

«FarmName»
Attn: «FirstName» «LastName»
« ADDR1 »
« ADDR2 »
«CITY» «STATE» «ZIP»



**Employment
Security
Department**
WASHINGTON STATE

Dear <<FirstName >>>,

The Washington State Employment Security Department (ESD) has contracted with the University of Washington to collect information about wage rates and employment practices for seasonal and migrant workers hired to work with crops. It's important that we hear from employers like you to ensure that businesses like yours are represented. The information will be used by the U.S. Department of Labor to determine the wage rates and practices for workers hired through the federal Agricultural Clearance System or for any foreign worker hired through the H-2A 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.**

<<FarmName>> at <<Worksite>> has been selected to participate in the **2018 Agricultural Peak Employment Wage and Practice Survey**. Please direct this survey to your Personnel Manager, Human Resources Department or the appropriate person to complete the survey.

We have included with this letter a paper version of the survey and a postage-paid return envelope. Additional information about the survey is on the back of this letter. Please complete this paper survey and mail it back **by [month] [day], [year]**.

If you prefer, you may complete the survey online or by phone:

- 1) **Online:** Please go to the website below and enter your Id/Personal Access Code (PAC).
Website: <<Website>>
Id/PAC: <<PAC>>
- 2) **By Phone:** Please contact us at **agwage@uw.edu** or **866-820-4627**. Leave your name, your Id/PAC, phone number, and best time to reach you. One of our interviewers will call you back within 48 hours.

Thank you for your assistance! If you have any questions please call 866-820-4627 or email us at agwage@uw.edu.

Sincerely,
<<Signature>>

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.

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.*

2018 Agricultural Peak Employment Wage and Practice Employer Survey

Instructions:

To begin, please answer questions in section one.

Section 1:

Q1. Does your business hire temporary foreign workers through the H-2A program for activities related to any of these crops? (*select all that apply*)

- Apples
- Cherries
- Pears
- Berries

- We don't hire through the H-2A program
- We don't grow any of these crops → Please return this survey in the postage-paid envelope provided.

Q2. Does your business hire domestic seasonal or migrant workers for activities related to any of these crops? (*select all that apply*)

- Apples → Please fill out the apple tables on pages 4 and 5 – Section 2
- Cherries → Please fill out the cherry tables on pages 6 and 7 – Section 3
- Pears → Please fill out the pear tables on pages 8 and 9 – Section 4
- Berries → Please fill out the berry tables on pages 10 and 11 – Section 5
- No, we don't hire domestic seasonal or migrant (non-H-2A) workers
→ Please return this survey in the postage-paid envelope provided.
- We don't grow any of these crops
→ Please return this survey in the postage-paid envelope provided.

Instructions:

If you hire domestic seasonal or migrant workers for activities related to Apples, Cherries, Pears or Berries continue to the indicated tables in sections 2 – 5.

Use one line in the provided tables for each unique wage rate paid for the busiest week to all domestic seasonal or migrant workers (non-H-2A) who are engaged in the production of the listed crop. Each crop table has three examples provided and more examples above the tables for your convenience.

Please write "N/A" when the best answer to a question is not applicable.

Refer to page two for definitions.

Once all the applicable tables in sections 2 – 5 have been completed, answer the questions in section 6 and then please return this survey in the postage-paid envelope enclosed. **Thank you!**

Section 2: APPLE peak employment

Do you grow apples? If yes, please fill out the apple tables below.

| Apple response examples | | | | | Instructions: |
|-------------------------|-------------------------------------|--------------------|-------------------|--------------------|--|
| Varieties: | Orchard densities: | Activities: | Pay units: | Dimensions: | <p>Use one line in the provided tables for each unique wage rate paid for the <u>busiest week</u> to all <u>domestic seasonal or migrant workers</u> (non-H-2A) who are engaged in the production of the listed crop.</p> <p>Please write "N/A" when the best answer to a question is not applicable.</p> <p>Refer to page two for definitions.</p> |
| Braeburn | low - less than 600 trees per acre | harvesting | bin | 47"x47"x24.5" | |
| Cripps Pink | medium - 600 to 800 trees per acre | pruning | hour | 48"x48"x36" | |
| Fuji | high - more than 800 trees per acre | thinning | tree | 44"x48"x24" | |
| Gala | | | | 46"x46"x24" | |
| Golden Delicious | | | | | |
| Granny Smith | | | | | |
| Honeycrisp | | | | | |
| Red Delicious | | | | | |

Please answer for domestic seasonal or migrant workers only (non H-2A). Answers should reflect the busiest week of the season.

| Row | Variety | Variety acres | Orchard density | Activity | What was the wage rate for this crop variety activity? (dollars per bin, tree, hour) | | What was the unit or dimension size for this wage rate? (only for piece rate activities) | What was the hourly guarantee for this wage rate? (only for piece rate activities) | How many workers were hired for this wage rate? | If you paid a bonus, what was the bonus amount per unit? (dollars per bin, tree, hour, End of Season) | | How many workers at this wage rate received a bonus? |
|-----|---------------|---------------|-----------------|------------|---|------|---|---|---|--|-----|--|
| EX | Gala | 50 | Low | harvesting | \$27.00 | bin | 47"x47"x24.5" | \$14.12 | 100 | \$2.00 | bin | 50 |
| EX | Red Delicious | 25 | Medium | harvesting | \$20.00 | bin | 47"x47"x24.5" | \$14.50 | 25 | \$500 | EOS | 2 |
| EX | Honeycrisp | 75 | High | pruning | \$15.00 | hour | N/A | N/A | 46 | N/A | N/A | 0 |
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Section 2: APPLE peak employment continued

| Please answer for domestic seasonal or migrant workers only (non H-2A). Answers should reflect the <u>busiest week of the season.</u> | | | | | | | | | | |
|--|--|--|------|---|-----------|--|--|---|------|------|
| Row | How many months of prior experience are required for employment in this activity? (months) | If this variety activity and wage rate required a productivity standard, what was the minimum productivity standard? (for piece rate activities only) (wage unit per day, week, month) | | For this activity on this site, how many pounds were produced and how many labor hours were needed? (for harvesting activities only) | | For this variety activity, does your business provide housing to non-working family members for any of these workers? (Y/N) | If non-working family housing was provided, what did you charge for housing per person per week? (if housing was provided but not charged enter \$0) (per person per week) | For this variety activity, what was the start date of the busiest week? | | |
| | | | | Pounds | Labor hrs | | | MM / | DD / | YYYY |
| EX | 3 | 3 bins | day | 5000 | 300 | Y | \$100 | 11 | 05 | 2018 |
| EX | 0 | 14 bins | week | 8500 | 500 | N | N/A | 10 | 15 | 2018 |
| EX | 12 | N/A | N/A | N/A | N/A | Y | \$0 | 02 | 12 | 2018 |
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Section 3: CHERRY peak employment

Do you grow cherries? If yes, please fill out the cherry tables below.

| Cherry response examples | | | | | Instructions: |
|--------------------------|-------------------------------------|--------------------|-------------------|--------------------|---|
| Varieties: | Orchard densities: | Activities: | Pay units: | Dimensions: | <p>Use one line in the provided tables for each unique wage rate paid for the <u>busiest week</u> to all domestic seasonal or migrant workers (non-H-2A) who are engaged in the production of the listed crop.</p> <p>Please write "N/A" when the best answer to a question is not applicable.</p> <p>Refer to page two for definitions.</p> |
| Bing | low - less than 200 trees per acre | harvesting | bucket | 15 pounds | |
| Chelan | medium - 200 to 300 trees per acre | pruning | lug | 20 pounds | |
| Lapin | high - more than 300 trees per acre | thinning | pound | 30 pounds | |
| Rainier | | | hour | | |
| Skeena | | | tree | | |

Please answer for domestic seasonal or migrant workers only (non H-2A). Answers should reflect the busiest week of the season.

| Row | Variety | Variety acres | Orchard density | Activity | What was the wage rate for this crop variety activity? (Dollars per lug, bucket, tree, hour) | | What was the unit or dimension size for this wage rate? (only for piece rate activities) | What was the hourly guarantee for this wage rate? (only for piece rate activities) | How many workers were hired for this wage rate? | If you paid a bonus, what was the bonus amount per unit? (Dollars per lug, bucket, tree, hour, End of Season) | | How many workers at this wage rate received a bonus? |
|-----|---------|---------------|-----------------|------------|---|--------|---|---|---|--|--------|--|
| EX | Bing | 100 | Low | harvesting | \$6.00 | bucket | 30 pounds | \$14.12 | 150 | \$0.50 | bucket | 72 |
| EX | Rainier | 75 | Medium | harvesting | \$6.00 | lug | 20 pounds | \$14.50 | 207 | \$0.75 | lug | 23 |
| EX | Skeena | 52 | High | pruning | \$14.00 | hour | N/A | N/A | 46 | N/A | N/A | 0 |
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Section 3: CHERRY peak employment continued

| Please answer for domestic seasonal or migrant workers only (non H-2A). Answers should reflect the <u>busiest week of the season.</u> | | | | | | | | | | |
|--|--|--|------|---|-----------|--|--|---|------|------|
| Row | How many months of prior experience are required for employment in this activity? (Months) | If this variety activity and wage rate required a productivity standard, what was the minimum productivity standard? (for piece rate activities only) (wage unit per day, week, month) | | For this activity on this site, how many pounds were produced and how many labor hours were needed? (for harvesting activities only) | | For this variety activity, does your business provide housing to non-working family members for any of these workers? (Y/N) | If non-working family housing was provided, what did you charge for housing per person per week? (if housing was provided but not charged enter \$0) (per person per week) | For this variety activity, what was the start date of the busiest week? | | |
| | | | | Pounds | Labor hrs | | | MM / | DD / | YYYY |
| EX | 6 | 15 buckets | day | 6300 | 200 | Y | \$0 | 06 | 03 | 2018 |
| EX | 12 | 70 lugs | week | 7200 | 400 | N | N/A | 06 | 17 | 2018 |
| EX | 0 | N/A | N/A | N/A | N/A | Y | \$50 | 03 | 12 | 2018 |
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Section 4: PEAR peak employment

Do you grow pears? If yes, please fill out the pear tables below.

| Pear response examples | | | | | Instructions: |
|------------------------|-------------------------------------|--------------------|-------------------|--------------------|---|
| Varieties: | Orchard densities: | Activities: | Pay units: | Dimensions: | <p>Use one line in the provided tables for each unique wage rate paid for the <u>busiest week</u> to all domestic seasonal or migrant workers (non-H-2A) who are engaged in the production of the listed crop.</p> <p>Please write "N/A" when the best answer to a question is not applicable.</p> <p>Refer to page two for definitions.</p> |
| Bartlett | low - less than 150 trees per acre | harvesting | bin | 47"x47"x24.5" | |
| Bosc | medium - 150 to 200 trees per acre | pruning | hour | 46"x46"x24" | |
| D'Anjou | high - more than 200 trees per acre | thinning | tree | 48"x48"x24" | |
| Comice Red D'Anjou | | | | | |

| Please answer for domestic seasonal or migrant workers only (non H-2A). Answers should reflect the <u>busiest week of the season</u> . | | | | | | | | | | | | |
|--|----------|---------------|-----------------|------------|--|------|---|---|---|--|-----|--|
| Row | Variety | Variety acres | Orchard density | Activity | What was the wage rate for this variety activity? (Dollars per bin, tree, hour) | | What was the unit or dimension size for this wage rate? (only for piece rate activities) | What was the hourly guarantee for this wage rate? (only for piece rate activities) | How many workers were hired for this wage rate? | If you paid a bonus, what was the bonus amount per unit? (Dollars per bin, tree, hour, End of Season) | | How many workers at this wage rate received a bonus? |
| EX | Bartlett | 32 | Low | harvesting | \$22.00 | bin | 47"x47"x24.5" | \$14.12 | 46 | \$3.00 | bin | 10 |
| EX | D'Anjou | 51 | Medium | harvesting | \$26.50 | bin | 47"x47"x24.5" | \$14.50 | 75 | N/A | N/A | 0 |
| EX | Bosc | 15 | High | pruning | \$14.25 | hour | N/A | N/A | 10 | N/A | N/A | 0 |
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Section 4: PEAR peak employment continued

| Please answer for domestic seasonal or migrant workers only (non H-2A). Answers should reflect the <u>busiest week of the season</u> . | | | | | | | | | | |
|---|--|--|------|---|-----------|--|--|---|------|------|
| Row | How many months of prior experience are required for employment in this activity? (Months) | If this variety activity and wage rate required a productivity standard, what was the minimum productivity standard? (for piece rate activities only) (wage unit per day, week, month) | | For this activity on this site, how many pounds were produced and how many labor hours were needed? (for harvesting activities only) | | For this variety activity, does your business provide housing to non-working family members for any of these workers? (Y/N) | If non-working family housing was provided, what did you charge for housing per person per week? (if housing was provided but not charged enter \$0) (per person per week) | For this variety activity, what was the start date of the busiest week? | | |
| | | | | Pounds | Labor hrs | | | MM / | DD / | YYYY |
| EX | 12 | 3 bins | day | 7000 | 450 | Y | \$90 | 08 | 26 | 2018 |
| EX | 3 | 14 bins | week | 9500 | 670 | N | N/A | 09 | 16 | 2018 |
| EX | 0 | N/A | N/A | N/A | N/A | Y | \$0 | 02 | 12 | 2018 |
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Section 5: BERRY peak employment

Do you grow berries? If yes, please fill out the berry tables below.

| Berry response examples | | | | Instructions: |
|-------------------------|--------------------|-------------------|--------------------|---|
| Varieties: | Activities: | Pay units: | Dimensions: | <p>Use one line in the provided tables for each unique wage rate paid for the <u>busiest week</u> to all domestic seasonal or migrant workers (non-H-2A) who are engaged in the production of the listed crop.</p> <p>Please write "N/A" when the best answer to a question is not applicable.</p> <p>Refer to page two for definitions.</p> |
| Blueberries | harvesting | bucket | 5 pounds | |
| Strawberries | drumina | pound | 10 pounds | |
| Raspberries | packing | hour | 15 pounds | |

| Please answer for domestic seasonal or migrant workers only (non H-2A). Answers should reflect the busiest week of the season. | | | | | | | | | | | |
|--|--------------|---------------|------------|---|--------|---|---|---|--|-------|--|
| Row | Variety | Variety acres | Activity | What was the wage rate for this crop variety activity? (Dollars per bucket, pound, hour) | | What was the unit or dimension size for this wage rate? (only for piece rate activities) | What was the hourly guarantee for this wage rate? (only for piece rate activities) | How many workers were hired for this wage rate? | If you paid a bonus, what was the bonus amount per unit? (Dollars per bucket, pound, hour, End of Season) | | How many workers at this wage rate received a bonus? |
| EX | Blueberries | 300 | harvesting | \$5.00 | bucket | 5 pounds | \$14.12 | 175 | \$0.20 | pound | 67 |
| EX | Strawberries | 275 | harvesting | \$14.75 | hour | N/A | N/A | 200 | N/A | N/A | 0 |
| EX | Raspberries | 55 | packing | \$13.38 | hour | N/A | N/A | 42 | N/A | N/A | 0 |
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| 10 | | | | | | | | | | | |

Section 5: BERRY peak employment continued

| Please answer for domestic seasonal or migrant workers only (non H-2A). Answers should reflect the <u>busiest week of the season</u> . | | | | | | | | | | |
|---|--|--|-----|---|-----------|--|--|---|------|------|
| Row | How many months of prior experience are required for employment in this activity? (Months) | If this variety activity and wage rate required a productivity standard, what was the minimum productivity standard? (for piece rate activities only) (wage unit per day, week, month) | | For this activity on this site, how many pounds were produced and how many labor hours were needed? (for harvesting activities only) | | For this variety activity, does your business provide housing to non-working family members for any of these workers? (Y/N) | If non-working family housing was provided, what did you charge for housing per person per week? (if housing was provided but not charged enter \$0) (per person per week) | For this variety activity, what was the start date of the busiest week? | | |
| | | | | Pounds | Labor hrs | | | MM / | DD / | YYYY |
| EX | 2 | 20 buckets | day | 7900 | 180 | Y | \$60 | 08 | 05 | 2018 |
| EX | 0 | N/A | N/A | 5500 | 252 | N | N/A | 06 | 10 | 2018 |
| EX | 0 | N/A | N/A | N/A | N/A | Y | \$0 | 07 | 15 | 2018 |
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Comments

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

Please indicate the topic(s) of the comments you provided above (check all that apply)

- | | |
|---|---|
| <input type="checkbox"/> New Techniques or Technology | <input type="checkbox"/> Laws & Regulations |
| <input type="checkbox"/> Upcoming varieties & cultivars | <input type="checkbox"/> Staffing agencies & Leasing land |
| <input type="checkbox"/> Environment or Nature | <input type="checkbox"/> Post-harvest & Distribution |
| <input type="checkbox"/> Labor or Wages | <input type="checkbox"/> Other |

**Thank you for taking the time to complete the
2018 Agricultural Peak Employment Wage and Employer Practice Survey!**

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

University of Washington address