questionnaire. The wage questions used were adapted from the 2023 Agricultural Peak Employment Wages and Practices Worker Survey. General questions and demographic questions were created based on the data requirements outlined in RCW 50.38.070. The SESRC provided consultation based on previous experience and prior research and worked with staff of the ESD to update and refine the standardized questionnaires. The questionnaire for the 2025 in-field surveys will be adapted from the 2024 apple worker version. ESD will review and authorized the use of the final instrument prior to distribution. The SESRC also worked with ESD to develop and refine the language that will be used to communicate with growers and survey respondents. This includes but is not limited to the development of letters,

emails, phone scripts, answering machine scripts, and FAQ sheets. ESD will authorize the final language of all communications with growers and workers.

Spanish Translation. All materials provided by ESD that have been translated to Spanish will be reviewed by Spanish speaking staff at SESRC. Updates or changes will be based on providing the most practical translation that would be understood by the widest range of Spanish speaking workers. All changes would be reviewed by ESD. The SESRC will translate materials as needed using either SESRC staff or a translation service that provides translations using human translators. The use of AI or other translation software will be limited to ensure the most natural translations. All translations will be reviewed by Spanish speaking SESRC staff. ESD will review all translated material before it is used.

Phase 1: Face-to-Face

Face-to-face group interview recruitment. As a land grant university WSU maintains connections throughout the state with the agricultural industry. This relationship gives WSU and its affiliated entities a level of credibility among the agricultural community. Further, the SESRC has helped conduct numerous studies across various aspects of the agricultural industry in Washington State giving the SESRC further credibility. These factors have allowed connections and partnerships to develop over time which gives the SESRC an advantage when reaching out to and working with members of the agricultural community.

The SESRC will contact blueberry, cherry, pear, and apple growers by phone and email prior to fieldwork to ask for their permission to enter their field. This initial contact with growers will also be used by SESRC to also ask for suggestions about the best time to contact workers to conduct the survey. After obtaining permission, interviewers will approach harvest workers in the field or at their housing units at an appropriate time and invite them to participate in the survey. When SESRC does not have permission to enter onto farmland, workers will be contacted off-site. The SESRC will work with employment agencies and organizations such as community-based labor groups to ensure that workers are able to be contacted. The SESRC will attempt to contact farms of all sizes, and from various geographic locations around Washington state. SESRC will attempt to include at least one large farm (at least 100 workers) per specified crop. To enhance the likelihood of participation, water and light refreshments will be provided as well as a 25-dollar gift card as a thank you for their participation.

Travel and related expenses. All travel between the SESRCs location in Pullman, WA and interview locations across the state will be done using WSU owned vans. The use of official WSU vehicles will increase the credibility of the teams when they show up to conduct interviews. All travel related expenses including but not limited to gas, food, and lodging will be covered or reimbursed according to WSU and Washington state policy and law.

In-field survey plan of work. SESRC proposes sending 2 survey bi-lingual teams into the field during the blueberry, cherry, pear, and apple harvest

periods. During each harvest period teams would spend two weeks visiting locations across the state. Each team will consist of 2 bi-lingual supervisors and up to 4 bilingual interviewers. All bi-lingual staff will be fluent in English and Spanish, and be selected to have a diverse understanding of different Spanish dialects. Teams will be a combination of SESRC bilingual staff and local hires when needed.

Interviewers will make site visits to farms that have been pre-contacted and have agreed to allow SESRC staff to conduct the survey in their field. Interviewers will attempt to make contact with workers in the field or at their housing units to invite them to participate in the survey. To avoid bias caused by presence of the employers we will try to coordinate an appropriate time when workers can be surveyed without an employer present.

Workers will initially answer a screening question to determine if they are a seasonal worker or employed on a H2-A visa. Respondents who are not on H2-A visas qualify to participate in the survey. Interviewers will provide qualifying workers with an SESRC owned tablet that is equipped with Qualtrics survey management software. Qualtrics is an internationally trusted company that specializes in survey administration platforms. Qualtrics is being chosen because it allows for the offline administration of a digital survey. Workers will complete the survey securely and the data will be stored via Qualtrics encrypted data storage. As soon as tablets are connected to the internet the data will sync with Qualtrics servers and researchers at WSU will be able to download and store the data on SESRC secure servers.

Alternatively, workers will be provided with the survey in paper format and asked to fill out the survey. In order to avoid biases and peer pressure, participants will self-administer the survey; however, if the survey participants need help the interviewers may read the question out loud and record the answer or provide additional clarifications and instructions. Additional assistance will only be provided if necessary. We will attempt to survey at different geographical locations in the state.

Upon completion of the survey, participants will be asked for contact information that will be used to distribute a 25-dollar Tango gift card as a thank you. This information will additionally be used for sample management during phase 2 of data collection. All information collected will be kept separately from survey responses to ensure the confidentiality of respondents. Information will be stored on WSU secure servers according to the previously outlined protocols. All contact information that is collect will be destroyed upon the completion of this project.

Handling of data. All data collected in the field will be handled by trained staff of the SESRC. All staff are under the direction of full time SESRC staff that have completed CITI trainings on proper research conduct. All data will be handled and kept confidential by SESRC staff while administering the survey. Upon the completion of the survey, paper data will be immediately deposited and kept in locked storage. Locked storage will be attended at all times by SESRC staff. Once data has been returned from the field SESRC professional staff will conduct data entry using SESRC proprietary data collection software running on WSU secure servers.

Data Entry. SESRC utilizes a two-pass data entry process. An SESRC hourly worker will enter the responses from each paper questionnaire into a database.

A second employee will then re-enter the questionnaire. If the system identifies a discrepancy between the first and second entry, it will beep and have the person determine if what they entered was correct or if the initial entry was correct. Any remaining discrepancies after data entry is complete are checked by a supervisor to ensure accuracy of how the data were entered.

Phase 2: Telephone

Telephone Survey. In addition to in-field interviews SESRC proposes phone calls to supplement responses across all four worker categories (blueberry, cherry, pear, and apple). SESRC will plan for up to 10 call attempts for each contact in the worker sample provided by ESD. If an address is available, an invitation letter in both English and Spanish will be sent to the respondents before the calling starts. Both the English and Spanish version of the surveys will be programmed in the CATI. We will assume the respondents speak Spanish at the first contact. We can switch to interview in English if that is the preferred language. Screening questions will be developed to avoid duplicate responses across survey modes. Upon the successful completion of a survey, respondents will be asked to verify their contact information from the sample or provide a preferred email address for the purpose of distributing a 25-dollar Tango gift card as a thank you for their participation. Any information provided by respondents will be kept confidential on WSU secure servers. Additionally, this information will be considered restricted and will be decoupled from the data and stored separately. All sample information is destroyed within 6-months of the completion of a project unless otherwise required.

The questionnaires developed for use in the field will be programmed on SESRC's CATI system licensed from VOXCO. SESRC shall collaborate with the client to finalize an introductory script that encourages participation in the survey as well as collaborate in the preparation of training materials for interviewers including responses to Frequently Asked Questions (FAQs) to be used for answering respondent questions about the survey. Client will approve the final questionnaires and CATI versions prior to the start of data collection.

Administer telephone survey with efficient sample management. The CATI system shall be used to conduct interviews and manage the survey sample, which is standard in the industry. The SESRC shall keep accurate records of the disposition of all sample cases in the survey. The SESRC uses the standard AAPOR final disposition codes for all interview and refusal final dispositions.

The SESRC shall use a dialing protocol that provides up to 10 attempts for every working telephone number in the sample. Each call that goes unanswered is noted in the CATI call-record for that case, and the case is scheduled for a call at a later time. If the second attempt is unsuccessful, the protocol varies the days of the week and times of the day future calls are attempted. Respondents can also request to be called at a specific time and/or on a particular day. Additional controls will be applied to ensure that workers do not receive 10 calls in rapid succession, this will help ensure that workers who work harvesting multiple crops are contacted.

Employ and supervise interviewers. The SESRC shall hire and train interviewers, as well as schedule the interviewing. The SESRC regularly hires bilingual interviewers who are fluent in Spanish to work on those projects where the survey is being conducted in Spanish. We will utilize the local network in Hispanic/Latinx communities to recruit local interviewers to join the team.

Train interviewers in survey requirements. SESRC shall train all interviewers for up to eight hours in proper interviewing and probing techniques, the correct use of materials, and reporting procedures. All interviewers will be provided with written materials containing specific information about the survey along with general information about conducting interviews - including the FAQs specific to this study – that can be referred to as needed during interviews. Interviewer will be supervised in the field by the supervisors.

Data Management and Analysis. SESRC manages quantitative data using statistical software such as SPSS. Excel files are also commonly produced. Analysis is conducted using SPSS and R.

6.

Preparations for 2025

Employer Identification

One of the first tasks undertaken by the SESRC was to identify the major hubs of agricultural activity in the State of Washington. The distribution of berry farms and fruit orchards is most prevalent across the central portion of the state. With the largest concentration of farms being found in the Yakima Valley, and across Benton and Franklin Counties. On the Western half of the state the agricultural activity of interest is found primarily in the Northwest corner of the state.

The SESRC plans on sending teams to areas with the highest concentrations of workers to maximize the efficiency of contacting workers. This includes the following regions (identified in Figure 2):

1. The region that stretches from the Tri-cities to Walla Walla across Benton, Franklin and Walla Walla Counties employs approximately 14,368 workers.
2. The region around Wenatchee in Chelan, Douglas, and Okanogan Counties employs approximately 10,611 workers.
3. The region around the Yakima Valley employs approximately 14,275 workers.
4. The central region that encompasses Kittitas and Grant counties around the communities of Othello, Royal City, Vantage, and Moses Lake employs approximately 7,971 workers.
5. The Northwest region of the state encompassing Snohomish, Skagit, and Whatcom counties around the communities of Bellingham, Arlington, and Mt. Vernon employs approximately 373 workers.

Figure 1 shows the distribution of agricultural activity across the state of Washington and Figure 2 provides the identified agricultural regions of interest for conducting the in-field portion of the 2025 Seasonal Agricultural Worker Survey.

Figure 1. Distribution of Agricultural Activity in the State of Washington (USDA, 2022).

Key (magnified from image)

CropGroup	
Berry	Nursery
Cereal Grain	Oilseed
Commercial Tree	Orchard
Developed	Other
Flower Bulb	Pasture
Green Manure	Seed
Hay/Silage	Shellfish
Herb	Turfgrass
Melon	Vegetable
	Vineyard

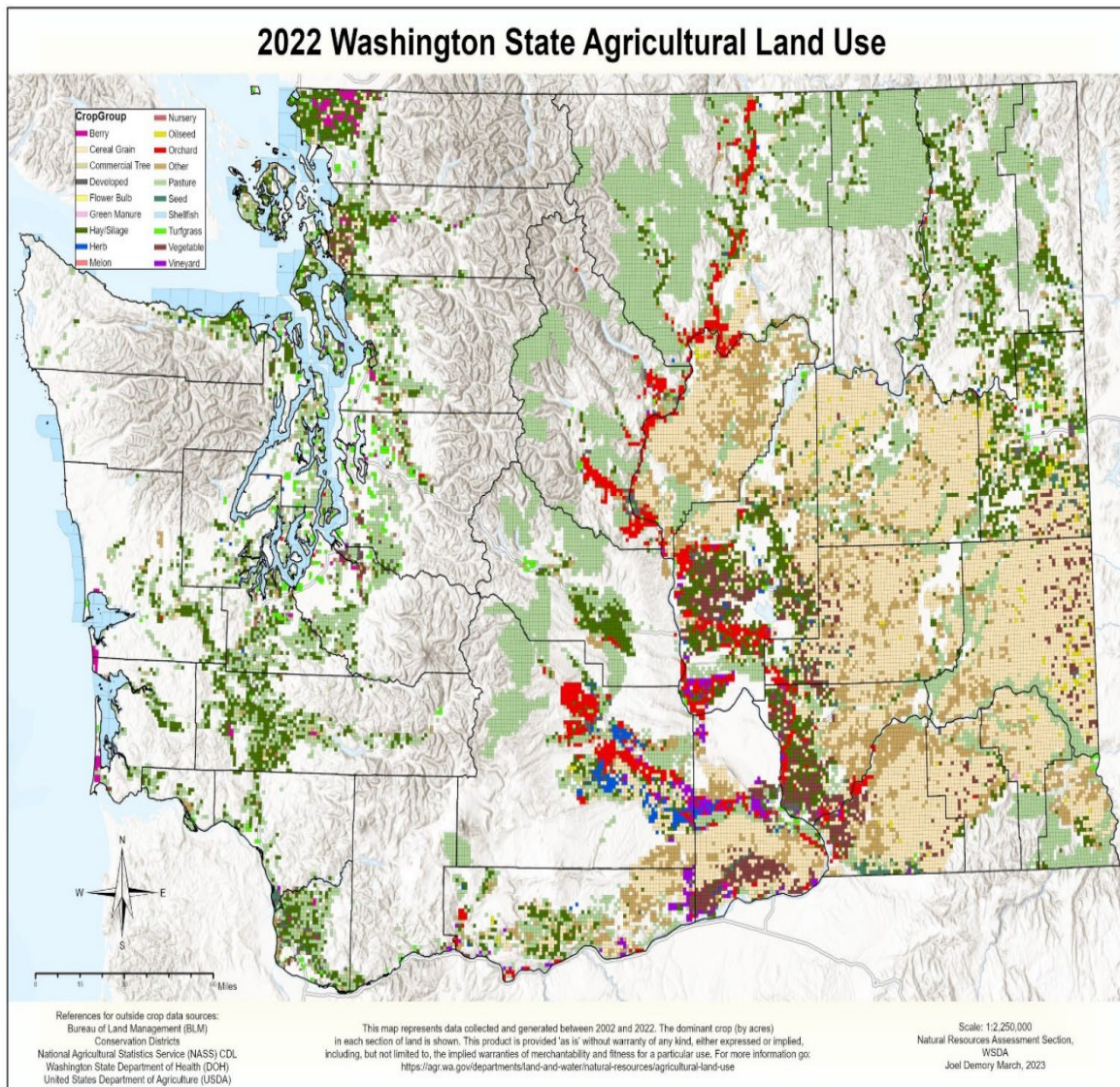
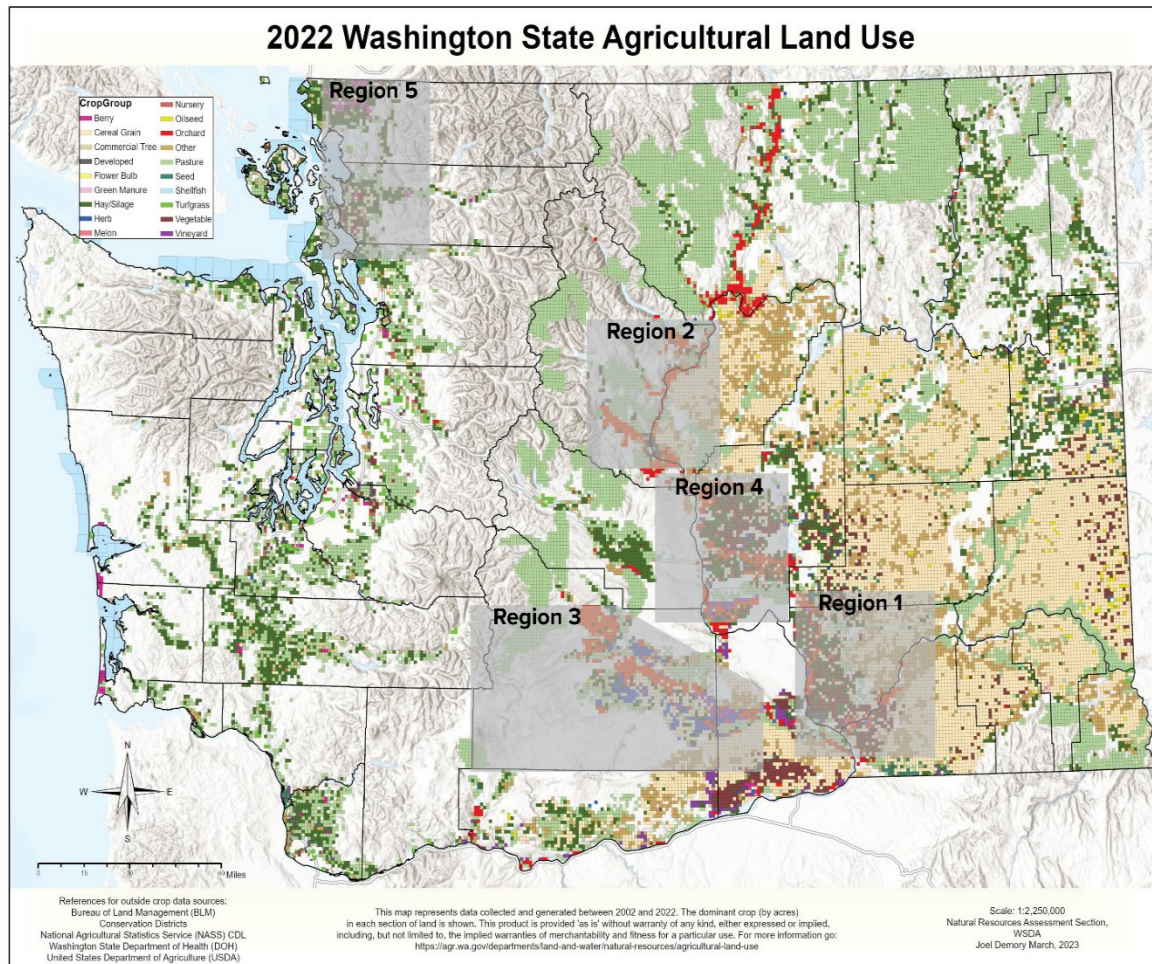


Figure 2. Distribution of Agricultural Activity in the State of Washington with Regions of Interest for 2025 Seasonal Agricultural Worker Survey



Employer Consent

Obtaining permission from landowners to enter onto their property and conduct a survey of agricultural workers is a priority. Permission to talk to workers in the field will facilitate a smoother interviewing process and ensure that the target population is contacted as efficiently as possible. On April 11, 2025, The SESRC began the process of obtaining consent to interview workers on site.

To obtain consent the SESRC has been utilizing a mixed method approach using telephone and email. SESRC was supplied a preliminary sample of 1,471 employers. This sample was split into farms that only had one contact and farms that were managed by multiple entities or have duplicate contact information due to consolidation. The SESRC programmed a short script into their Computer Assisted Telephone Interview system licensed from VOXCO.

SESRC trained interviewers make phone calls Monday through Friday during normal business hours in an attempt to contact the current owner or

manager of each farm to ask consent to conduct the survey and verify some general information about their farm. Interviewers that call for permission receive normal training on telephone interviewing as well as project specific training. A FAQ sheet is also provided to assist interviewers in answering common questions that employers may have.

As of April 30th, 2025, the SESRC has obtained permission from a total of 43 farms that employed approximately 980 workers in 2023. Table 3 provides a snapshot of the current progress.

Table 3. Employer Permission by Telephone

Farms Called	995
Permission Obtained	43
Non-Contacts	781
Other	73
Refusals	98
Farms not attempted yet*	476

*A number of farms in the sample are managed by multiple entities, or have duplicate information due to consolidation. These farms are being processed separately and will be called in a second wave of calling in May 2025.

The SESRC will continue to contact employers by phone for the purpose of obtaining permission up to 5 times.

In addition to telephone calls, the SESRC sent an initial email to all non-respondents in the sample. The email contained a brief explanation of why the contact was being made, asked for permission to conduct a survey, asked for some general information that could be safely sent via email, and provided respondents with information on how to contact the SESRC to provide information over the phone or to ask questions.

When SESRC does not have permission to enter onto farmland, workers will be contacted off-site. The SESRC will work with temporary employment agencies and community-based labor organizations to ensure that workers are able to be contacted.

Employer Consent Phone Script

INTRO:

Access Code: <ACCESS>

Phone 1: <PHONE1>

Phone 2: <PHONE2>

Phone 3: <PHONE3>

Name: <CONTACT>

Farm Name: <FARMNAME>

Address: <PHYSADDR>

City: State: Call back name: <NAME>

New phone number: <TEL1>

Previous call info: <F9:O>

Press ENTER to continueST D
Web completeWC I => /END
Extended rules special groupX1 I => /END

BEGIN:

Access Code: <ACCESS>

Phone: <PHONE1>

Alternate Phone 1: <PHONE2>

Alternate Phone 2: <PHONE3>

Farm Name: <FARMNAME>

New phone: <TEL1>

Hello, this is \$I from the Social and Economic Sciences Research Center at Washington State University. This harvest season we are going to be interviewing agricultural workers on behalf of the Employment Security Department about wages in Washington State. Can I please speak with <CONTACT>?

(IWR NOTE: If R is not available ask if they can speak with a current owner, manager, or someone that runs the daily operations at the farm.)

(IWR NOTE: If needed, probe for any additional contact information to update sample if needed.)

RCW 50.38.070 requires the Employment Security Department to collect wage information from agricultural workers hired to help harvest Blueberries, Cherries, Pears, and Apples and who are not employed through the

2A visa program. We are currently preparing for the 2025 harvest season survey by asking farm owners for their cooperation. Can I ask you a few quick questions? (IWR NOTE: If R asks how long it will take, say "less than 5 minutes.")

REFUSAL PREVENTIONS

"I know your time is important, and I assure you we do not want to waste your time. Today we are not asking you to participate in a survey. We just have a few simple questions such as the number of workers you expect to employ this harvest, and what crops you grow. Do you have time for these few quick questions?"

"Today we are not conducting a survey about wages and do not need any information about your wages or specific employment practices. We just have a few simple questions such as the number of workers you expect to employ this harvest, and what crops you grow. Do you have time for these few quick questions?"

Speaking to R	01	=> /CELL
R not available / Set callback (GB, CB, HB).....	02	=> /SKIP_CB
Non contacts (AM, BC, BZ, ED, NA)	03	=> /SKIP_NA
Refusals (R1, R2, R3, RP)	04	=> /F10
Non-working numbers (DS, MP, WN)	05	=> /VERFY
Communication barrier (HC, LG).....	06	=> /INT03
Other codes (DD, DP, OT, RN)	07	I => /INT04
Ineligibles (IE).....	08	I => /INT05
Special project codes ()	09	I => /INT99
Web/Mail codes.....	10	I => /INT98
Enter new number	22	=> /TEL1

CELL:

First, for safety reasons, I need to ask if this is a cell phone. (IWR read only if necessary "By cell phone we mean a telephone that is mobile and usable outside of your neighborhood.")

=> /CONFD
if CELL=02

Yes.....	01	
No	02	=> CONFD
Refuse	-9	=> CONFD

CONFD:

While your participation is voluntary, your responses will be kept completely confidential. This interview may be monitored by my supervisor to check my work. If I come to any question you would prefer not to answer, just let me know and I will skip over it. Okay?

Continue with survey	01	=> /Q01
No - Try refusal prevention	02	=> /F10
Not a good time - Call back later.....	03	=> /INT01

Q01:

Can you confirm that <FARMNAME> is located at <PHYSADDR>?

(IWR NOTE: If No, probe for correct address or farm name and record response)

Yes.....	01	
No (Enter any new info).....	02	O
Don't know.....	-7	
Refused	-9	

Q02:

Our records indicate that <FARMNAME> could be growing <CROPS>. Does <FARMNAME> grow <CROPS>?

(IWR NOTE: If No, probe for correct crops and record response)

(IWR NOTE: If R says or confirms berries, probe specifically for blueberries)

Yes.....	01	
No	02	
Alternative/Other Crops	03	O
Don't Know	-7	
Refused	-9	

Q03:

Would you allow the SESRC to interview workers on-site at <FARMNAME> during the 2025 harvest season?

(IWR NOTE: If R is hesitant to say "Yes" use FAQ for ways to address concerns or answer questions.)

(IWR NOTE: If R says "No," probe for alternative places that we might be able to contact their workers. For example, a parking and loading area near the farm, the workers living quarters after working hours, nearby establishments that workers frequent, etc.. Record response)

(IWR NOTE: If R says they do not have the ability to provide permission, probe for contact info of person who can. Record response as "No" along with any additional information that R provides.)

Yes.....	01	
No (with alternatives provided)	02	O
No (no alternatives)	03	=> /THX
Don't Know	04	
Refused	05	=> /THX

Q04:

Our records indicate that last harvest season <FARMNAME> employed about <MAXEMP> workers during the peak of harvest. During 2025, how many workers do you plan on employing?

Less

About the same

Or More

(IWR NOTE: If R gives you a specific number you can enter less, about the same, or more on their behalf and supply the exact number as open end.)

(IWR NOTE: If R does not give you a specific number, please enter N/A in the open end.)

(IWR NOTE: If R is not hiring this season, probe for reason and record response.)

Plans not to hire this season	01	O	=> /THX
Less	02	O	
About the Same	03	O	
More	04	O	
Don't Know	-7		
Refused	-9		

Q05:

During what weeks do you expect peak harvest to occur at <FARMNAME> in 2025?

(IWR NOTE: Please record information however respondent provides. For example, second week of July, 07/07/25, and the week of July 7th might be given for the same time period in July.)

(IWR NOTE: If R says "Don't Know" ask about when peak harvest was in 2024 and record response.)

Enter dates.....	01	O
Don't Know	-7	O
Refused	-9	

Q06:

What is the best time of the day and week for the SESRC to interview workers at <FARMNAME>?

(IWR NOTE: Please record information however respondent provides.)

(IWR NOTE: If R provides time of day but not day of week, probe for best days of week.)

(IWR NOTE: If R provides days of week but not time of day, probe for best times of day.)

=> /Q06A

if Q03==2

Best days times	01	O	=> /THX
Don't know.....	-7		=> /THX
Refuse	-9		=> /THX

Q06A:

Can you provide us with the typical working hours at <FARMNAME>, so we can plan to contact workers when they are not on shift?

(IWR NOTE: Please record information however respondent provides.)

Typical Hours 01 O
Don't Know -7
Refused -9

THX:

That is my last question. Thank you so much for taking the time to talk with me today. Do you have any other information you would like to share with me?

Yes, comments..... 01 O
No comments..... 02

F7:

*** Answering Machine Script***

(IWR note: Do NOT read leading zeros (0) in the access code.)

Hello, this is \$I from the Social and Economic Sciences Research Center at Washington State University. This harvest season we are going to be interviewing agricultural workers on behalf of the Employment Security Department about wages in Washington State. We are attempting to contact you today to confirm some basic information about <FARMNAME> such as the type of crop produced and the number of workers that help with harvest. We will try contacting you again in the coming days, or you can contact us at 1-800-833-0867 and reference the number <RESPID> to set up a quick 5-minute phone call. Thank you.

Continue 01 D

F10:

*** Refusal Prevention screen ***

"I know your time is important, and I assure you we do not want to waste your time. Today we are not asking you to participate in a survey. We just have a few simple questions such as the number of workers you expect to employ this harvest, and what crops you grow. Do you have time for these few quick questions?"

"Today we are not conducting a survey about wages and do not need any information about your wages or specific employment practices. We just have a few simple questions such as the number of workers you expect to employ this harvest, and what crops you grow. Do you have time for these few quick questions?"

"I would be happy to share the types of questions we will ask during the survey. The questionnaire asks what variety of fruit an individual is harvesting, the wage they are being paid, any hourly guarantees they receive, any bonus they receive, and if they work for more than one employer. We also ask some demographic information such as age, gender, and if they were born in the U.S."

Yes, will continue survey..... 01
Will do later -- Set Call-Back..... 02 => /INT01
Still refuses (set skip to refusal int screen) 03 => /REFUS

Frequently Asked Questions

ESDW25 – Employer Permission FAQ'S

Obtaining Consent for Field Interviews

Access Code: 817-473-787

SESRC 800#: 1-800-833-0867

Q. HOW DID YOU GET MY NAME/PHONE NUMBER?

- A. Your business was selected as part of a census of agricultural businesses in Washington State who pay taxes under the Unemployment Insurance (UI) program. Your initial contact information came from these or was updated from other public documents. North American Industry Classification System (NAICS) codes were used to identify employers growing select crops.

Q. WHAT IS RCW.50.38.070?

- A. RCW.50.38.070 was passed by the Washington Legislature in 2024 and mandates the Employment Security Department to collect wage data from workers hired to help harvest Blueberries, Cherries, Pears, and Apples.

Q. IS PARTICIPATING IN THE SURVEY REQUIRED BY LAW?

- A. The Unemployment Security Department is legally required to obtain wage data from workers harvesting Blueberries, Cherries, Pears, and Apples; however, employers are not required to allow ESD or SESRC on to their property to conduct the survey.

Q. Do we share any info with ICE, or disclose any immigration information to the federal government?

- A. By law we are not allowed to share any information in our sample with ICE or assist with identifying the immigration status of anyone. Further, we do not have access to workers immigration status. We will be asking workers if they are employed through the H2A Visa program; however, we will not be interviewing or recording any information from those that are on an H2A visa. We keep all information confidential and locked while in the field and on secure servers once it is entered into our data management system.

Q. WHAT QUESTIONS ARE ON THE SURVEY?

- A. The questionnaire asks what variety of fruit an individual is harvesting, the wage they are being paid, any hourly guarantees they receive, any bonus they receive, and if they work for more than one employer. We also ask some demographic information such as age, gender, and if they were born in the U.S.

Q. I ALREADY REPORT DURING THE AGRICULTURAL WAGES AND PRACTICES SURVEY WHY IS THIS SURVEY BEING CONDUCTED?

- A. The Washington state legislature passed a new law in 2024 that requires the Employment Security Department to collect wage data from workers during harvest season. This data is being collected by the state of Washington and is not used by the DOL when considering the Adverse Effect Wage Rate.

Q. IF I CONSENT, WOULD I STILL BE ABLE TO OVERSEE WHAT YOU ARE DOING? IF I CONSENT, CAN I SET THE TERMS OF THE VISIT? (YOU MAY SEE MULTIPLE VARIATIONS OF THIS TYPE OF QUESTION)

A. If you provide consent, we will visit during the peak weeks of harvest. We will ask you for the best times and days of the week to come to your farm. You can also control where we access your farm and where we are allowed to conduct the survey. We will send a supervisor with our team of interviewers to ensure that all staff conducting surveys are compliant with the requests of landowners and farm/field managers. We would visit during the peak weeks of harvest

Q. WHY DO YOU NEED TO KNOW HOW MANY PEOPLE I EMPLOY DURING PEAK HARVEST SEASON?

A. In order to conduct the 2025 agricultural worker wage survey as efficiently as possible we are trying to understand the employment at farms we will be visiting. This will help us plan the logistics of implementing the survey

Q. WHY DO YOU NEED TO KNOW WHEN PEAK HARVEST IS?

A. RCW.50.38.070 requires the Employment Security department to focus on the wages paid during the peak of harvest season. We would like to visit during the peak of harvest to accurately record the wage data.

Q. WHAT IS THE PURPOSE OF THIS STUDY?

A. Today, we are not conducting a study. We are calling agricultural employers to ask permission to conduct an on-site interview with workers during the peak of harvest season. RCW.50.38.070 requires that the Employment Security Department collect wage data from workers during the 2025 harvest season.

Q. WHO IS SPONSORING THIS STUDY? WHO IS FUNDING THE SURVEY?

A. RCW.50.38.070 was passed by the Washington state legislature in 2024 and provides funding to The Unemployment Security Department. The Unemployment Security Department has contracted the Social and Economic Sciences Research Center to collect wage data in 2025.

Q. WHO CAN I CONTACT WITH QUESTIONS OR TO VERIFY THE LEGITIMACY OF THIS STUDY?

A. I would be glad to give you our telephone number here at the SESRC, which you can call and ask to speak to my supervisor. The number is 1-800-833-0867.

You may also visit our website at www.sesrc.wsu.edu

IF RESPONDENT ASKS FOR NAME OF SUPERVISOR

My supervisor's name is.... (Colleen Kulesza, Tara Courtney, Mick LeClaire, Emily Sheppard)

Q. IS THIS CONFIDENTIAL?

A. Yes. Only select members of the research team will be able to see the answers you provide. Your answers will only be used to help plan the implementation of the upcoming 2025 agricultural worker survey. The information you provide will be destroyed once we have completed the study.

Q. RESPONDENT IS REGISTERED ON THE DO NOT CALL LIST?

- A. The Do Not Call list applies to sales or telemarketing calls only. We are not selling anything and our sole purpose for calling is to do research to gather information and opinions for decision makers. Your opinions are extremely valuable and we would really appreciate your help with this project.

For further information regarding the National Do Not Call Registry you can go to the following web site www.donotcall.gov

Refusal Preventions

"I know your time is important, and I assure you we do not want to waste your time. Today we are not asking you to participate in a survey. We just have a few simple questions such as the number of workers you expect to employ this harvest, and what crops you grow. Do you have time for these few quick questions?"

"Today we are not conducting a survey about wages and do not need any information about your wages or specific employment practices. We just have a few simple questions such as the number of workers you expect to employ this harvest, and what crops you grow. Do you have time for these few quick questions?"

"I would be happy to share the types of questions that will be on the questionnaire. The questionnaire asks what variety of fruit an individual is harvesting, the wage they are being paid, any hourly guarantees they receive, any bonus they receive, and if they work for more than one employer. We also ask some demographic information such as age, gender, and if they were born in the U.S."

7.

Training and Hiring

Hiring Practices

SESRC follows all federal and state laws when hiring employees. SESRC regularly hires interviewers to conduct phone and in-person interviews. SESRC is currently planning a round of hiring to ensure that there is sufficient interviewer staff through the summer. This hiring will include hiring individuals that are able to travel within the state of Washington for up to a week at a time for the purpose of conducting in-field interviews. Additionally, the SESRC will be looking for interviewers with Spanish fluency during this round of hiring in preparation for in-field survey work.

SESRC will advertise positions publicly through WSU's hiring platform managed by Workday as well as through public listings such as Indeed and ZipRecruiter.

Training Protocols and Standards

The SESRC maintains a standard of training for all staff. This project will utilize SESRC staff (temporary and existing). The SESRC trains all interviewers for eight hours over two 4-hour sessions. These trainings include instruction in proper interviewing and probing techniques, the correct use of informational materials and specialized equipment, and proper data reporting procedures. Interviewers are additionally given project specific training which includes walkthroughs of the survey instruments and the conducting of test surveys using the telephone CATI system, web instruments, and paper instruments. Interviewers conducting in-person interviews will receive additional training on proper interviewing techniques when conducting face-to-face interviews. All interviewers will be provided with written materials containing specific information about the survey along with general information about conducting interviews - including the FAQs specific to this study - that can be referred to as needed during interviews. Interviewers will additionally be supervised in the field by the supervisors.

8.

Instrument Development

Questionnaire Design

The SESRC worked collaboratively with ESD and relevant entities to develop the questionnaire. ESD provided the initial contents of the questionnaire. The wage questions used were adapted from the 2023 Agricultural Peak Employment Wages and Practices Worker Survey. General questions and demographic questions were created based on the data requirements outlined in RCW 50.38.070. The SESRC provided consultation based on previous experience and prior research and worked with staff of the ESD to update and refine the standardized questionnaires. The questionnaire for the 2025 in-field surveys will be adapted from the 2024 apple worker version. ESD will review and authorize the use of the final instrument prior to distribution. All instruments are provided in both English and Spanish.

Web Instrument

The SESRC will program a digital version of the survey onto the Qualtrics survey platform. Qualtrics provides industry standard secure survey software that can be utilized to collect data digitally without the need for an internet connection. Interviewers will have the option to conduct in-field interviews through the use of tablets and a digital instrument. See section 1.4 of this report for examples of web presentations.

Telephone Instrument


The SESRC will update the CATI that was programmed to implement the 2024 Seasonal Agricultural Worker Survey for apple workers. As needed the CATI will be updated to account for different crop varieties (blueberries, cherries, and pears) and changes in dates. See section 1.4 of this report for examples of the phone script.

Paper Instrument

Interviewers will have the option to conduct in-field interviews through the use of a paper instrument. The paper instrument was designed to have the

same presentation as the digital version to reduce bias across modes. Both the Paper and web presentations were designed following the Tailored Design Method (TDM)² in order to increase the ease of responding, reduce error, and achieve a higher rate of response. The paper instrument provided in this report is not the final design and serves as an example of how the paper design will be produced.

2025 SEASONAL AGRICULTURAL WORKER SURVEY: <CROP TYPE>



Place holder for an image of crop type

The Washington State Employment Security Department is surveying seasonal workers who picked apples in the past year. Your survey responses will help to identify wages and employment practices in Washington State. Your answers are extremely important. Your participation is voluntary. We are able to offer you a 25-dollar gift card as a thank you when the survey is over.

The survey is used for research purposes only. Your answers are confidential and will not be provided to any other entity, with the exception of specific circumstances under RCW 50.13.060 (a law under the Revised Code of Washington about specific (rare) circumstances that grant government agencies access to confidential records).

Place holder for screening questions

Place holder for screening questions

Place holder for screening questions

² The Tailored Design Method is a research driven method of survey design developed at the SESRC by Don Dillman. Dillman, D., Smith, J., and Christian, L. (2014) *Internet, Phone, Mail, and Mixed-Mode Surveys: The Tailored Design Method 4th ed.* Hoboken: Wiley & Sons Inc.

BLOCK 1 Please report for only one crop variety per page.

What variety of <Crop Type> are you currently harvesting?

Variety: _____

Are you paid by the hour or by the piece or unit? And, how much Are you paid?

- ① By the hour -> What was your hourly pay rate? \$ _____ per hour
② Some other unit, such as by the case, basket, bin or pound
What unit was it? _____
What was your pay rate per unit? \$ _____ per unit
③ Don't Know

If you were paid by the unit, were you paid an hourly guarantee? An hourly pay guarantee refers to the minimum hourly wage rate assured to workers for piece rate activities regardless of worker output.

- ① Yes -> What is the guaranteed rate per hour? \$ _____ per hour
② No

Do you currently work with H-2A workers?

- ① Yes
② No
③ Don't Know

How many employers do you pick <crop variety> for this harvest season?

Number of employers _____

In general, do you usually receive a bonus for picking <crop variety> this harvest season?

- ① Yes
② No

Do you harvest any other varieties of <crop type> this harvest season?

- ① Yes -> Go to next page
② No -> Go to page 11

BLOCK 2 Please report for only one crop variety per page.

What variety of <Crop Type> are you currently harvesting?

Variety: _____

Are you paid by the hour or by the piece or unit? And, how much Are you paid?

- ① By the hour -> What was your hourly pay rate? \$ _____ per hour
② Some other unit, such as by the case, basket, bin or pound
What unit was it? _____
What was your pay rate per unit? \$ _____ per unit
③ Don't Know

If you were paid by the unit, were you paid an hourly guarantee? An hourly pay guarantee refers to the minimum hourly wage rate assured to workers for piece rate activities regardless of worker output.

- ① Yes ->What is the guaranteed rate per hour? \$ _____ per hour
② No

Do you currently work with H-2A workers?

- ① Yes
② No
③ Don't Know

How many employers do you pick <crop variety> for this harvest season?

Number of employers _____

In general, do you usually receive a bonus for picking <crop variety> this harvest season?

- ① Yes
② No

Do you harvest any other varieties of <crop type> this harvest season?

- ① Yes -> Go to next page
② No -> Go to page 11

BLOCK 3 Please report for only one crop variety per page.

What variety of <Crop Type> are you currently harvesting?

Variety: _____

Are you paid by the hour or by the piece or unit? And, how much Are you paid?

- ① By the hour -> What was your hourly pay rate? \$ _____ per hour
- ② Some other unit, such as by the case, basket, bin or pound
What unit was it? _____
What was your pay rate per unit? \$ _____ per unit
- ③ Don't Know

If you were paid by the unit, were you paid an hourly guarantee? An hourly pay guarantee refers to the minimum hourly wage rate assured to workers for piece rate activities regardless of worker output.

- ① Yes ->What is the guaranteed rate per hour? \$ _____ per hour
- ② No

Do you currently work with H-2A workers?

- ① Yes
- ② No
- ③ Don't Know

How many employers do you pick <crop variety> for this harvest season?

Number of employers _____

In general, do you usually receive a bonus for picking <crop variety> this harvest season?

- ① Yes
- ② No

Do you harvest any other varieties of <crop type> this harvest season?

- ① Yes -> Go to next page
- ② No -> Go to page 11

BLOCK 4 Please report for only one crop variety per page.

What variety of <Crop Type> are you currently harvesting?

Variety: _____

Are you paid by the hour or by the piece or unit? And, how much Are you paid?

- ① By the hour -> What was your hourly pay rate? \$ _____ per hour
- ② Some other unit, such as by the case, basket, bin or pound
What unit was it? _____
What was your pay rate per unit? \$ _____ per unit
- ③ Don't Know

If you were paid by the unit, were you paid an hourly guarantee? An hourly pay guarantee refers to the minimum hourly wage rate assured to workers for piece rate activities regardless of worker output.

- ① Yes ->What is the guaranteed rate per hour? \$ _____ per hour
- ② No

Do you currently work with H-2A workers?

- ① Yes
- ② No
- ③ Don't Know

How many employers do you pick <crop variety> for this harvest season?

Number of employers _____

In general, do you usually receive a bonus for picking <crop variety> this harvest season?

- ① Yes
- ② No

Do you harvest any other varieties of <crop type> this harvest season?

- ① Yes -> Go to next page
- ② No -> Go to page 11

BLOCK 5 Please report for only one crop variety per page.

What variety of <Crop Type> are you currently harvesting?

Variety: _____

Are you paid by the hour or by the piece or unit? And, how much Are you paid?

- ① By the hour -> What was your hourly pay rate? \$ _____ per hour
② Some other unit, such as by the case, basket, bin or pound
What unit was it? _____
What was your pay rate per unit? \$ _____ per unit
③ Don't Know

If you were paid by the unit, were you paid an hourly guarantee? An hourly pay guarantee refers to the minimum hourly wage rate assured to workers for piece rate activities regardless of worker output.

- ① Yes ->What is the guaranteed rate per hour? \$ _____ per hour
② No

Do you currently work with H-2A workers?

- ① Yes
② No
③ Don't Know

How many employers do you pick <crop variety> for this harvest season?

Number of employers _____

In general, do you usually receive a bonus for picking <crop variety> this harvest season?

- ① Yes
② No

Do you harvest any other varieties of <crop type> this harvest season?

- ① Yes -> Go to next page
② No -> Go to page 11

BLOCK 6 Please report for only one crop variety per page.

What variety of <Crop Type> are you currently harvesting?

Variety: _____

Are you paid by the hour or by the piece or unit? And, how much Are you paid?

- ① By the hour -> What was your hourly pay rate? \$ _____ per hour
② Some other unit, such as by the case, basket, bin or pound
What unit was it? _____
What was your pay rate per unit? \$ _____ per unit
③ Don't Know

If you were paid by the unit, were you paid an hourly guarantee? An hourly pay guarantee refers to the minimum hourly wage rate assured to workers for piece rate activities regardless of worker output.

- ① Yes ->What is the guaranteed rate per hour? \$ _____ per hour
② No

Do you currently work with H-2A workers?

- ① Yes
② No
③ Don't Know

How many employers do you pick <crop variety> for this harvest season?

Number of employers _____

In general, do you usually receive a bonus for picking <crop variety> this harvest season?

- ① Yes
② No

Do you harvest any other varieties of <crop type> this harvest season?

- ① Yes -> Go to next page
② No -> Go to page 11

BLOCK 7 Please report for only one crop variety per page.

What variety of <Crop Type> are you currently harvesting?

Variety: _____

Are you paid by the hour or by the piece or unit? And, how much Are you paid?

- ① By the hour -> What was your hourly pay rate? \$ _____ per hour
② Some other unit, such as by the case, basket, bin or pound
What unit was it? _____
What was your pay rate per unit? \$ _____ per unit
③ Don't Know

If you were paid by the unit, were you paid an hourly guarantee? An hourly pay guarantee refers to the minimum hourly wage rate assured to workers for piece rate activities regardless of worker output.

- ① Yes ->What is the guaranteed rate per hour? \$ _____ per hour
② No

Do you currently work with H-2A workers?

- ① Yes
② No
③ Don't Know

How many employers do you pick <crop variety> for this harvest season?

Number of employers _____

In general, do you usually receive a bonus for picking <crop variety> this harvest season?

- ① Yes
② No

Do you harvest any other varieties of <crop type> this harvest season?

- ① Yes -> Go to next page
② No -> Go to page 11

BLOCK 8 Please report for only one crop variety per page.

What variety of <Crop Type> are you currently harvesting?

Variety: _____

Are you paid by the hour or by the piece or unit? And, how much Are you paid?

- ① By the hour -> What was your hourly pay rate? \$ _____ per hour
② Some other unit, such as by the case, basket, bin or pound
What unit was it? _____
What was your pay rate per unit? \$ _____ per unit
③ Don't Know

If you were paid by the unit, were you paid an hourly guarantee? An hourly pay guarantee refers to the minimum hourly wage rate assured to workers for piece rate activities regardless of worker output.

- ① Yes -> What is the guaranteed rate per hour? \$ _____ per hour
② No

Do you currently work with H-2A workers?

- ① Yes
② No
③ Don't Know

How many employers do you pick <crop variety> for this harvest season?

Number of employers _____

In general, do you usually receive a bonus for picking <crop variety> this harvest season?

- ① Yes
② No

Do you harvest any other varieties of <crop type> this harvest season?

- ① Yes -> Go to next page
② No -> Go to page 11

BLOCK 9 Please report for only one crop variety per page.

What variety of <Crop Type> are you currently harvesting?

Variety: _____

Are you paid by the hour or by the piece or unit? And, how much Are you paid?

- ① By the hour -> What was your hourly pay rate? \$ _____ per hour
- ② Some other unit, such as by the case, basket, bin or pound
What unit was it? _____
What was your pay rate per unit? \$ _____ per unit
- ③ Don't Know

If you were paid by the unit, were you paid an hourly guarantee? An hourly pay guarantee refers to the minimum hourly wage rate assured to workers for piece rate activities regardless of worker output.

- ① Yes ->What is the guaranteed rate per hour? \$ _____ per hour
- ② No

Do you currently work with H-2A workers?

- ① Yes
- ② No
- ③ Don't Know

How many employers do you pick <crop variety> for this harvest season?

Number of employers _____

In general, do you usually receive a bonus for picking <crop variety> this harvest season?

- ① Yes
- ② No

Do you harvest any other varieties of <crop type> this harvest season?

- ① Yes -> Go to next page
- ② No -> Go to page 11

What is your current age?

Years

What gender do you identify as?

- ① Male
- ② Female
- ③ Non-Binary

Were you born in the United States?

- ① Yes
- ② No
- ③ Don't Know
- ④ Prefer not to answer

How many years have you lived in the United States?

Years

Did you apply for an unemployment insurance claim during 2024?

- ① Yes
- ② No
- ③ Don't Know

Please provide a valid email address. This email will only be used for the purpose of sending a digital gift card.

Email:

This is optional. If you decide not to leave a valid email you will not receive a gift card as a thank you!

Q16. If you have any additional comments, including any other factors that may affect wages
please write them in the space provided below



9.

Remaining Timeline

Table 4. Timeline of Remaining Tasks

Task	Time frame
Obtain Consent from Farms, Hire and Train Interviewers, Plan Travel Logistics, finalize Instruments, Finalize Communication/Recruitment Material	5/1/2025 – 5/30/2025
Field surveys of Blueberry and Cherry Workers	6/1/2025 – 8/1/2025
Telephone Interviews of Blueberry and Cherry workers, Field Surveys of Pear and Apple Workers	8/1/2025 – 10/31/2025
Telephone Interviews of Pear and Apple Workers, Begin Data Set Preparation	10/1/2025 – 12/1/2025
Finalize Data Sets, Produce Reports	12/1/2025 – 12/31/2025
Submit Final Deliverables to ESD by	12/31/2025 – 1/1/2026

Tentative field data collection dates and telephoning dates based on Agricultural Products and Associated Harvest/Production Seasons. All dates reflect the 2025 Calander year.

Table 5. Agricultural Products and Associated Harvest/Production Seasons

Agricultural Product	Harvest/Production Season; Proposed In-field survey administration	Possible Location(s)	Proposed phone timeline
Blueberries (east)	June – August	Benton County; Franklin County	August - October
Blueberries (west)	June – August	Whatcom County; Snohomish County; and Skagit County	August - October
Tree fruits: Cherries	June – August	Yakima Valley; North Central (Wenatchee)	August - October
Tree fruits: Pears	September - November	Wenatchee; Yakima Valley	October – December

Tree fruit: Apples	September - November	Yakima Valley	October – December
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8.

Credits

Project Team

SESRC is committed to high quality and timely delivery of project results. The following list identifies SESRC team members responsible for particular elements of this project.

Timothy Chatburn.....Project Manager
Lena LePrincipal Investigator
Colleen Kulesza..... Data Collection Coordinator
Katrina Shelton Administration Services Manager

SESRC Staff

All of the work conducted at the Social & Economic Sciences Research Center is the result of a cooperative effort made by a team of dedicated research professionals. The research in this report could not have been conducted without the efforts of interviewers and part-time personnel not listed.

Directors

Lena Le, Ph.D.	Director
Rose Krebill-Prather, Ph.D.	Assistant Director
Don A. Dillman, Ph.D.	Deputy Director for Research & Development

Unit Managers

Darren Bystrom, B.A.	Information Systems Coordinator
Candiya Mann, M.A.	Assistant Director, Puget Sound
Kent Miller, M.A.	Program Operation Lead
Katrina Shelton, B.S.	Administrative Manager

Professional Staff

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Nathan Palmer, M.S.	Project Manager
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Hui-Chun (Ruby) Chen, Ph.D.	Project Manager
Rubén Ángel Arias Rueda, Ph.D.	Project Manager
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Tara Courtney, B.S.	Data Collection Supervisor
Jair Johnson, M.A.	Data Collection Supervisor
Mick LeClaire, B.A.	Data Collection Supervisor
Jack Beck, B.A.	Fiscal Analyst
Sara Keifer, B.A.	Fiscal Specialist
Nikolay Ponomarev, Ph.D.	Sr. Programmer
Dan Vakoch, M.S.	Data Manager
Tim Haight, M.S.	Information Technology Specialist
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