

2016 Agricultural Peak Employment Wage and Practice Employer Survey

About the survey

Please direct this survey to your Personnel Manager or Human Resources Department. Your response to this survey will help the U.S. Department of Labor establish wage rates and employment standards required in agricultural employment contracts, including contracts for foreign workers hired through the H-2A guest worker program. Your participation is voluntary. **All information collected in this survey is confidential and will not be provided to any other entity with the exception of specific circumstances under RCW 50.13.060; it is used for research purposes only.**

Options for responding to the survey

- 1) Reply online at
- 2) Return this survey in the enclosed postage-paid envelope to the address at the end of the survey.
- 3) Contact us at
- 4) Email us at

In order for us to use your information, please respond by October 20, 2016. Your prompt response is appreciated.

Please report for the address listed below

Contact person:

Name: _____

Title: _____

Telephone: _____

Address: _____

Survey sponsored by:



Survey conducted by:



Definitions

Employee Status

Seasonal or migrant worker

Any worker who lives in the U.S. and is temporarily hired to help with growing or harvesting a commodity. This does not include foreign H-2A workers, but does include U.S. workers who are working in corresponding employment in the H-2A program.

Temporary foreign worker

Any worker from a country other than the U.S. who is temporarily hired through the H-2A program to help with growing or harvesting a commodity.

Employee Occupation

Laborer

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

Supervisor

A seasonal or migrant worker who directly supervises or coordinates the activities of laborers and/or equipment operators.

Equipment operator

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

Employment Practices

Family housing

Lodging provided to non-working family members of seasonal or migrant workers.

Free lodging means there is no charge for rent, security deposit or other similar incidentals related to housing, or if the employer secures public housing, the employer pays any charges normally required for use of public housing.

Productivity standard

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

Bonus rates

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

Section 1: Farm Information and Employment

Q01. How large is this worksite in total acres?

_____ Acres

Q02. Please list all crops you grow at this farm.

Q03. Do you use the H-2A program to hire temporary foreign workers?

A temporary foreign worker is any worker from a country other than the U.S. who is temporarily hired through the H-2A program to help with growing or harvesting a commodity.

- Yes, go to question 4.
- No, skip to question 5.

Q04. Please list the crops for which you use the H-2A program to hire temporary foreign workers.

Q05. Do you hire seasonal or migrant workers?

A seasonal or migrant worker is any worker who lives in the U.S. and is temporarily hired to help with growing or harvesting a commodity. This does not include foreign H-2A workers, but does include U.S. workers who are working in corresponding employment in the H-2A program.

- Yes, go to question 6.
- No, skip to page 6.

Q06. Please list all crops for which you hire seasonal or migrant workers.

Section 2: Crop Employment

Please fill out the table below for ALL crops grown for which you hired seasonal or migrant workers. Once you have filled in the table for all crops grown, or if you do not grow any crops continue on to page 6.

Helpful hints

1. The first six rows in the table are examples.
2. Use a different row for each different wage or bonus rate paid.
3. Write "N/A" when the best answer to a question is "not applicable".
4. Refer to page two for definitions.
5. Piece rates with earnings guarantee represent a different method of payment from piece rates without earnings guarantee, and should be listed separately.

Please answer for seasonal or migrant workers only. <i>A seasonal or migrant worker is any worker who lives in the U.S. and is temporarily hired to help with growing or harvesting a commodity. This does not include foreign H-2A workers but does include U.S. workers who are working in corresponding employment in the H-2A program.</i> Answers should reflect the <u>busiest week</u> of the last season.								
Crop	Variety	Activity & occupation (Pruning, thinning, harvesting, laborer etc.)	What was the busiest week for this crop and activity? (MM/DD/YY)	Wage paid per unit (Dollars per lug, box, bucket, bin, hour)	Unit size or dimension (only for activities paid a piece rate)	Number of workers paid at this wage rate	If you guarantee an hourly rate, how much was the guarantee?	
Apple	Braeburn	Harvest	11/08/15-11/14/15	\$12.69	Hour	N/A	10	N/A
Apple	Braeburn	Harvest	09/20/15-09/26/15	\$22	Bin	47"x47"x24-1/2	15	N/A
Cherry	Rainier	Harvest	06/12/16-06/18/16	\$20	Lug	20 pounds	20	\$12.69
Strawberry	N/A	Tilling-Laborer	05/30/16-06/03/16	\$13	Hour	N/A	10	N/A
Grape	N/A	Harvest-Laborer	06/19/16-06/25/16	\$2.75	Box	20 pounds	8	N/A
Flower	Roses	All-Equipment operator	06/05/16-06/11/16	\$12.50	20 pounds	N/A	2	\$12.69

Please fill out the table below for ALL crops grown for which you hired seasonal or migrant workers. Once you have filled in the table for all crops grown, or if you do not grow any crops continue on to page 6.

Helpful hints

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Please answer for seasonal or migrant workers only.

A seasonal or migrant worker is any worker who lives in the U.S. and is temporarily hired to help with growing or harvesting a commodity. This does not include foreign H-2A workers but does include U.S. workers who are working in corresponding employment in the H-2A program.

Answers should reflect the busiest week of the last season.

Number of workers who received a bonus	Bonus paid per unit (Dollars per lug, box, pound, bucket, bin, hour, flat rate)		Rate of bonus payment paid (Weekly, every two weeks, end of season, etc.)	If workers at this wage rate needed to meet a minimum productivity standard, what was it?	If you had an experience requirement for this commodity, variety and activity, what was the amount? (Months)	Did you provide housing to non-working family members for any of these workers? (Y/N)	Was housing to non-working family members provided free of charge? (Y/N)	How many acres or trees of this crop and variety did you have? (Acres or number of trees)
0	N/A	N/A	N/A	Not required	Not required	Y	N	27 acres
3	\$500	Flat rate	End of season	3 bins/day	12 months	N	N/A	27 acres
20	\$0.50	Lug	Weekly	5 lugs/day	3 months	N	N/A	5,500 trees
0	N/A	N/A	N/A	Not required	Not required	Y	Y	3 acres
3	\$500	Flat rate	End of season	3 bins/day	12 months	N	N/A	3 acres
2	\$0.50	Lug	Weekly	5 lugs/day	3 months	N	N/A	5 acres

Section 3: Comments

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

**Thank you for taking the time to complete the
2016 Agricultural Peak Employment Wage and Practice Survey!**

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

UW NAME
STREET ADDRESS
CITY, WA
ZIP