

# 2021 April Ag Labor Survey – Information

- **Project Code:** 956 - Labor Survey
- **Reference Periods:**
  - April 11 – 17, 2021
  - January 10 – 16, 2021
- **Questionnaires:** Mailed April 1<sup>st</sup>
- **Release:** *Farm Labor Report*, May 26<sup>th</sup>, 2021
- **Purpose:** To determine the types and number of farm workers employed, and wages paid.

Farm employment and wage statistics are used by federal, state, and local government agencies, farm organizations, and employers for many purposes, including planning, recruitment and placement of workers, and policy-making. The agricultural wage rate is a component of the Parity Index and is used in the establishment of minimum wage rates for domestic and foreign agricultural workers.

## **What IS Agricultural Work:** (what should be included)?

Agricultural work includes any activity performed on a farm or ranch in connection with the production and delivery of agricultural products, up to the point of first sale. Agricultural work also includes the maintenance of buildings and machinery, bookkeeping, and supervision of employees if these activities are directly related to the production of agricultural products. However, exclude any workers if their job isn't directly related to farming, such as "value-added" workers (ex: cashiers working retail sales in a store on the farm).

## **Watch for:**

- Extreme hours per week or wages per hour. Low hours could be indicative of misreported contract labor. Leave notes verifying any unusually high values.
- Misreporting of data. Be sure the operator understands we are asking for TOTALS
- Livestock operations should have livestock workers reported.
- Workers reported as "Jack of All Trades": In these cases, try to get as much detail as possible about the exact work performed, in order for office staff to code the workers accurately
- Base Hours + Overtime Hours does **not** have to equal Total Hours
- Base Wages + Incentive Wages **MUST** equal Gross Wages

Example: "Total Hours" **not** equal to "Total Base Hours" + "Total Overtime Hours." A first-line supervisor (worker code 32) and a crop-greenhouse worker (worker code 12) are both salaried employees, at \$20/hour and \$15/hour respectively. The first-line supervisor works 25 hours "extra" that are not paid overtime; the supervisor's base hours are typically 40 hours/week. The greenhouse worker has only a few tasks during the reference week, working only 15 hours; her base hours are typically 40 hours/week.

Enter the Worker Code from Page 5	Number of Paid Workers that Week	Total Hours Worked that Week	How many of the Total Hours Worked that week were		Total Gross Wages Paid that week	How much of the Total Gross Wages Paid that week were		
			Total Base Hours	Total Overtime Hours		Total Base Wages	Total Bonus Wages	Total Overtime Wages
32	1	65	40	0	800	800	0	0
12	1	15	40	0	600	600	0	0

**Terms & Definitions:** See Chapter 2 of the Agricultural Labor Survey Interviewer's Manual for specific terms and definitions as they relate to the survey.

**Questionnaire:**

- This most current version records Total Hours and Total Gross Wages, and then goes on to break that out by Base & Overtime Hours then Base Wages, Bonus Wages, and Overtime Wages.
  - Base Hours: Base hours are hours worked at the employee's regular rate of pay.
  - Overtime Hours: hours worked that are paid at an amount above the employee's regular rate of pay.
  - Base rate/wages = The normal compensation for those employees during the week
  - Bonus wages = Pay that is in addition to the usual compensation received (i.e., performance pay, hazard pay, regularly paid bonuses, etc.).
  - Overtime pay: wages paid for overtime hours
  - The instruction sheet includes examples of the table, showing how to record hours and wages.
  - To accommodate the additional questions, the "work description" box has been removed.
    - Now only asking for the worker code from table. Therefore, if possible, leave a note with more detailed information about the exact type of work being performed.