

# NASDA Survey Training

## Agricultural Labor Survey – April 2020



**United States Department of Agriculture  
National Agricultural Statistics Service**



NOD-Training Group  
March 2020



# Ag Labor Survey Overview

- Legislators and USDA use farm worker data in making farm policy decisions.
  - Agencies responsible for administering farm labor recruitment and placement programs use the statistics in their planning and evaluation.
- Labor data are used in the formulation of farm productivity indexes.
  - The inclusion of wage rate data in the Parity Index (Index of Prices Paid by Farmers) is required by law.
- Farm worker data are an important component of the agricultural sector in the Gross Domestic Product.

# Survey Information

- Project Code: **956 - Agricultural Labor**
- Questionnaires:
  - Mailed out April 2<sup>nd</sup>
  - Web option (EDR) and instructions in mail package.
- Release:
  - *Farm Labor Report*
  - May 28<sup>th</sup>, 3PM (eastern)



# 2019 April Ag Labor Data

- January Reference Week:
  - 499,000 workers on farms
  - Average Wage: \$14.96 per hour
  - Average Hours worked: 39.3
- April Reference Week:
  - 629,000 workers on farms
  - Average Wage: \$14.71
  - Average Hours worked: 40.7

# Screening Questions

- Name, address, and phone verification.
- In-business/ag activity screening questions.
  - Grow Crops?
  - Livestock or Poultry?
  - Sell any Ag products?
  - Receive government agricultural payments?
  - More than 19 acres idle cropland or 99 acres pasture?
- Who makes the day-to-day decisions?
  - Individual, Hired Manager, or Partners?
    - Verify name, address, and phone number of any partners.

# Paid Workers

- Survey asks about hired workers for two separate weeks. Questions are the same, only the reference period changes.
  - April 12<sup>th</sup> – 18<sup>th</sup>
  - January 12<sup>th</sup> – 18<sup>th</sup>
- If operation didn't have paid workers during the reference weeks: that is OK!
  - Don't make out of business.
  - Still asks a few other questions about the farm.

# Paid Workers for April

- Did this operation have anyone on the payroll to do agricultural work the week of April 12<sup>th</sup> – 18<sup>th</sup>?
  - Include:
    - Workers directly hired and paid by the operation, regardless of method of pay.
    - Part-time workers, paid family members, and hired managers.
    - Workers on paid leave.
  - Exclude:
    - Contract or custom workers.
    - Workers primarily engaged in retail sales or value-added work\*

# Paid Workers for April

- How many workers did you have on the payroll to do agricultural work the week of April 12<sup>th</sup>-18<sup>th</sup>?
- In 2020, how many of these total paid workers for that week will be paid by this operation for 150 days or more of work?

# Paid Workers for April

- Fill out the table for all paid workers during the reference week.
- Report workers who fall under the same worker code on a single line.
  - Unless hours/wage are different
- Report each worker only once.
- Only report wages and hours for the specific reference week.

# Paid Workers for April

- Recording paid workers:
  - Select the appropriate worker code from the list.
  - Record number of paid workers
  - Record total hours worked by all paid workers in that category
    - This should be total hours worked by ALL workers under this code.
    - Example: If there were 3 workers each working 40 hour weeks, you would record 120 hours worked.
      - *NOT* 40 hours
  - Of Total Hours, how many that week were:
    - Base
    - Overtime
  - Record total gross wages paid.

# Paid Workers for April

- Of the gross wages recorded, how much were:
  - Total base wages
    - The minimum amount paid regardless of method of pay, but excluding bonus and overtime pay.
  - Total bonus wages
    - Includes performance pay, hazard pay, other regularly paid bonuses, etc. that are paid in addition to base pay
  - Total overtime wages

# Example

- Report workers who fall under the same worker code on a single line
- Report the total hours and wages paid to the group of workers during the week of April 12<sup>th</sup> through April 18<sup>th</sup>
- Record each worker only once
- For salaried employees, report the standard amount of hours worked on your operation.
- See the instructions for more information (click the 'Help' button)

Worker Code	Number of Paid Workers that Week	Total Hours Worked that Week	Total Base Hours Worked that Week	Total Overtime Hours Worked that Week	Total Gross Wages Paid that Week (Dollars)	Total Base Wages that Week (Dollars)	Total Bonus Wages that Week (Dollars)	Total Overtime Wages that Week (Dollars)	
Field - Agricultural Equipment Operators	4	200	160	40	2,600	2,000	0	600	Remove
Supervisors - First Line of Farm Workers	1	40	40	0	600	600	0	0	Remove

# Worker Type Categories

## Field Workers

11. **Ag Equipment Operators – Crop, Nursery, and Greenhouse:** Drive and control farm equipment while attending to crops
12. **Farmworkers - Crop, Nursery, and Greenhouse:** manually plant, cultivate, and harvest crops
13. **Graders and Sorters - Crop, Nursery, and Greenhouse Products:** grade, sort, or classify crops
14. **Hand Packers and Packagers - Crop, Nursery, and Greenhouse Products:** Pack or package by hand a variety of products
15. **All Other Field Workers:** All agricultural workers working with crops, nursery, or greenhouse products not included in codes 11-14

## Livestock Workers

20. **Ag Equipment Operators – Farm, Ranch, and Aquacultural Animals:** drive and control heavy farm machinery while attending to live farm, ranch, or aquacultural animals and in harvest of unprocessed animal products
21. **Farmworkers – Farm, Ranch, and Aquacultural Animals:** Attend to live farm animals.
22. **Graders and Sorters – Farm, Ranch, and Aquacultural Animals:** Grade, sort, or classify unprocessed food and other agricultural products by size, weight, color, or condition.
23. **Hand Packers and Packagers – Farm, Ranch, and Aquacultural Animals:** Pack or package by hand a wide variety of products and materials.
24. **All Other Livestock Workers:** All agricultural workers working with farm, ranch, and aquacultural animals or products not included in codes 20-23.

# Worker Type Categories

## Supervisors

31. **Farmers, Ranchers, and Other Agricultural Managers:** Plan, direct, or coordinate the management or operation of farms, ranches, greenhouses, aquacultural operations, nurseries, tree farms, or other agricultural establishments.
32. **First-Line Supervisors of Farm Workers:** Directly supervise and coordinate the activities of agricultural, aquacultural, and related workers.

## Other Workers

41. **Agricultural Inspectors:** Inspect agricultural commodities, processing equipment and facilities, and aquacultural operations, to ensure compliance with regulations and laws governing health, quality, and safety.
42. **Animals Breeders:** Select and breed animals according to their genealogy, characteristics, and offspring.
43. **Pesticide Handlers and Sprayers:** Mix or apply chemicals to all crops including nursery and greenhouse products and facilities, and livestock, and livestock facilities. Usually requires specific training and state or federal certification. Excludes pilots who dust or spray crops from aircraft.
44. **Any Other Worker Not Listed Above:** Including, but not limited to, mechanics, shop workers, truck drivers, accountants, bookkeepers, office workers. Excluding contract & custom workers, retail workers, and “value-added” workers.

# Paid Workers For April

- **Note:** For field and livestock workers, the type of work they were ***hired to do*** determines the category of work they go in
  - For example: A worker may normally work with livestock, but during the reference week, he helped harvest hay. He is considered a livestock worker.
- If unsure or if operator has additional remarks, leave a note

# Paid Workers for January

- After the April reference week, it asks the same series of questions EXCEPT reference date is January 12<sup>th</sup>-18<sup>th</sup>.
  - All includes/excludes are the same as April reference week.

# Paid Workers in 2019

- During 2019, what was the largest number of hired workers on the payroll on any one day?
- During 2019, did this operation have any H-2A temporary agricultural workers on the payroll?

# H-2A Temporary Ag Worker Program

- Program allows U.S. employers to hire foreign nationals to fill temporary agriculture jobs.
- To qualify, an employer must:
  - Offer a job that is temporary or seasonal in nature.
  - Demonstrate that there are not sufficient U.S. workers who are able, willing, qualified, and available to do the temporary work.
  - Show that the employment of H-2A workers will not adversely affect the wages and working conditions of similarly employed U.S. workers.

# Value of Sales

- Total **gross value of sales** for 2019. Report by general range of sales
  - If no sales in 2019, or sales <\$1,000:
    - Record all 2020 crops, land uses, and livestock or poultry now on the total acres operated
- Type of operation category
  - Which category represents the largest portion of gross income from the operation
    - 16 Categories (Grains, Fruit, Hogs, Aquaculture, etc)
    - Can only choose *one*

# Watch For:

- Sum of workers paid is not equal to total number of workers reported
- High/low wages
- High/low hours worked
- Livestock operations without livestock workers
  - Stock operations will usually have workers year-round
  - Crop operations may have more seasonal workers
- Base wages higher than total wages.
- Overtime Hours greater than Base Hours

# Out of Business? No Paid Workers?

- ‘No’ to all screening questions?
  - Has operation been sold/rented/turned over?
- ‘Yes’ to screening questions but ‘No’ to paid workers on operation? Asks for:
  - Largest # of workers on any one day in 2019?
  - Any H-2A Workers in 2019?
  - Total Gross Value of Sales in 2019?
  - Type of Operation?

# Conclusion

- Leave detailed notes for anything odd or unusual
- Any questions, comments?
- Go through practice exercises to familiarize yourself with the survey questions.

