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Behavior Coding of the April 2018 Agricultural Labor Survey

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EXECUTIVE SUMMARY

In April 2018, two new questions were proposed to be added to the Agricultural Labor Survey. In addition to asking respondents to report gross wages paid, the survey questionnaire was revised to accommodate two new questions on base wages and incentive/overtime wages, and a field test was conducted to evaluate the impact of these questions on data quality and usability.¹ In addition to the new wage questions, several changes were made to the revised computer-assisted telephone interviewing (CATI) instrument based on previous research (Sloan 2017; Sloan 2018; Ridolfo et al. 2020).

In conjunction with the field test, behavior coding was conducted to compare the administration of the original Agricultural Labor CATI instrument and the revised instrument. In particular, the behavior coding focused on determining whether there were differences between the two versions in terms of the interviewers' ability to administer the questions in a standardized manner, respondents' requests for clarification, and respondents' ability to provide an adequate response. Forty-one interviews were selected for behavior coding. Twenty-two of the interviews were conducted using the original CATI instrument by the National Operation Center (NOC).² Nineteen of the interviews were conducted using the revised CATI script by the Oklahoma data collection center. Although respondent behavior was coded, this report focuses solely on interviewer behavior.

Results from the behavior coding showed that neither of the instruments were administered appropriately at an acceptable rate. Interviewers failed to verify responses, made major changes to survey questions, and shortcutted survey questions (did not ask them at all) at high rates. Interviewers' lack of adherence to the CATI instrument was particularly pronounced in questions that asked about the second reference period. Furthermore, the new questions on wages were often not asked as worded or not asked at all. This made it difficult to evaluate the new survey questions.

In addition, when interviewers made major changes to survey questions and responded to respondents' requests for clarification, they did not demonstrate an adequate understanding of the constructs being measured. For example, interviewers were observed providing inaccurate definitions and inclusion criteria, and selecting inappropriate worker types. This led to workers being inappropriately screened into and out of the survey, and classified as the wrong worker types, which could have larger implications for published wage rates.

Based on the results of this and previous research (Ridolfo et al. 2020), further work is needed to improve the usability of the Agricultural Labor Survey CATI instruments. Additionally, interviewers would benefit from additional training on the content of the Agricultural Labor Survey and standardized interviewing.

¹ For more information on the field test, see Reist et al. 2018).

² Two interviews conducted using the original questionnaire did not have labor during either reference period. These interviews were retained and two more were added that did have labor during the reference periods.

RECOMMENDATIONS

- 1) Conduct enumerator training that focuses on the importance of reading survey questions as worded and discourages the use of conversational interviewing to reduce interviewer variation.
- 2) Conduct enumerator training on the content of the Agricultural Labor Survey.
- 3) Continue to conduct behavior coding on future cycles of the Agricultural Labor Survey.

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Abstract

In 2018, new wage questions were proposed to be added to the Agricultural Labor Survey. In addition, several changes were made to the revised computer-assisted telephone interviewing (CATI) script based on previous research. To evaluate the addition of the new wage questions and revisions to the CATI script, a field test was conducted using the original Agricultural Labor Survey and a revised version. Behavior coding was conducted on a subset of the interviews conducted in NASS telephone data collection centers. The purpose of this behavior coding was to compare interviewers' administration of the original Agricultural Labor CATI instrument and the revised instrument. Results showed that neither of the instruments was administered appropriately at an acceptable rate. Additionally, the new wages questions were often administered with major changes or not at all. These findings indicate a need for additional enumerator training and a review of the Agricultural Labor CATI instruments.

Key Words: Behavior Coding, Interviewer-Respondent Interaction, Data Quality

1. INTRODUCTION

The Agricultural Labor Survey collects information on agricultural labor performed on farms and ranches for four reference weeks in each calendar year. Respondents are asked to report the number of workers on payroll, type of work performed, total number of hours worked, and total gross wages paid to these workers. In April 2018, two new questions were proposed to be added to the Agricultural Labor Survey. In addition to asking respondents to report gross wages paid, the survey questionnaire was revised to accommodate two new questions on base wages and incentive/overtime wages, and a field test was conducted to evaluate the impact of these questions on data quality and usability.³

In addition to the new wage questions, several changes were made to the revised computer-assisted telephone interviewing (CATI) instrument based on previous research (Sloan 2017; Sloan 2018; Ridolfo et al. 2020). The most substantial changes were to the questions asking about the number and type of workers on the payroll during the reference weeks. In the original instrument, respondents were first screened on labor during the reference week and then were asked about the type of workers on payroll that week. Respondents could choose between four options: field workers, livestock workers, supervisors, and other type of workers. Respondents could report more than one type. However, the type they indicated first (or the interviewer selected to ask about first) was the first type respondents were asked to report detailed information on (e.g., number, hours worked, wages paid). After reporting detailed information on this group of workers, interviewers were then instructed to ask respondents if they had any additional workers. If they had additional workers, interviewers were instructed to cycle back through the worker types and questions on hours worked and wages paid.

³ For more information on the field test, see Reist et al. 2018).

Based on previous research, there was concern that respondents were underreporting livestock workers, supervisors, and other types of workers given that respondents were often asked about their field workers first (Sloan 2017). It was hypothesized that after completing a lengthy battery of questions on their field workers, respondents would lose motivation to report other types of workers and instead satisfice when asked if they had any additional workers, and that respondents may be misreporting workers under field workers. Previous research has also found respondents report fewer workers and fewer types of workers when the labor survey is interviewer administered versus self-administered (Biagas et al. 2019).

To obtain more complete reporting for all worker types, in the revised instrument, respondents were screened for labor in the reference week and then asked to report the total number of workers in the reference week, followed by the type of work performed, hours worked, and wages paid. Asking respondents to report the total number of workers for the reference period before providing detailed information on those workers, allowed interviewers to see how many workers were still unaccounted for when collecting the detailed information.

Two questions in the original instrument were also removed from the revised instrument. In the original instrument, respondents were asked to report the type of work their workers were hired to do and offered four response options. Respondents were also asked to describe the type of work their workers were hired to do. This open-ended question was removed from the revised instrument.

The second question removed from the revised instrument was the question that asked whether workers worked for 149 days or less. Previous behavior coding found that this question was rarely administered (Ridolfo et al. 2020). This question was removed from the revised instrument because it could be derived by subtracting the number of workers who worked 150 days or more from the total number of workers reported for the reference period.

The placement of some questions was also changed on the revised instrument. In the original instrument, the questions on whether workers worked 150 days or more and whether they worked 149 days or less were asked for each reference week after respondents reported all detailed information for workers on the payroll during the reference period. On the revised instrument, the 150-day question was placed after the question that asked about the number of workers on the payroll during the reference week, and before detailed information was collected on those workers. The questions on peak number of workers and H-2A workers (non-immigrant foreign workers brought to the United States under the H-2A program) were also moved on the revised instrument. In the original instrument, these questions appear at the very end of the survey after respondents answered the farm-type question. In the revised instrument, these questions appeared before the value of sales question.

In addition, other changes were made to the CATI instrument in both versions to make it easier for interviewers to read the text on the screen. Significant changes to the questionnaire wording or formatting are described in the results where relevant. A copy of the original CATI instrument can be found in Appendix A and copy of the revised CATI instrument can be found in Appendix B.

In conjunction with the field test, behavior coding was conducted to compare the administration of the original Agricultural Labor CATI instrument and the revised instrument. In particular, the behavior coding focused on determining whether the two versions differed in terms of the interviewers' ability to administer the questions in a standardized manner, respondents' requests for clarification, and respondents' ability to provide an adequate response. However, this report focuses solely on interviewers' administration of the questions.

2. METHODS

2.1 Sample

The original CATI instrument was administered in NASS's National Operation Center (NOC). The revised script was administered in the Oklahoma data collection center. Audio of all calls was recorded using the Verint system. Screen capture was not available at the time of data collection. Forty-one interviews were selected for behavior coding. Twenty-two of the interviews were conducted using the original CATI instrument by the NOC.⁴ Nineteen of the interviews were conducted using the revised CATI script by the Oklahoma data collection center.

2.2 Behavior Coding

In behavior coding, each turn in the interview can be coded. A turn begins when the first person begins speaking and ends when the second person begins speaking. A pair of turns is referred to as an exchange (Ongena and Dijkstra 2006). During the administration of a single question a number of exchanges can occur before a final answer to the question is given. Ideally, in each question administration, there would be one exchange between the interviewer and the respondent. Previous research has found there to be diminishing returns to coding all exchanges for a single question (Oksenberg, Cannell, and Kalton 1991). Therefore, only the first exchange and final response are provided. For the purposes of this study, both the interviewer and respondent behaviors were coded. In this report, we focus on the interviewer behavior (i.e. the administration of the survey questions) only.

The codes used to assess the question asking behavior of interviewers are summarized in Table 1 below.

Code	Description
ES	Exact wording/slight change
VER	Verified response
NOVER	Failure to verify a response
MC	Major change
SC	Shortcutting

⁴ Two interviews conducted using the original questionnaire did not have labor during either reference period. These interviews were retained and two more were added that did have labor during the reference periods.

If the interviewer read the question as worded with only slight or minimal changes, the exact wording/slight change (ES) code was applied. Verification (VER) occurred when interviewers verified a response that respondents preemptively provided in previous questions. Failure to verify a response (NOVER) occurred when respondents provided enough information in a previous question to answer the current survey question, but the interviewer failed to verify the information and proceeded to enter a response. Questions were coded as a major change (MC) if interviewers read a question in a manner that substantially altered the question meaning. Finally, interviewer behavior was coded as shortcutting (SC) if the interviewer entered a response without asking the survey question, and the respondent had not provided sufficient information prior to the current question to code the behavior as NOVER. Major changes, failure to verify, and shortcutting are considered to be problematic behavior. When these codes are applied to a question at least 15 percent of the time, it is an indication that there is a problem with the survey question. (Fowler, 2011).

Four researchers trained in behavior coding coded the interviews. Before coding began, Cohen's kappa was calculated to ensure consistency across coding. Five interviews were selected for the kappa calculation. Two of these interviews were conducted using the original instrument, while three were conducted using the revised instrument. Each researcher coded the five interviews independently. Cohen's kappa (Cohen 1960) was calculated for all possible coder pairs. The overall average of these kappa combinations was 0.77, indicating that there was substantial agreement among the three coders (Landis and Koch 1977).

In the following results, the distribution of interviewer behavior codes is presented. In instances where major changes were made to the question at a high rate, the types of changes made to the question are summarized.

3. RESULTS

3.1 Screener

Prior to enumerating the workers on the operation for each reference period, interviewers administered a screener question to determine whether respondents had any workers on the payroll during the reference periods. The screener was revised in 2018 and the same layout was used in both versions of the survey. Prior to 2018, the types of workers respondents should report were displayed in an optional paragraph (Figure 1). In both versions for the April 2018 data collection, the types of workers that should be reported were bulleted and were required text (Figure 2).

*** IMA FARMER 2 ***

Did this operation have anyone on the payroll to do agricultural work the week of **Sunday, October 8th THROUGH Saturday, October 14th?**

[Include part-time workers, paid family members and hired managers.
Only report Hired Workers that were directly paid by the farm operation.
Do not include contract laborers or workers]

1. YES
 2. UNKNOWN
 3. NO

Figure 1. October 2017 Screener Question

*** IMA FARMER 1 ***

Did this operation have anyone on the payroll to do agricultural work the week of **Sunday, April 8th THROUGH Saturday, April 14th?**

INCLUDE:

- Workers directly hired and paid by the farm operation, part-time workers, paid family members, and hired managers
- All hired workers regardless of method of pay (salaried, hourly, daily, monthly, piece rate, etc.)
- Workers on paid leave (sick or vacation)

EXCLUDE:

- Contract and custom workers
- Retail workers and 'value-added' workers

1. YES
 2. UNKNOWN
 3. NO

Figure 2. April 2018 Screener Question

Interviewers very rarely administered the screener questions as worded when using the original script (April: 18%, January: 9%) and never administered these questions as worded when using the revised script (Table 2). Instead, interviewers made major changes to the screener questions at very high rates across quarters and versions.

Code	April		January	
	<u>Original</u>	<u>Revised</u>	<u>Original</u>	<u>Revised</u>
ES	18%	0%	9%	0%
VER	0%	0%	0%	0%
NOVER	0%	0%	0%	0%
MC	82%	95%	91%	89%
SC	0%	5%	0%	11%
Total	22	19	22	19

Interviewers often made multiple major changes to this question when administering it. The most common change made was not reading the include/exclude statements that followed the

question. As mentioned above, the interviewers were required to read the include/exclude statements on both versions of the instrument, and the statements were reformatted to make them easier for interviewers to read. Other common changes to these questions were not reading “to do agricultural work” and not reading the reference period or changing the wording of the reference period (e.g., “last week”) when asking the question. These three elements (inclusion/exclusion criteria, agricultural work, and the reference period) are all essential to ensuring that respondents report the correct types of workers. Additionally, interviewers sometimes asked these questions in a leading way, particularly for the second quarter questions (e.g., “How about in January of this year? The second week, which is January 7th through January 13th. The same number of people you think?”). In some instances, interviewers left off all important elements of this question and instead verified that the respondent had the same workers during the second reference period, as demonstrated in the following exchange.

I: Did you have any workers on- in January too?

R: Yes.

I: The week of- it would have been the week of- let's see, well I don't know. Do you have time? I just need to put the wages in real quick.

R: I mean you can go ahead and put something in there. It doesn't matter. We had people working. Whether they was working that week or it was snowing that week and they was taking off, I couldn't tell you.

I: Okay. You couldn't-

R: What week that was. I couldn't tell you what week it was.

I: Yeah.

R: We were supposed to have workers. The same two were supposed to be working that week.

I: Okay.

R: Unless, if it was the first week, unless it was the first week of January, we only had one of them. The other one didn't start until like the second week of January.

I: Oh, I see. Okay and this one, wait- I'm not to January yet. (typing). Oh it's January 7th through the 13th.

R: Okay.

I: That would be the second week.

R: I only had one worker January 7th through the 13th.

I: Oh alright. Let's see.

Not only did this interviewer leave off several important elements of the survey question and asked the question in a leading way, it took eight exchanges to reach to a final response.

3.2 Worker Type Introduction

The worker type introduction was worded the same in both versions, with the exception of the addition of base and incentive wages in the revised version (Figure 3). The placement of this screen varied across version. On the original labor CATI instrument, this introductory text was placed directly after the screener question. On the revised instrument, this introductory text was placed after the 150-day question.

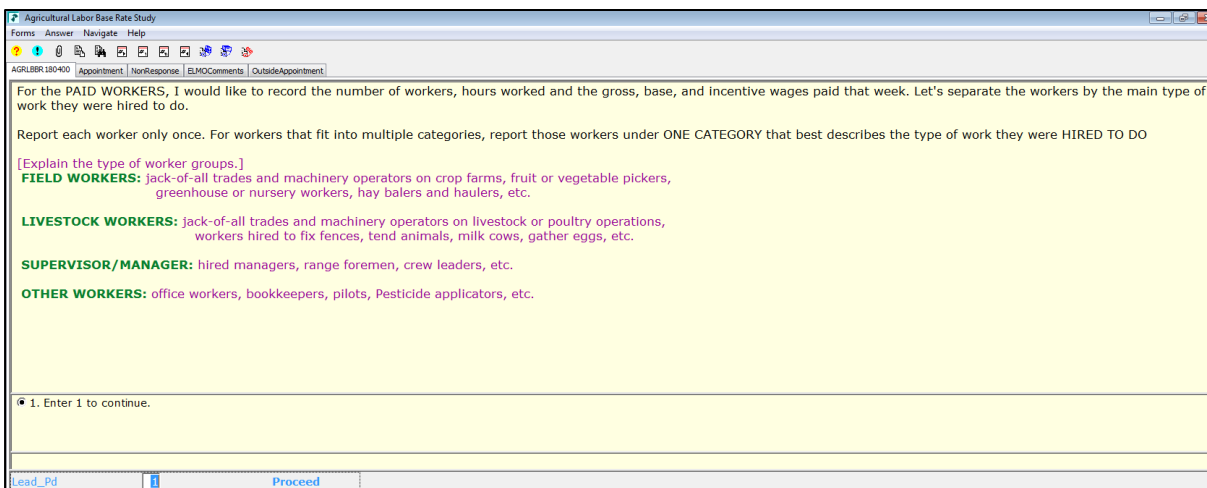


Figure 3. Worker Type Introduction Revised Version

Interviewers also did not administer the worker type introduction as worded very often for the first reference period and never read this text as worded for the second reference period, regardless of version (Table 3). When administering the worker type introduction for the first reference period (April), interviewers made major changes to the text (original: 45%, revised: 37%) and shortcutted the text (did not read at all) at high rates (original: 25%, revised: 58%) across instruments. For the second reference period (January), interviewers shortcutted the introductory text on both instruments at very high rates (original: 92%, revised: 100%).

Code	April		January	
	Original	Revised	Original	Revised
ES	30%	5%	0%	0%
VER	0%	0%	0%	0%
NOVER	0%	0%	0%	0%
MC	45%	37%	8%	0%
SC	25%	58%	92%	100%
Total	20	19	13	17

When interviewers made major changes to this question, they often only read some of the information on the screen. For example, several interviewers only read the first sentence on the screen. Others read the first three sentences only. In some instances, the interviewers paraphrased the information on the screen, leaving off the instructions and/or the worker types (e.g., “Okay we're going to categorize them”). Finally, in some interviews, the interviewers turned the introductory text into a question (e.g., “How would you categorize those workers? There are different worker groups we got. We've got fieldworkers - which is like a jack of all trades, machinery operators, vegetable pickers, et cetera. I don't think you got livestock workers there.”).

3.3 Worker Type

I: And what kind of work do they do for you sir?

R: They're setting tobacco right now.

Since workers often perform more than one job but are typically compensated for the job that requires the highest skill level, this could possibly skew the data. Another similar change interviewers made to this question was asking what types of workers they were:

I: What kind of workers were they? Field workers, livestock workers, supervisor/manager, or other?

R: Kind of all three. Or, all four, really.

In some interviews, interviewers asked this question in a leading way (e.g., "Were all 8 of them hired to do- were they hired to do the same thing pretty much? Field work, livestock work, supervision management, or other work."). When asking this question for the second reference period, the interviewers sometimes asked whether the respondent would list them under the same worker type as they did for the previous reference period (e.g., "Would they still be under that same classification?"). This is problematic because it is making an assumption that the respondent had the same workers in both reference periods. Additionally, if the question was not asked correctly for the first reference period, the error is carried forward to the second reference period.

3.4 Worker Subtypes

The worker subtype questions (Figure 5) were read as worded or verified a small percentage of the time across reference periods and versions of the survey (Table 5). This problem was particularly pronounced for the second reference period. When asking about the second reference period, these questions were never asked as worded using either version. Interviewers entered a response without verifying the information at high rates in all administrations of these questions, but more so when administering the questions for the second reference period (original: 47%, revised 31%). Major changes to the subtype questions were often made in the administration of the first reference period questions using both versions (original: 41%, revised 33%), but major changes occurred less often in the administration of the second reference period subtype questions (original: 0%, revised: 7%). Finally, interviewers entered a response to these questions without asking the survey questions at a high rate, particularly for the second reference period using the revised questionnaire. For the first reference period, interviewers shortcut these questions 22 percent of the time using the original instrument and 37 percent of the time using the revised instrument. For the second reference period, this increased to 38 percent of the time using the original version and 62 percent using the revised version.

More specifically, which type of work were they hired to do?
 Report each worker only once.
 For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:
AGRICULTURAL EQUIPMENT OPERATORS - CROP, NURSERY AND GREENHOUSE: Drive and control farm equipment to till soil and to plant, cultivate, and harvest crops.

FARMWORKERS - CROP, NURSERY AND GREENHOUSE: Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, field crops, Christmas trees and short rotation woody crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities

GRADERS AND SORTERS - CROP, NURSERY AND GREENHOUSE PRODUCTS: Grade, sort, or classify agricultural crops by size, weight, color or condition.

HAND PACKERS AND PACKAGERS - CROP, NURSERY and GREENHOUSE PRODUCTS: Pack or package by hand a wide variety of products and materials.

AGRICULTURAL WORKERS, ALL OTHER- CROP, NURSERY, AND GREENHOUSE: All agricultural workers working with crops, nursery or greenhouse products not included in other codes.

☐ 11. AGRICULTURAL EQUIPMENT OPERATORS - CROP, NURSERY AND GREENHOUSE ☐ 14. HAND PACKERS AND PACKAGERS - CROP, NURSERY AND GREENHOUSE PRODUCTS
 ☐ 12. FARMWORKERS - CROP, NURSERY AND GREENHOUSE ☐ 15. AGRICULTURAL WORKERS, ALL OTHER- CROP, NURSERY, AND GREENHOUSE
 ☐ 13. GRADERS AND SORTERS - CROP, NURSERY AND GREENHOUSE PRODUCTS

Figure 5. Worker Subtype Questions

Code	April		January	
	<u>Original</u>	<u>Revised</u>	<u>Original</u>	<u>Revised</u>
ES	6%	3%	0%	0%
VER	8%	7%	15%	0%
NOVER	22%	20%	47%	31%
MC	41%	33%	0%	7%
SC	22%	37%	38%	62%
Total	49	30	34	29

When interviewers made major changes to the worker subtype questions, they most often did not read the question as worded, did not read the instruction and only offered some of the response options (e.g., “And in the livestock were they like did they operate equipment or were they more farmworkers where they worked farm animals and ranch animals?”). In addition to these changes, some interviewers asked this question in a leading way (e.g., “And that would be, I guess, first-line supervisor, of farmworkers, basically?”). Similarly, a few interviewers tried to select a category for the respondent instead of reading the question and the categories, and allowing the respondent to select a response:

- I: I'm trying to guess at some of these categories.
- R: okay.
- I: They're not breeders, are they?
- R: No, ma'am. Not breeders.
- I: Okay. I'm going to put them under any other worker not listed.

3.5 Total Hours

Interviewers were more likely to administer the hours questions (Figure 6) when asking about workers during the first reference period compared to the second reference period, particularly when using the original questionnaire (Table 6). During the administration of the first reference period questions, interviewers asked the hours questions as worded 40 percent of the time when using the original questionnaire and 43 percent of the time when using the revised questionnaire. However, interviewers also made major changes to the hours questions at a high rate when

asking about the first reference period (original: 48%, revised: 33%). When asking about the second reference period, interviewers verified the response (original: 24%, revised 25%), failed to verify the response (original: 44%, revised 18%), and shortcuted the question at high rates (original: 21%, revised: 32%).

Dates: April 8th - April 14th

How many **TOTAL HOURS** did these **2** workers work?
[ENUM] Report the combined TOTAL HOURS worked for this item not average hours per worker.

Figure 6. Total Hours Question

Code	April		January	
	<u>Original</u>	<u>Revised</u>	<u>Original</u>	<u>Revised</u>
ES	40%	43%	0%	4%
VER	8%	7%	24%	25%
NOVER	0%	7%	44%	18%
MC	48%	33%	12%	21%
SC	4%	10%	21%	32%
Total	50	30	34	28

When interviewers made major changes to this question, the majority did not read “total” or the number of workers in the category (e.g., “How many hours did they each work would you say? April the 8th through the 14th? That would be 6 days.”). Respondents often provided responses to this type of question that could be interpreted as total hours per worker, such as 40 hours. Sometimes the interviewer then followed up with a question like “per person?” other times they entered the response without following up.

Interviewers also asked this question in a leading way:

“And how many hours did he work that week? Was it 20 hours?”

“Were they working 40 hours a week?”

A few interviewers asked for averages or estimates instead of totals (e.g., “And then what were the total hours that those workers worked that week if you had to take a good average?”) A few interviewers also asked the respondent whether they knew how many hours their workers worked (e.g., “Do you know the total hours that they worked?”).

3.6 Gross Wages

The administration of the gross wages question (Figure 7) was similar to the administration of the hours questions. Interviewers asked the gross wages questions most frequently during the administration of the first reference period questions independent of the version of the questionnaire used. However, they made major changes to the question in most administrations (original: 70%, revised: 63%). Interviewers verified the answer, failed to verify the answer, and shortcutted the question more often when administering the second reference period questions (Table 7).

Dates: April 8th - April 14th

We would now like to determine how much you paid these **2** workers.
 What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.
 Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Figure 7. Gross Wages Question

Code	April		January	
	<u>Original</u>	<u>Revised</u>	<u>Original</u>	<u>Revised</u>
ES	22%	23%	0%	11%
VER	6%	0%	26%	21%
NOVER	2%	7%	44%	21%
MC	70%	63%	3%	11%
SC	0%	7%	26%	36%
Total	50	30	34	28

When interviewers made major changes to this question, they almost never read the sentence that preceded the question. Additionally, in the majority of major changes, they did not ask for *total gross wages* and often did not read the number of workers. Instead, interviewers asked for workers’ wages (e.g., “And then their wages?”), workers’ salary (e.g., “Okay... and it says what were the average salary per worker?”), rate of pay (e.g., “And what were their rate of pay?”), average weekly salary (“What is her average weekly salary?”), income (e.g., “What was your income?”), how much the workers made (e.g., “Ok. let's see, and how much did they make?”), or were paid (“And what was their pay?”).

Often, when making these types of changes, interviewers assumed that workers were all paid the same amount. Sometimes respondents corrected them. In these cases, numerous exchanges were needed to come to a final response.

In some interviews, the interviewers did not read “during the week” when asking the question. In some cases, they changed the question to ask about how much the workers were paid per week (e.g., “How much were gross wages was this individual paid per week?”).

In a few interviews, the interviewer changed the wording of the question and asked the question in a leading way (e.g., “And what was their wages, like \$10 an hour, five to eight dollars an hour, 12?”).

Finally, in some interviews, the interviewer asked the respondent whether they knew or were able to provide workers’ wages. These types of questions sometimes resulted in nonresponse (e.g., I: Can you tell me approximately what your hourly wage is or total amount paid for that week? R: Off the top of my head – no) or don’t know responses (e.g., i: Do you know the total gross wages for the 8 workers that week? R: I don’t know.).

3.7 Base Wages

The base wage question was one of the new questions added to the revised instrument (Figure 8). The interviewers failed to administer the base wage question the majority of the time (Table 8). During the administration of this question for the first reference period, interviewers only asked this question as worded 7 percent of the time, and the response was verified 7 percent of the time. Thirty-three percent of the time, the question was asked with major changes and in 53 percent of the administrations the question was shortcut. This question was administered even less for the second reference period. During the administration of the second reference period questions, the question was never asked as worded and never verified. In 21 percent of the administrations, interviewers failed to verify the response. In 75 percent of the interviews, the interviewers shortcut the question.

Dates: April 8th - April 14th

Of the **\$1000** total gross wages paid for the week, how much of those were from **BASE** wages?

Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude incentive pay.

[ENUM] Incentive pay includes bonuses, performance pay, hazard pay, overtime pay, etc. that is paid in addition to the base wages.

Figure 8. Base Wages Question

Code	April	January
ES	7%	0%
VER	7%	0%
NOVER	0%	21%
MC	33%	4%
SC	53%	75%
Total	30	28

When interviewers made major changes to this question, they never read the definition of base wages that follows the survey question. They also often reworded this question in a leading way (e.g., “And those were all base wages?”). Sometimes interviewers asked if the gross wages included overtime or bonus pay as well (e.g., “Do they also get any overtime, incentive or that was the base pay?”).

3.8 Incentive/Overtime

The incentive/overtime question was also a new question added to the revised questionnaire (Figure 9). As with the base wage question, the incentive/overtime question was not asked as worded by the interviewers very often for either reference period (Table 9). When administering this question for the first reference period, interviewers only administered this question as worded 3 percent of the time, and they *never* administered it as worded for the second reference period. For the first reference period, interviewers administered this question with major changes at a high rate (40%). Additionally, 43 percent of time they shortcutted the question. For the second reference period, interviewers failed to verify the answer 21 percent of the time and shortcutted the question 75 percent of the time.

Dates: April 8th - April 14th

Of the **\$1000** total gross wages paid for the week, how much of those were from **INCENTIVE and OVERTIME** wages paid?

Figure 9. Incentive/Overtime Question

Code	April	January
ES	3%	0%
VER	3%	0%
NOVER	10%	21%
MC	40%	4%
SC	43%	75%
Total	30	28

When interviewers made major changes to this question, they never asked how much of the gross wages paid that week were incentive or overtime pay. Instead, they often asked whether the workers ever received incentives and overtime pay (e.g., “Did they ever get incentive or overtime or anything like that?”). Sometimes they only asked about overtime (e.g., “Did they have any overtime wages added to that?”). At other times, they only asked about incentives (e.g., “And does he get paid incentive for anything like that?”). Moreover, some interviewers made these changes and asked the question in a leading way (e.g., “And you don't pay overtime?”).

3.9 150 & 149 Day Questions

As mentioned above, the question that asked whether workers worked 149 days or less was removed from the revised instrument. In the original instrument, respondents were asked how many of the workers worked 150 days or more (Figure 10). If all workers were not accounted for in that question, they were then asked how many of the workers worked 149 days or less (Figure 11). These questions were administered after respondents reported all detailed information for workers on the payroll during the reference period. On the revised instrument, the 150-day question was moved to after the question that asked about the number of workers on the payroll during the reference week and before detailed information was collected on those workers.

***** IMA FARMER 1**
 In 2018, how many of these **100** total paid workers for that week will be paid by this operation for **150 days or more**

Figure 10. 150-Day Question

How many of the **9** total paid workers will be paid for **149 days or less?**

Figure 11. 149-Day Question

When administrating the 150-day question using the original instrument, interviewers asked the question as worded 46 percent of the time (Table 10). However, when administering the 149-day question, interviewers failed to verify the response 75 percent of the time. When administering

the 150-day question using the revised instrument, interviewers administered the question with major changes just over half the time (53%).

Code	Original		Revised	
	<u>150</u>	<u>149</u>	<u>150</u>	<u>149</u>
ES	46%	0%	11%	-
VER	11%	0%	6%	-
NOVER	17%	75%	17%	-
MC	20%	13%	53%	-
SC	6%	13%	14%	-
Total	35	16	36	-

When major changes were made to the 150-day question, interviewers often left off several of the important elements in the question, such as “in 2018,” “of these [insert number], “total paid workers,” “will be,” and “paid” (e.g., “How many of those workers will be paid for more than 150 days of work?”). Often they changed “paid” to “work” (e.g., “Will they work 150 days or more?”). In a few interviews, the interviewer asked whether the workers typically worked more than 150 days (e.g., “Okay and do they usually those 2 workers work 150 days or more?”). Sometimes they paraphrased the question and asked whether the workers were full-time or part-time (e.g., “Are they full-time or part-time workers.”) Finally, as with other questions, a few interviewers asked this question in a leading way (e.g., “In 2018, how many of these 4 total paid workers for that week will be paid by this operation for 150 days or more? So out of those 9 workers, all of them?”).

3.10 Peak Number of Workers

The peak number of workers question differed across versions. In the original version, the peak number question was asked at the very end of the questionnaire, after the value of sales and farm-type questions. Additionally, this question did not have any include or exclude statements (Figure 12). On the revised version of the questionnaire, this question was asked after all questions for the January reference period had been completed. This question had a list of include and exclude statements that interviewers were required to read (Figure 13).

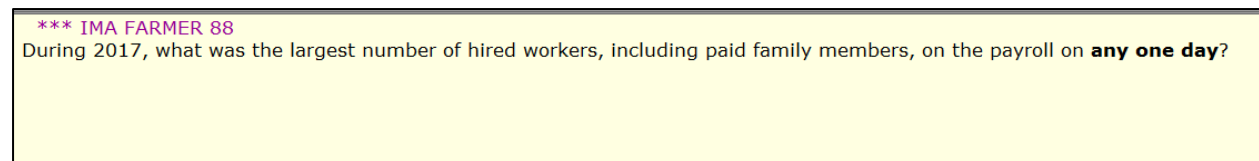


Figure 12. Peak Number of Workers Original Version

***** IMA FARMER 1**
 During 2017, what was the largest number of hired workers, on the payroll on any one day?

INCLUDE:

- Workers directly hired and paid by the farm operation, part-time workers, paid family members, and hired managers
- All hired workers regardless of method of pay (salaried, hourly, daily, monthly, piece rate, etc.)
- Workers on paid leave (sick or vacation)

EXCLUDE:

- Contract and custom workers
- Retail workers and 'value-added' workers

Figure 13. Peak Number of Worker Revised Version

The original version of this question was asked as worded more often (59%) than the revised version (5%). However, interviewers still made major changes to the original version 32 percent of the time (Table 11). Interviewers made major changes to the revised question 74 percent of the time and shortcutted the question 16 percent of the time.

Code	Original	Revised
ES	59%	5%
VER	0%	5%
NOVER	0%	0%
MC	32%	74%
SC	9%	16%
Total	22	19

There were two common major changes made to the original version of this question. First, interviewers often did not read the reference year when asking the question. The reference year is particularly important in this question since this question asks about the previous calendar year, whereas the majority of other questions on the survey ask about the current calendar year. Second, interviewers asked this question in a leading way, implying to respondents that they should report the same number of workers reported in previous sections of the survey (e.g., “During 2017, what was the largest number of hired workers, including paid family members, on the payroll on any one day. Was it all 9?”). When asked in a leading way, respondent sometimes corrected the interviewers and other times they did not.

When major changes were made to the revised version of this question, the most common change made was not reading the include/exclude statements. In fact, in all but one of the interviews where a major change was made, the interviewers did not read the include/exclude statements. In the one interview where the interviewer read the include/exclude statements, she did not read any includes and read only one exclude. As with the original version of this question, interviewers administering the revised version also did not read the reference year and asked this question in a leading way (e.g., “And so would you say 19 workers would be about the largest number of workers you would have on any one day?”).

3.11 H-2A

The H-2A question also appeared in different locations on the two versions. In the original version, this question was asked at the end of the questionnaire, following the peak number question (Figure 14). In the revised version, this question was asked after the January questions, following the peak number question. Additionally, on the revised version a definition for H-2A workers followed the questions and interviewers were required to read it (Figure 15).

*** IMA FARMER 88
 During 2017, did this operation have any H-2A Temporary Agricultural Workers on the payroll?

Figure 14. Original Version H-2A

*** IMA FARMER 1
 During 2017, did this operation have any H-2A Temporary Agricultural Workers on the payroll?

The H2A temporary agricultural program allows agricultural employers who anticipate a shortage of domestic workers to bring nonimmigrant foreign workers to the U.S. to perform agricultural labor or services of a temporary or seasonal nature.

Figure 15. Revised Version H-2A

Substantial differences were found in the administration of this question across versions (Table 12). When administering the original version of this question, interviewers read this question as worded 59 percent of the time, compared to 5 percent of the time when administering the revised version. Interviewers made major changes to both versions of this question at high rates. However, major changes were made at a particularly high rate when administering the revised version (original: 32%, revised 74%).

Code	Original	Revised
ES	59%	5%
VER	0%	5%
NOVER	0%	0%
MC	32%	74%
SC	9%	16%
Total	22	19

In the majority of interviews where a major change was made to the original version of this question, the interviewers did not read the reference year (e.g., “And did you have any H-2A temporary agriculture workers on the payroll?”). Again, this is problematic since the reference year for this question is the previous calendar year, whereas other sections of the survey ask about the current calendar year.

Although no definition was provided in the original version, some interviewers provided inaccurate definitions to respondents:

“During 2017, did this operation have any H-2A temporary agricultural workers on the payroll? That would be we like migrant workers or any contract work.”

“Did you hire any H-2A temporary agricultural workers on the payroll... They would have come in and did temporary stuff on the payroll.”

Two interviewers did not reference the H-2A temporary agricultural worker program when asking the question and instead asked about migrant and temporary workers:

“Did you have any migrant workers?”

“Okay and so that means you didn't have any temporary workers on the payroll.”

For the revised version of this question, in all the interviews where a major change was made the interviewers did not read the required definition of H-2A workers. Additionally, interviewers often did not read the reference year.

In one interview, the interviewer did not read “H-2A” when administering the question (e.g, “And did you have any temporary workers other than just the one?”). This changed the construct being asked about to “temporary workers” as opposed to the intended construct of workers in the federal H-2A temporary agricultural worker program.

Finally, one interviewer asked this question in a leading way (e.g., “None of them are H-2A temporary agricultural workers?”).

4. CONCLUSIONS AND RECOMMENDATIONS

This research report compares the administration of questions from two Agricultural Labor Survey CATI instruments. Both instruments were redesigned to improve flow and usability of the instruments with the goal of increasing interviewers’ ability to ask the questions in a standardized manner. In addition, the revised script contained two new wage questions that were proposed to be added to the Agricultural Labor Survey. The goal of the behavior coding was to compare the administration of the original Agricultural Labor CATI instrument and the revised instrument, with special attention given to the new wage questions.

Similar to results found in the behavior coding of the October 2017 Agricultural Labor Survey (Ridolfo et al. 2020), neither of the instruments were administered appropriately at an acceptable rate. Interviewers failed to verify responses, made major changes to survey questions, and shortcutted survey questions (did not ask them at all) at high rates. Interviewers’ lack of adherence to the CATI instrument was particularly pronounced in questions that asked about the second reference period. Furthermore, the new wage questions were often not asked as worded or not asked at all. This made it difficult to evaluate these new survey questions.

In addition, when interviewers made major changes to survey questions and responded to respondents’ requests for clarification, it was observed that they lacked an adequate

understanding of the constructs being measured. For example, interviewers were observed providing inaccurate definitions and inclusion criteria, and selecting inappropriate worker types. This led to workers being inappropriately screened into and out of the survey, and being classified as the incorrect worker types, which could have larger implications for published wage rates.

As with the behavior coding of the October 2017 Agricultural Labor Survey (Ridolfo et al. 2020), a limitation to this research was that images of the interviewers' screen were not available during behavior coding. This made it difficult to determine which screen interviewers were on, particularly when they deviated from the script. This slowed down the coding process and analysis as coding often had to be double checked and edited.

Despite this limitation, substantial evidence from this and the past behavior coding study (Ridolfo et al. 2020) indicates further work is needed to improve the usability of the Agricultural Labor Survey CATI instruments. Additionally, interviewers would benefit from additional training on the content of the Agricultural Labor Survey and standardized interviewing. We recommend the following:

- 1) Conduct enumerator training that focuses on the importance of reading survey questions as worded and discourages the use of conversational interviewing to reduce interviewer variation.
- 2) Conduct enumerator training on the content of the Agricultural Labor Survey.
- 3) Continue to conduct behavior coding on future cycles of the Agricultural Labor Survey.

5. REFERENCES

- Biagas, D., Abayomi, E.J., Rodhouse, J., and Ridolfo, H. (2019), "Examining Interviewer Effects on the Agricultural Labor Survey: A Mixed Methods Approach," Poster presented at the Interviewers and Their Effects from a Total Survey Error Perspective Workshop, Lincoln, NE.
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APPENDIX A: Original CATI Script

Ag Labor – Original Questionnaire – April 2018

AGRLB171000 Appointment NonResponse ELMOCComments OutsideAppointment

ID: 1 100145160 1 1 Stratum: 4204 OpDom: 00 Active: 00 Person: 000 Dist/Cnty: 40 101
Operation Name: SUNNY ACRES Person Name: IMA FARMER 2
Address: 2066 BRADY RD
LETOHATCHEE, AL 36047-
Phone: (202)555-1111 OpPhone: PhoneOther:

Hi. This is David Biagas calling on behalf of USDA-NASS. We recently mailed you information about the AGRICULTURAL LABOR SURVEY and I am calling to collect information about your operation.

While your participation is voluntary, your response is important to the accuracy of our data. The information you provide is kept confidential by law and is used for statistical purposes only.

1. Continue with interview
 2. Out of Business

Intrdctn GO

1:16:12 AM 1100145160 1 1 Modified by rules Dirty INTRO.Intrdctn AGRLB171000 4/113

AGRLB171000 Appointment NonResponse ELMOCComments OutsideAppointment

For quality assurance, the call may be monitored or recorded.

1. Enter 1 to continue.

Monitoring

WhyOB
Specify
WhoIsRsp
Respndnt
Relationship

1:16:39 AM 1100145160 1 1 Modified by rules Dirty INTRO.Monitoring AGRLB171000 5/113

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Operation Name: **SUNNY ACRES**
 Person Name: **IMA FARMER 2**

[ENUM] Who is responding? SkipInd: **NO**

1. Operator or Manager 4. Partner
 2. Spouse 9. Other
 3. Accountant or Bookkeeper

Monitoring: 1 **Proceed**

WhyOB

Specify

WhoIsRsp

Respndnt

Relationship

11:17:11 AM 1100145160 1 1 Modified Dirty INTRO.WhoIsRsp AGRLB171000 5/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Operation Name: **SUNNY ACRES**
 Person Name: **IMA FARMER 3**

[ENUM] Enter the respondent's name.
 (If the name displayed in the answer below is correct, press enter to accept it; otherwise, type in the respondent's name.)

Enter a text of at most 30 characters

Monitoring Proceed

WhyOB

Specify

WhoIsRsp Spouse

Respndnt

Relationship

5:53:33 AM 1100145180 1 1 Modified Dirty INTRO.Respndnt AGRB171000 5/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Let me verify the name, address, and phone number(s) that I have for this operation.

SUNNY ACRES
IMA FARMER 2
2066 BRADY RD
LETOHATCHEE, AL 36047-
(202)555-1111

Is this information correct?

1. YES
 3. NO

VerifyId

5:17:31 AM 1100145160 1 1 Modified Dirty Verify.VerifyId AGRB171000 6/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

The operation name for this operation is :

SUNNY ACRES

[ENUM] If this is incorrect, enter the correct operation name.
If it is correct, press <Enter> OR arrow down to the item that needs correcting.

Enter a text of at most 30 characters

aLabel1	ORIGINAL TARGET	aLabel2	MAKE UPDATES HERE
aOperName	SUNNY ACRES	OperNameU	<input type="text"/>
aPersonName	IMA FARMER 3	PersonNameU	<input type="text"/>
aAddress1	5514 W HICKORY GROVE RD	Address1U	<input type="text"/>
aAddress2	<input type="text"/>	Address2U	<input type="text"/>
aCity	LETOHATCHEE	CityU	<input type="text"/>
aState	AL	StateU	<input type="text"/>
aZipCode	36047-	ZipCodeU	<input type="text"/>
aPhone	(202)555-1111	PhoneU	() - <input type="text"/>
aPhoneCellInd	<input type="checkbox"/> NotACell	PhoneCellIndU	<input type="text"/>
aOpPhone	() - <input type="text"/>	OpPhoneU	() - <input type="text"/>
aOpPhoneCellInd	<input type="checkbox"/>	OpPhoneCellIndU	<input type="text"/>
aPhoneOther	() - <input type="text"/>	PhoneOtherU	() - <input type="text"/>
aPhoneOtherCellInd	<input type="checkbox"/>	PhoneOtherCellIndU	<input type="text"/>

1:23:52 PM 1100145180 1.1 Modified Dirty Verify.OperNameU AGRLB171000 7/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Have the operator, manager, or partners involved in the day-to-day decisions for this operation changed since June 1, 2017?

1. YES

3. NO

[OpChange](#)

OpChgRsn

1:17:51 AM 1100145160 1.1 Modified Dirty ScrOpChg.OpChange AGRLB171000 9/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Would you please explain what changed since June 1, 2017?

SPECIFY

Enter a text of at most 30 characters

OpChange	1	Yes
OpChgRsn		

9:59:48 AM 1100145180 1 1 Modified Dirty ScrOpChg.OpChgRsn AGRLB171000 9/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

IMA FARMER 2

Since June 1, 2017, have or will you (IMA FARMER 2) grow any crops or cut hay?

> Include grains, row crops, oilseeds, fruits, nuts, vegetables, (including strawberries and melon crops), nursery and greenhouse, Christmas trees, and other specialty crops.

1. YES

3. NO

aRLabel	IMA FARMER 2	MgrChk
aLabel	SCREENING QUESTIONS	SameName
		aGetData
		aGoBack

Any1

Any2

Any3

Any4

Any5

139 L139

10:18:11 AM 1100145160 1 1 Modified Dirty GenScreen.Any1 AGRLB171000 10/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Since June 1, 2017, have or will you (**IMA FARMER 3**) own or raise any livestock, poultry, bees or aquaculture?

> Include livestock and poultry owned, and any being raised under contract for someone else.

1. YES
 3. NO

aRLabel: IMA FARMER 3 MgrChk
 SameName
 aLabel: SCREENING QUESTIONS aGetData
 aGoBack

Any1: 3 No
 Any2: 1 Yes
 Any3:
 Any4:
 Any5:
 139 L139

10/113 11:01:32 AM 1100145180 1 1 Modified Dirty GenScreen.Any2 AGRLB171000 10/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Since June 1, 2017, have or will you (**IMA FARMER 3**) sell any agricultural products?

1. YES
 3. NO

aRLabel: IMA FARMER 3 MgrChk
 SameName
 aLabel: SCREENING QUESTIONS aGetData
 aGoBack

Any1: 3 No
 Any2: 3 No
 Any3:
 Any4:
 Any5:
 139 L139

10/113 11:01:45 AM 1100145180 1 1 Modified Dirty GenScreen.Any3 AGRLB171000 10/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Since June 1, 2017, have or will you (**IMA FARMER 3**) receive government agricultural payments?

> Exclude government payments received as a landlord.

1. YES
 3. NO

aRLabel IMA FARMER 3 MgrChk
 SameName
 aLabel SCREENING QUESTIONS aGetData
 aGoBack

Any1 3 No
 Any2 3 No
 Any3 3 No
 Any4
 Any5

139 L139

10/2/02 AM 1100145180 1 1 Modified Dirty GenScreen.Any4 AGRLB171000 10/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Since June 1, 2017, have or will you (**IMA FARMER 3**) have more than 19 acres of idle cropland or more than 99 acres of pastureland?

1. YES
 3. NO

aRLabel IMA FARMER 3 MgrChk
 SameName
 aLabel SCREENING QUESTIONS aGetData
 aGoBack

Any1 3 No
 Any2 3 No
 Any3 3 No
 Any4 3 No
 Any5

139 L139

10/2/14 AM 1100145180 1 1 Modified Dirty GenScreen.Any5 AGRLB171000 10/113

AGRLB171000 Appointment | NonResponse | ELMOComments | OutsideAppointment

Has this operation been sold, rented, or turned over to someone else?

[ENUM] If spouse is now operating, answer this as YES!

1. YES
 3. NO

aLabel CHANGE IN OPERATOR Phone
 NewOper PhoneCellInd
 OpBase1 OpPhone
 OperName OpPhoneCellInd
 PersonName PhoneOther
 Address1 PhoneOtherCellInd
 Address2 OpB4Base
 City Managed
 State InB4Base
 ZipCode NoNewOpr 1
 Specify
 9930 Base1

1:02:37 AM 1100145180 1.1 Modified Dirty ChgInOp.NewOper AGRLB171000 11/113

AGRLB171000 Appointment | NonResponse | ELMOComments | OutsideAppointment

[ENUM] Enter notes explaining what will become of the operation.

SPECIFY

Enter a text of at most 40 characters

aLabel CHANGE IN OPERATOR Phone
 NewOper 3 No PhoneCellInd
 OpBase1 OpPhone
 OperName OpPhoneCellInd
 PersonName PhoneOther
 Address1 PhoneOtherCellInd
 Address2 OpB4Base
 City Managed
 State InB4Base
 ZipCode NoNewOpr 1 Yes
 Specify
 9930 Base1

1:53:11 AM 1300080470 1.1 Modified Dirty ChgInOp.Specify AGRLB171000 11/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Will the land be used for any agricultural purposes by you (the operator) or anyone else in the next year? (Including growing crops or raising livestock.)

1. YES
 2. Don't Know
 3. NO

aLabel CHANGE IN OPERATOR Phone

NewOper 3 No PhoneCellInd

OpBase1 OpPhone

OperName OpPhoneCellInd

PersonName PhoneOther

Address1 PhoneOtherCellInd

Address2 OpB4Base

City Managed

State InB4Base

ZipCode NoNewOpr 1 DontNo

Specify

9930 Base1

1:52:39 AM 1300080470 1 1 Modified Dirty ChgInOp.NoNewOpr AGRLB171000 11/113

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Are the day-to-day decisions for this operation made by:

[ENUM] (Partners jointly operate land and share in decision making.
EXCLUDE landlords and tenants as partners.)

1. An Individual Operator
 2. Partners
 8. A Hired manager

Label1	TYPE OF OPERATION	Phone
TypeOper		PhoneCellInd
NumPrtnr		OpPhone
9921 R_Unit		OpPhoneCellInd
CheckMgr		PhoneOther
Address1		PhoneOtherCellInd
Address2		
City		9941 Substitute
State		ErrorValue
		aViewErrors

1:19:49 AM | 1100145160 1 1 | Modified | Dirty | OpScreen.TypeOper | AGRLB171000 | 13/113

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Please identify the additional person in this partnership:

[ENUM] (Enter First, Middle, Last Name)
 (To delete this additional partner: enter DELETE for the target name.)
TARGET: SUNNY ACRES
IMA FARMER 3
5514 W HICKORY GROVE RD
LETOHATCHEE, AL 36047-
(202)555-1111

Enter a text of at most 30 characters

AnothPtr[1]		OpPhoneCellInd
PersonName		PhoneOther
Address1		PhoneOtherCellInd
Address2		
City		OpOnBase <input type="checkbox"/>
State		
ZipCode		
Phone	() -	
PhoneCellInd		
OpPhone	AnothPtr[2] <input type="checkbox"/>	

1:32:09 PM | 1100145180 1 1 | Modified | Dirty | DoPrtnrs.Partner.AddPtr[1].PersonName | AGRLB171000 | 29/113

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Is **IMA FARMER 3** the hired manager of the **SUNNY ACRES** operation?

1. **YES, IMA FARMER 3** is still the hired manager.

3. **NO, IMA FARMER 3** is no longer the hired manager.

Label1	TYPE OF OPERATION	Phone
TypeOper	8 HMGR	PhoneCellInd
NumPrtnr		OpPhone
9921_R_Unit		OpPhoneCellInd
CheckMgr		PhoneOther
Address1		PhoneOtherCellInd
Address2		
City		9941 Substitute
State		ErrorValue
		aViewErrors

10:41 AM 1100145180 1 1 Modified Dirty OpScreen.CheckMgr AGRLB171000 13/113

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

What is the street address for the former hired manager, **IMA FARMER 3**?

Enter a text of at most 30 characters

Label1	TYPE OF OPERATION	Phone	() -
TypeOper	8 HMGR	PhoneCellInd	
NumPrtnr		OpPhone	
9921_R_Unit		OpPhoneCellInd	
CheckMgr	3 No	PhoneOther	
Address1		PhoneOtherCellInd	
Address2			
City		9941 Substitute	
State		ErrorValue	
		aViewErrors	

10:06 AM 1100145180 1 1 Modified Dirty OpScreen.Address1 AGRLB171000 13/113

Blaise 4.8 Manipula

Agricultural Labor Base Rate Study

Forms Answer Navigate Help

AGRLBRR180400 Appointment NonResponse ELMOComments OutsideAppointment

***** IMA FARMER 1 *****

Did this operation have anyone on the payroll to do agricultural work the week of **Sunday, April 8th THROUGH Saturday, April 14th?**

INCLUDE:

- Workers directly hired and paid by the farm operation, part-time workers, paid family members, and hired managers
- All hired workers regardless of method of pay (salaried, hourly, daily, monthly, piece rate, etc.)
- Workers on paid leave (sick or vacation)

EXCLUDE:

- Contract and custom workers
- Retail workers and 'value-added' workers

1. YES
 2. UNKNOWN
 3. NO

aLabel	PAID WORKERS Apr	700 GE150Days	50
600 ScmHired	1 YES	701 LE149Days	
660 THWK	100		

For the PAID WORKERS, I would like to record the number of workers, hours worked and the gross wages paid that week. Let's separate the workers by the main type of work they were hired to do.

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO

[Explain the type of worker groups.]

FIELD WORKERS: jack-of-all trades and machinery operators on crop farms, fruit or vegetable pickers, greenhouse or nursery workers, hay balers and haulers, etc.

LIVESTOCK WORKERS: jack-of-all trades and machinery operators on livestock or poultry operations, workers hired to fix fences, tend animals, milk cows, gather eggs, etc.

SUPERVISOR/MANAGER: hired managers, range foremen, crew leaders, etc.

OTHER WORKERS: office workers, bookkeepers, pilots, Pesticide applicators, etc.

Dates: April 8th - April 14th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

1. Field work
 2. Livestock work
 3. Supervision/Management
 4. Other work

More specifically, which type of work were they hired to do?
 Report each worker only once.
 For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:
AGRICULTURAL EQUIPMENT OPERATORS - CROP, NURSERY AND GREENHOUSE: Drive and control farm equipment to till soil and to plant, cultivate, and harvest crops.
FARMWORKERS - CROP, NURSERY AND GREENHOUSE: Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, field crops, Christmas trees and short rotation woody crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities.
GRADERS AND SORTERS - CROP, NURSERY AND GREENHOUSE PRODUCTS: Grade, sort, or classify agricultural crops by size, weight, color or condition.
HAND PACKERS AND PACKAGERS - CROP, NURSERY AND GREENHOUSE PRODUCTS: Pack or package by hand a wide variety of products and materials.
AGRICULTURAL WORKERS, ALL OTHER- CROP, NURSERY, AND GREENHOUSE: All agricultural workers working with crops, nursery or greenhouse products not included in other codes.

11. AGRICULTURAL EQUIPMENT OPERATORS - CROP, NURSERY AND GREENHOUSE 14. HAND PACKERS AND PACKAGERS - CROP, NURSERY AND GREENHOUSE PRODUCTS
 12. FARMWORKERS - CROP, NURSERY AND GREENHOUSE 15. AGRICULTURAL WORKERS, ALL OTHER- CROP, NURSERY, AND GREENHOUSE
 13. GRADERS AND SORTERS - CROP, NURSERY AND GREENHOUSE PRODUCTS

Describe the work these field workers were hired to do?

[ENUM] Examples: jack-of-all trades and machinery operators on crop farms, fruit or vegetable pickers, greenhouse or nursery workers, hay balers and haulers, etc.

Dates: April 8th - April 14th

How many field workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: April 8th - April 14th

How many **TOTAL HOURS** did these **2** workers work?

[ENUM] Report the combined **TOTAL HOURS** worked for this item not average hours per worker.

Dates: April 8th - April 14th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM] Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: April 8th - April 14th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: April 8th - April 14th

The total gross wages for the **2** workers was **\$1000** for that week.
Is that correct?

Dates: April 8th - April 14th

Were there **any more** workers on the payroll?

Dates: April 8th - April 14th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

More specifically, which type of work were they hired to do?
Report each worker only once.
For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:
AGRICULTURAL EQUIPMENT OPERATORS - FARM, RANCH, AND AQUACULTURAL ANIMALS: Drive and control heavy farm equipment while attending to live farm, ranch or aquacultural animals and in the harvest of unprocessed animal products
FARMWORKERS - FARM, RANCH, AND AQUACULTURAL ANIMALS: Attend to live farm, ranch, or aquacultural animals including cattle, sheep, swine, goats, horses and other equines, poultry, finfish, shellfish, and bees. Duties may include feeding, watering, herding, milking, grazing, castrating, branding, de-beaking, weighing, catching, and loading animals. May conduct simple exams; maintain records; assist in births; and administer medications, vaccinations, or insecticides. May clean and maintain animal housing areas.
GRADERS AND SORTERS - FARM, RANCH, AND AQUACULTURAL ANIMAL PRODUCTS: Grade, sort, or classify unprocessed food and other agricultural products by size, weight, color, or condition.
HAND PACKERS AND PACKAGERS - FARM, RANCH AND AQUACULTURAL ANIMAL PRODUCTS: Pack or package by hand a wide variety of products and materials.
AGRICULTURAL WORKERS, ALL OTHER - FARM, RANCH AND AQUACULTURAL ANIMALS: All agricultural workers working with farm, ranch and aquacultural animals or products not included in other codes.

20. AGRICULTURAL EQUIPMENT OPERATORS - FARM, RANCH, AND AQUACULTURAL ANIMALS
 21. FARMWORKERS - FARM, RANCH, AND AQUACULTURAL ANIMALS
 22. GRADERS AND SORTERS - FARM, RANCH, AND AQUACULTURAL ANIMAL PRODUCTS
 23. HAND PACKERS AND PACKAGERS - FARM, RANCH AND AQUACULTURAL ANIMAL PRODUCTS
 24. AGRICULTURAL WORKERS, ALL OTHER - FARM, RANCH AND AQUACULTURAL ANIMALS

Type	Work	TypeDetail	Describe	Workers	Hours	Wages	Unit	CalcWage	Confirm	AnyMore
Row[201]	2									
Row[202]										
Row[203]										
Row[204]										
Row[205]										
Row[206]										

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Describe the work these livestock workers were hired to do?

[ENUM] Examples: jack-of-all trades and machinery operators on livestock or poultry operations, workers hired to fix fences, tend animals, milk cows, gather eggs, etc.

Dates: April 8th - April 14th

How many livestock workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: April 8th - April 14th

How many **TOTAL HOURS** did these **2** workers work?

[ENUM] Report the combined TOTAL HOURS worked for this item not average hours per worker.

Dates: April 8th - April 14th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM] Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: April 8th - April 14th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: April 8th - April 14th

The total gross wages for the **2** workers was **\$1000** for that week.
Is that correct?

Dates: April 8th - April 14th

Were there **any more** workers on the payroll?

Dates: April 8th - April 14th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0

Livestock work: 0

Supervision/Management: 0

Other work: 0

Unknown work: 0

Total Paid Workers: 0

1. Field work
 2. Livestock work
 3. Supervision/Management

4. Other work

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

More specifically, which type of work were they hired to do?
 report each worker only once.
 For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:
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.
FIRST-LINE SUPERVISORS OF FARM WORKERS: Directly supervise and coordinate the activities of agricultural, aquacultural, and related workers.

31. FARMERS, RANCHERS AND OTHER AGRICULTURAL MANAGERS
 32. FIRST-LINE SUPERVISORS OF FARM WORKERS

TypeWork	TypeDetail	Describe	Workers	Hours	Wages	Unit	CalcWage	Confirm	AnyMore
Row[201]	3								
Row[202]									
Row[203]									
Row[204]									
Row[205]									
Row[206]									

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Describe the work these supervisor workers were hired to do?

[ENUM] Examples: hired managers, range foremen, crew leaders, etc.

Dates: April 8th - April 14th

How many supervisor workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: April 8th - April 14th

How many **TOTAL HOURS** did these **2** workers work?

[ENUM] Report the combined **TOTAL HOURS** worked for this item not average hours per worker.

Dates: April 8th - April 14th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: April 8th - April 14th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: April 8th - April 14th

The total gross wages for the **2** workers was **\$1000** for that week.
Is that correct?

Dates: April 8th - April 14th

Were there **any more** workers on the payroll?

Dates: April 8th - April 14th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0

Livestock work: 0

Supervision/Management: 0

Other work: 0

Unknown work: 0

Total Paid Workers: 0

1. Field work
 2. Livestock work
 3. Supervision/Management

4. Other work

More specifically, which type of work were they hired to do?

Report each worker only once.

For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:

AGRICULTURAL INSPECTORS: Inspect agricultural commodities, processing equipment and facilities, and aquacultural operations, to ensure compliance with regulations and laws governing health, quality, and safety.

ANIMAL BREEDERS: Select and breed animals according to their genealogy, characteristics, and offspring.

PESTICIDE HANDLERS AND SPRAYERS: Mix or apply pesticides, herbicides, fungicides, or insecticides through sprays, dusts, vapors, soil incorporation, or chemical application 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.

ANY OTHER WORKER NOT LISTED: Including but not limited to, mechanics, shop workers, truck drivers, accountants, bookkeepers, office workers. Excluding contract and custom workers, retail workers and value-added workers.

Describe the work these other workers were hired to do?

[ENUM] Examples: office workers, bookkeepers, pilots, etc.

Dates: April 8th - April 14th

How many other workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: April 8th - April 14th

How many **TOTAL HOURS** did these **2** workers work?

[ENUM] Report the combined **TOTAL HOURS** worked for this item not average hours per worker.

Dates: April 8th - April 14th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: April 8th - April 14th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: April 8th - April 14th

The total gross wages for the **2** workers was **\$1000** for that week.
Is that correct?

Dates: April 8th - April 14th

Were there **any more** workers on the payroll?

Dates: April 8th - April 14th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

Then the total number of HIRED WORKERS paid by this operation during the week of April 8th through the 14th is **100**. Is that correct?
[If not correct, <Page Up> to return to Hired Workers table.]

SUMMARY OF PAID WORKERS:

Field work..... 4
Livestock work..... 2
Supervision/Management.. 2
Other work 6
Unknown work..... 0

*** IMA FARMER 1

In 2018, how many of these **100** total paid workers for that week will be paid by this operation for **150 days or more**

How many of the **9** total paid workers will be paid for **149 days or less?**

*** IMA FARMER 1 ***

Did this operation have anyone on the payroll to do agricultural work the week of **Sunday, January 7th THROUGH Saturday, January 13th?**

INCLUDE:

- Workers directly hired and paid by the farm operation, part-time workers, paid family members, and hired managers
- All hired workers regardless of method of pay (salaried, hourly, daily, monthly, piece rate, etc.)
- Workers on paid leave (sick or vacation)

EXCLUDE:

- Contract and custom workers
- Retail workers and 'value-added' workers

For the PAID WORKERS, I would like to record the number of workers, hours worked and the gross wages paid that week. Let's separate the workers by the main type of work they were hired to do.

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO

[Explain the type of worker groups.]

FIELD WORKERS: jack-of-all trades and machinery operators on crop farms, fruit or vegetable pickers, greenhouse or nursery workers, hay balers and haulers, etc.

LIVESTOCK WORKERS: jack-of-all trades and machinery operators on livestock or poultry operations, workers hired to fix fences, tend animals, milk cows, gather eggs, etc.

SUPERVISOR/MANAGER: hired managers, range foremen, crew leaders, etc.

OTHER WORKERS: office workers, bookkeepers, pilots, Pesticide applicators, etc.

Dates: January 7th - January 13th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0

Livestock work: 0

Supervision/Management: 0

Other work: 0

Unknown work: 0

Total Paid Workers: 0

More specifically, which type of work were they hired to do?

Report each worker only once.

For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:

AGRICULTURAL EQUIPMENT OPERATORS - CROP, NURSERY AND GREENHOUSE: Drive and control farm equipment to till soil and to plant, cultivate, and harvest crops.

FARMWORKERS - CROP, NURSERY AND GREENHOUSE: Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, field crops, Christmas trees and short rotation woody crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities

GRADERS AND SORTERS - CROP, NURSERY AND GREENHOUSE PRODUCTS: Grade, sort, or classify agricultural crops by size, weight, color or condition.

HAND PACKERS AND PACKAGERS - CROP, NURSERY and GREENHOUSE PRODUCTS: Pack or package by hand a wide variety of products and materials.

AGRICULTURAL WORKERS, ALL OTHER- CROP, NURSERY, AND GREENHOUSE: All agricultural workers working with crops, nursery or greenhouse products not included in other codes.

11. AGRICULTURAL EQUIPMENT OPERATORS - CROP, NURSERY AND GREENHOUSE

12. FARMWORKERS - CROP, NURSERY AND GREENHOUSE

13. GRADERS AND SORTERS - CROP, NURSERY AND GREENHOUSE PRODUCTS

14. HAND PACKERS AND PACKAGERS - CROP, NURSERY AND GREENHOUSE PRODUCTS

15. AGRICULTURAL WORKERS, ALL OTHER- CROP, NURSERY, AND GREENHOUSE

Describe the work these field workers were hired to do?

[ENUM] Examples: jack-of-all trades and machinery operators on crop farms, fruit or vegetable pickers, greenhouse or nursery workers, hay balers and haulers, etc.

Dates: January 7th - January 13th

How many field workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: January 7th - January 13th

How many **TOTAL HOURS** did these **3** workers work?

[ENUM] Report the combined TOTAL HOURS worked for this item not average hours per worker.

Dates: January 7th - January 13th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: January 7th - January 13th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: January 7th - January 13th

The total gross wages for the **3** workers was **\$2250** for that week.
Is that correct?

Dates: January 7th - January 13th

Were there **any more** workers on the payroll?

Dates: January 7th - January 13th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

More specifically, which type of work were they hired to do?
Report each worker only once.
For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:
AGRICULTURAL EQUIPMENT OPERATORS - FARM, RANCH, AND AQUACULTURAL ANIMALS: Drive and control heavy farm equipment while attending to live farm, ranch or aquacultural animals and in the harvest of unprocessed animal products
FARMWORKERS - FARM, RANCH, AND AQUACULTURAL ANIMALS: Attend to live farm, ranch, or aquacultural animals including cattle, sheep, swine, goats, horses and other equines, poultry, finfish, shellfish, and bees. Duties may include feeding, watering, herding, milking, grazing, castrating, branding, de-beaking, weighing, catching, and loading animals. May conduct simple exams; maintain records; assist in births; and administer medications, vaccinations, or insecticides. May clean and maintain animal housing areas.
GRADERS AND SORTERS - FARM, RANCH, AND AQUACULTURAL ANIMAL PRODUCTS: Grade, sort, or classify unprocessed food and other agricultural products by size, weight, color, or condition.
HAND PACKERS AND PACKAGERS - FARM, RANCH AND AQUACULTURAL ANIMAL PRODUCTS: Pack or package by hand a wide variety of products and materials.
AGRICULTURAL WORKERS, ALL OTHER - FARM, RANCH AND AQUACULTURAL ANIMALS: All agricultural workers working with farm, ranch and aquacultural animals or products not included in other codes.

20. AGRICULTURAL EQUIPMENT OPERATORS - FARM, RANCH, AND AQUACULTURAL ANIMALS
 21. FARMWORKERS - FARM, RANCH, AND AQUACULTURAL ANIMALS
 22. GRADERS AND SORTERS - FARM, RANCH, AND AQUACULTURAL ANIMAL PRODUCTS
 23. HAND PACKERS AND PACKAGERS - FARM, RANCH AND AQUACULTURAL ANIMAL PRODUCTS
 24. AGRICULTURAL WORKERS, ALL OTHER - FARM, RANCH AND AQUACULTURAL ANIMALS

TypeWork	TypeDetail	Describe	Workers	Hours	Wages	Unit	CalcWage	Confirm	AnyMore
Row[201]	2								
Row[202]									
Row[203]									
Row[204]									
Row[205]									
Row[206]									

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Describe the work these livestock workers were hired to do?

[ENUM] Examples: jack-of-all trades and machinery operators on livestock or poultry operations, workers hired to fix fences, tend animals, milk cows, gather eggs, etc.

Dates: January 7th - January 13th

How many livestock workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: January 7th - January 13th

How many **TOTAL HOURS** did these **3** workers work?

[ENUM] Report the combined TOTAL HOURS worked for this item not average hours per worker.

Dates: January 7th - January 13th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: January 7th - January 13th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: January 7th - January 13th

The total gross wages for the **3** workers was **\$2250** for that week.
Is that correct?

Dates: January 7th - January 13th

Were there **any more** workers on the payroll?

Dates: January 7th - January 13th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

More specifically, which type of work were they hired to do?
Report each worker only once.
For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:
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.
FIRST-LINE SUPERVISORS OF FARM WORKERS: Directly supervise and coordinate the activities of agricultural, aquacultural, and related workers.

31. FARMERS, RANCHERS AND OTHER AGRICULTURAL MANAGERS
 32. FIRST-LINE SUPERVISORS OF FARM WORKERS

TypeWork	TypeDetail	Describe	Workers	Hours	Wages	Unit	CalcWage	Confirm	AnyMore
Row[201]	3								
Row[202]									
Row[203]									
Row[204]									
Row[205]									
Row[206]									

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Describe the work these supervisor workers were hired to do?

[ENUM] Examples: hired managers, range foremen, crew leaders, etc.

Dates: January 7th - January 13th

How many supervisor workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: January 7th - January 13th

How many **TOTAL HOURS** did these **3** workers work?

[ENUM] Report the combined TOTAL HOURS worked for this item not average hours per worker.

Dates: January 7th - January 13th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: January 7th - January 13th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: January 7th - January 13th

The total gross wages for the **3** workers was **\$2250** for that week.
Is that correct?

Dates: January 7th - January 13th

Were there **any more** workers on the payroll?

Dates: January 7th - January 13th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

More specifically, which type of work were they hired to do?

Report each worker only once.

For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:

AGRICULTURAL INSPECTORS: Inspect agricultural commodities, processing equipment and facilities, and aquacultural operations, to ensure compliance with regulations and laws governing health, quality, and safety.

ANIMAL BREEDERS: Select and breed animals according to their genealogy, characteristics, and offspring.

PESTICIDE HANDLERS AND SPRAYERS: Mix or apply pesticides, herbicides, fungicides, or insecticides through sprays, dusts, vapors, soil incorporation, or chemical application 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.

ANY OTHER WORKER NOT LISTED: Including but not limited to, mechanics, shop workers, truck drivers, accountants, bookkeepers, office workers. Excluding contract and custom workers, retail workers and value-added workers.

Describe the work these other workers were hired to do?

[ENUM] Examples: office workers, bookkeepers, pilots, etc.

Dates: January 7th - January 13th

How many other workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: January 7th - January 13th

How many **TOTAL HOURS** did these **3** workers work?

[ENUM] Report the combined TOTAL HOURS worked for this item not average hours per worker.

Dates: January 7th - January 13th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: January 7th - January 13th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: January 7th - January 13th

The total gross wages for the **3** workers was **\$2250** for that week.
Is that correct?

Dates: January 7th - January 13th

Were there **any more** workers on the payroll?

Dates: January 7th - January 13th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

Then the total number of HIRED WORKERS paid by this operation during the week of January 7th through the 13th is **12**. Is that correct?
[If not correct, <Page Up> to return to Hired Workers table.]

SUMMARY OF PAID WORKERS:

Field work..... 3
Livestock work..... 3
Supervision/Management.. 3
Other work 1
Unknown work..... 0

*** IMA FARMER 1

In 2018, how many of these **12** total paid workers for that week will be paid by this operation for **150 days or more**

How many of the **9** total paid workers will be paid for **149 days or less?**

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Now I would like to classify this operation in terms of the TOTAL GROSS VALUE OF SALES during 2016 .
CONSIDERING:
- Sales of all crops, nursery or greenhouse products, livestock, poultry, and livestock products (milk, eggs, etc.) sold in 2016;
- The value of all crops, livestock, and poultry produced under contract and removed from the farm in 2016;
- Sales of all miscellaneous agricultural products in 2016:

<input type="radio"/> 99. None	<input type="radio"/> 7. 50,000 - 99,999
<input type="radio"/> 1. Less than 1000	<input type="radio"/> 8. 100,000 - 249,999
<input type="radio"/> 2. 1,000 - 2,499	<input type="radio"/> 9. 250,000 - 499,999
<input type="radio"/> 3. 2,500 - 4,999	<input type="radio"/> 10. 500,000 - 999,999
<input type="radio"/> 4. 5,000 - 9,999	<input type="radio"/> 11. 1,000,000 - \$2,499,999
<input type="radio"/> 5. 10,000 - 24,999	<input type="radio"/> 12. 2,500,000 - \$4,999,999
<input type="radio"/> 6. 25,000 - 49,999	<input type="radio"/> 13. 5,000,000 and over

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Of the farm income reported, which of these categories represents the LARGEST portion of the gross income from the operation?

1. **GRAINS, OILSEEDS, DRY BEANS, and DRY PEAS** (corn, flaxseed, grain silage and forage, grains and oilseeds, popcorn, rice, small grains, sorghum, soybeans, sunflowers, straw, etc.)
 9. **HOGS and PIGS**

2. **TOBACCO**
 10. **MILK and OTHER DAIRY PRODUCTS FROM COWS**

3. **COTTON and COTTONSEED**
 11. **CATTLE and CALVES** (beef and dairy cattle for breeding stock, fed cattle, beef and dairy cull animals, stockers and feeders, veal calves, etc.)
 12. **SHEEP, GOATS, and THEIR PRODUCTS** (wool, mohair, milk and cheese)

4. **VEGETABLES, MELONS, POTATOES, and SWEET POTATOES** (beets, cabbage, cantaloupes, pumpkins, sweet corn, tomatoes, watermelons, vegetable seeds, etc.)
 13. **HORSES, PONIES, and MULES** (burros and donkeys)

5. **FRUIT, TREE NUTS, and BERRIES** (almonds, apples, blueberries, cherries, grapes, hazelnuts, kiwifruit, oranges, pears, pecans, strawberries, walnuts, etc.)
 14. **POULTRY and EGGS** (broilers, chickens, turkeys, ducks, eggs, emus, geese, hatchlings, ostriches, pigeons, pheasants, quail, poultry products, etc.)

6. **NURSERY, GREENHOUSE, FLORICULTURE and SOD** (bedding plants, bulbs, cut flowers, flower seeds, foliage plants, mushrooms, nursery potted plants, shrubbery, sod, etc.)
 15. **AQUACULTURE** (catfish, trout, ornamental and other fish, mollusks, crustaceans, etc.)

7. **CUT CHRISTMAS TREES and SHORT ROTATION WOODY CROPS**
 16. **OTHER ANIMALS and OTHER ANIMAL PRODUCTS** (bees, honey, rabbits, fur-bearing animals, semen, manure, other animal specialties, etc.)

8. **OTHER CROPS, HAY, CRP and PASTURE** (grass seed, hay and grass silage, hops, maple syrup, mint, peanuts, sugarcane, sugarbeets, CRP, etc.)

551 TypeOper

7:44:43 AM 1100145160 1.1 Modified Dirty OthInfo.TypeOper AGRLB171000 107/113

*** IMA FARMER 88

During 2017, what was the largest number of hired workers, including paid family members, on the payroll on **any one day**?

*** IMA FARMER 88

During 2017, did this operation have any H-2A Temporary Agricultural Workers on the payroll?

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Original Operation Name: **SUNNY ACRES**
Original Person Name: **IMA FARMER 2**

Do you (the operator) make any day-to-day decisions for another farm or ranch?

1. YES
 3. NO

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Please provide me with the name and address for your other farm or ranch:

[ENUM] (Enter operation name)

Enter a text of at most 30 characters

aRLabel	IMA FARMER 3	Phone	() -
aLabel	CONCLUSION	PhoneCellInd	
Another	1 Yes	OpPhone	() -
OperName		OpPhoneCellInd	
Address1		PhoneOther	() -
Address2		PhoneOtherCellInd	
City		OpB4Base	
State		aLabel	OFFICE USE FOR LSF
ZipCode	-	9989_N_LSFID	
		Valid9989	

1:16:39 PM 1100145180 1 1 Modified Dirty AnothrOp_OperName AGRLB171000 110/113

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

STATE: ALABAMA POID: 100145160 TRACT: 1 SUBTRACT: 1 STR: 4204 DIST/CNTY: 40 101

Thank you, IMA FARMER 2, for your cooperation.
 To receive the complete results of this survey on the release date, go to www.nass.usda.gov/results/

Would you rather have a brief summary sent to you at a later date?

This completes the survey! Thank you again.

1. YES
 3. NO

AddtnOp	FAXNumber
FormerMgr	EMailAddress
9990 Results	Cal_NwOp
ReleaseType	

1:45:30 AM 1100145160 1 1 Modified Dirty Conclude:Results AGRLB171000 111/113

APPENDIX B: Revised CATI Script

Ag Labor – Revised Questionnaire – April 2018

A screenshot of a web browser window titled "Agricultural Labor". The address bar shows "AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment". The main content area displays the following text:

ID: 1 100145160 1 1 Stratum: 4204 OpDom: 00 Active: 00 Person: 000 Dist/Cnty: 40 101
Operation Name: SUNNY ACRES Person Name: IMA FARMER 2
Address: 2066 BRADY RD
LETOHATCHEE, AL 36047-
Phone: (202)555-1111 OpPhone: PhoneOther:

Hi. This is David Biagas calling on behalf of USDA-NASS. We recently mailed you information about the AGRICULTURAL LABOR SURVEY and I am calling to collect information about your operation.

While your participation is voluntary, your response is important to the accuracy of our data. The information you provide is kept confidential by law and is used for statistical purposes only.

1. Continue with interview
2. Out of Business

Below the text is a "GO" button. The status bar at the bottom shows the time as 1:16:12 AM, ID 1100145160 1 1, and page number 4/113.

A screenshot of a web browser window titled "Agricultural Labor". The address bar shows "AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment". The main content area displays the following text:

For quality assurance, the call may be monitored or recorded.

1. Enter 1 to continue.

Below the text is a "Monitoring" button. Underneath, there are several labels for data entry:

WhyOB
Specify
WhoIsRsp
Respndnt
Relationship

The status bar at the bottom shows the time as 1:16:39 AM, ID 1100145160 1 1, and page number 5/113.

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Operation Name: **SUNNY ACRES**
 Person Name: **IMA FARMER 2**

[ENUM] Who is responding? SkipInd: **NO**

1. Operator or Manager 4. Partner
 2. Spouse 9. Other
 3. Accountant or Bookkeeper

Monitoring: 1 **Proceed**

WhyOB

Specify

WhoIsRsp

Respndnt

Relationship

1:17:11 AM 1100145160 1 1 Modified Dirty INTRO.WhoIsRsp AGRLB171000 5/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Operation Name: **SUNNY ACRES**
 Person Name: **IMA FARMER 3**

[ENUM] Enter the respondent's name.
 (If the name displayed in the answer below is correct, press enter to accept it; otherwise, type in the respondent's name.)

Enter a text of at most 30 characters

Monitoring Proceed

WhyOB

Specify

WhoIsRsp Spouse

Respndnt

Relationship

5:53:33 AM 1100145180 1 1 Modified Dirty INTRO.Respndnt AGRLB171000 5/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Let me verify the name, address, and phone number(s) that I have for this operation.

SUNNY ACRES
IMA FARMER 2
2066 BRADY RD

LETOHATCHEE, AL 36047-
(202)555-1111

Is this information correct?

1. YES
 3. NO

VerifyId

5:17:31 AM 1100145160 1 1 Modified Dirty Verify.VerifyId AGRLB171000 6/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

The operation name for this operation is :

SUNNY ACRES

[ENUM] If this is incorrect, enter the correct operation name.
If it is correct, press <Enter> OR arrow down to the item that needs correcting.

Enter a text of at most 30 characters

aLabel1	ORIGINAL TARGET	aLabel2	MAKE UPDATES HERE
aOperName	SUNNY ACRES	OperNameU	<input type="text"/>
aPersonName	IMA FARMER 3	PersonNameU	<input type="text"/>
aAddress1	5514 W HICKORY GROVE RD	Address1U	<input type="text"/>
aAddress2	<input type="text"/>	Address2U	<input type="text"/>
aCity	LETOHATCHEE	CityU	<input type="text"/>
aState	AL	StateU	<input type="text"/>
aZipCode	36047-	ZipCodeU	<input type="text"/>
aPhone	(202)555-1111	PhoneU	() - <input type="text"/>
aPhoneCellInd	<input type="checkbox"/> NotACell	PhoneCellIndU	<input type="text"/>
aOpPhone	() - <input type="text"/>	OpPhoneU	() - <input type="text"/>
aOpPhoneCellInd	<input type="checkbox"/>	OpPhoneCellIndU	<input type="text"/>
aPhoneOther	() - <input type="text"/>	PhoneOtherU	() - <input type="text"/>
aPhoneOtherCellInd	<input type="checkbox"/>	PhoneOtherCellIndU	<input type="text"/>

1:23:52 PM 1100145180 1 1 Modified Dirty Verify.OperNameU AGRLB171000 7/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Have the operator, manager, or partners involved in the day-to-day decisions for this operation changed since June 1, 2017?

1. YES

3. NO

[OpChange](#)

OpChgRsn

1:17:51 AM 1100145160 1 1 Modified Dirty ScrOpChg.OpChange AGRLB171000 9/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Would you please explain what changed since June 1, 2017?

SPECIFY

Enter a text of at most 30 characters

OpChange	1	Yes
OpChgRsn		

9:59:48 AM 1100145180 1 1 Modified Dirty ScrOpChg.OpChgRsn AGRLB171000 9/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

IMA FARMER 2

Since June 1, 2017, have or will you (IMA FARMER 2) grow any crops or cut hay?

> Include grains, row crops, oilseeds, fruits, nuts, vegetables, (including strawberries and melon crops), nursery and greenhouse, Christmas trees, and other specialty crops.

1. YES

3. NO

aRLabel	IMA FARMER 2	MgrChk
aLabel	SCREENING QUESTIONS	SameName
		aGetData
		aGoBack

Any1

Any2

Any3

Any4

Any5

139 L139

10:18:11 AM 1100145160 1 1 Modified Dirty GenScreen.Any1 AGRLB171000 10/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Since June 1, 2017, have or will you (**IMA FARMER 3**) own or raise any livestock, poultry, bees or aquaculture?

> Include livestock and poultry owned, and any being raised under contract for someone else.

1. YES
 3. NO

aRLabel: IMA FARMER 3 MgrChk
 SameName
 aLabel: SCREENING QUESTIONS aGetData
 aGoBack

Any1: 3 No
 Any2: 1 Yes
 Any3:
 Any4:
 Any5:
 139 L139

10/113 11:01:32 AM 1100145180 1 1 Modified Dirty GenScreen.Any2 AGRLB171000 10/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Since June 1, 2017, have or will you (**IMA FARMER 3**) sell any agricultural products?

1. YES
 3. NO

aRLabel: IMA FARMER 3 MgrChk
 SameName
 aLabel: SCREENING QUESTIONS aGetData
 aGoBack

Any1: 3 No
 Any2: 3 No
 Any3:
 Any4:
 Any5:
 139 L139

10/113 11:01:45 AM 1100145180 1 1 Modified Dirty GenScreen.Any3 AGRLB171000 10/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Since June 1, 2017, have or will you (**IMA FARMER 3**) receive government agricultural payments?

> Exclude government payments received as a landlord.

1. YES
 3. NO

aRLabel: IMA FARMER 3 MgrChk
 SameName
 aLabel: SCREENING QUESTIONS aGetData
 aGoBack

Any1: 3 No
 Any2: 3 No
 Any3: 3 No
 Any4:
 Any5:

139 L139

10/2/02 AM 1100145180 1 1 Modified Dirty GenScreen.Any4 AGRLB171000 10/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Since June 1, 2017, have or will you (**IMA FARMER 3**) have more than 19 acres of idle cropland or more than 99 acres of pastureland?

1. YES
 3. NO

aRLabel: IMA FARMER 3 MgrChk
 SameName
 aLabel: SCREENING QUESTIONS aGetData
 aGoBack

Any1: 3 No
 Any2: 3 No
 Any3: 3 No
 Any4: 3 No
 Any5:

139 L139

10/2/14 AM 1100145180 1 1 Modified Dirty GenScreen.Any5 AGRLB171000 10/113

AGRLB171000 Appointment | NonResponse | ELMOComments | OutsideAppointment

Has this operation been sold, rented, or turned over to someone else?
 [ENUM] If spouse is now operating, answer this as YES!

1. YES
 3. NO

aLabel CHANGE IN OPERATOR Phone
 NewOper PhoneCellInd
 OpBase1 OpPhone
 OperName OpPhoneCellInd
 PersonName PhoneOther
 Address1 PhoneOtherCellInd
 Address2 OpB4Base
 City Managed
 State InB4Base
 ZipCode NoNewOpr 1
 Specify
 9930 Base1

1:02:37 AM 1100145180 1.1 Modified Dirty ChgInOp.NewOper AGRLB171000 11/113

AGRLB171000 Appointment | NonResponse | ELMOComments | OutsideAppointment

[ENUM] Enter notes explaining what will become of the operation.
 SPECIFY

Enter a text of at most 40 characters

aLabel CHANGE IN OPERATOR Phone
 NewOper 3 No PhoneCellInd
 OpBase1 OpPhone
 OperName OpPhoneCellInd
 PersonName PhoneOther
 Address1 PhoneOtherCellInd
 Address2 OpB4Base
 City Managed
 State InB4Base
 ZipCode NoNewOpr 1 Yes
 Specify
 9930 Base1

1:53:11 AM 1300080470 1.1 Modified Dirty ChgInOp.Specify AGRLB171000 11/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Will the land be used for any agricultural purposes by you (the operator) or anyone else in the next year? (Including growing crops or raising livestock.)

1. YES
 2. Don't Know
 3. NO

aLabel CHANGE IN OPERATOR Phone

NewOper 3 No PhoneCellInd

OpBase1 OpPhone

OperName OpPhoneCellInd

PersonName PhoneOther

Address1 PhoneOtherCellInd

Address2 OpB4Base

City Managed

State InB4Base

ZipCode NoNewOpr 1 DontNo

Specify

9930 Base1

1:52:39 AM 1300080470 1 1 Modified Dirty ChgInOp.NoNewOpr AGRLB171000 11/113

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Are the day-to-day decisions for this operation made by:

[ENUM] (Partners jointly operate land and share in decision making.
EXCLUDE landlords and tenants as partners.)

1. An Individual Operator
 2. Partners
 8. A Hired manager

Label1	TYPE OF OPERATION	Phone
TypeOper		PhoneCellInd
NumPrtnr		OpPhone
9921 R_Unit		OpPhoneCellInd
CheckMgr		PhoneOther
Address1		PhoneOtherCellInd
Address2		
City		9941 Substitute
State		ErrorValue
		aViewErrors

1:19:49 AM | 1100145160 1 1 | Modified | Dirty | OpScreen.TypeOper | AGRLB171000 | 13/113

AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

How many individuals (including IMA FARMER 3) are involved in the day-to-day decisions for this operation?

[ENUM] (Partners jointly operate land and share in decision making.
EXCLUDE landlords and tenants as partners.)

(If there are more than 7 partners, including target, enter a 7 and continue.)

Enter a numeric value between 2 and 7

Label1	TYPE OF OPERATION	Phone
TypeOper	2 PRTNRSH	PhoneCellInd
NumPrtnr		OpPhone
9921 R_Unit		OpPhoneCellInd
CheckMgr		PhoneOther
Address1		PhoneOtherCellInd
Address2		
City		9941 Substitute
State		ErrorValue
		aViewErrors

1:04:13 AM | 1100145180 1 1 | Modified | Dirty | OpScreen.NumPrtnr | AGRLB171000 | 13/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Please identify the additional person in this partnership:

[ENUM] (Enter First, Middle, Last Name)
 (To delete this additional partner: enter DELETE for the target name.)
TARGET: SUNNY ACRES
IMA FARMER 3
5514 W HICKORY GROVE RD
LETOHATCHEE, AL 36047-
(202)555-1111

Enter a text of at most 30 characters

AnothPtr[1]

PersonName		OpPhoneCellInd	
Address1		PhoneOther	
Address2		PhoneOtherCellInd	
City		OpOnBase	<input type="checkbox"/>
State			
ZipCode	-		
Phone	() -		
PhoneCellInd			
OpPhone		AnothPtr[2]	<input type="checkbox"/>

1:32:09 PM 1100145180 1 1 Modified Dirty DoPrtnrs.Partner.AddPrtry[1].PersonName AGRLB171000 29/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Is **IMA FARMER 3** the hired manager of the **SUNNY ACRES** operation?

1. **YES, IMA FARMER 3** is still the hired manager.

3. **NO, IMA FARMER 3** is no longer the hired manager.

Label1	TYPE OF OPERATION	Phone
TypeOper	8 HMGR	PhoneCellInd
NumPrtnr		OpPhone
9921 R_Unit		OpPhoneCellInd
CheckMgr		PhoneOther
Address1		PhoneOtherCellInd
Address2		
City		9941 Substitute
State		ErrorValue
		aViewErrors

1:04:41 AM 1100145180 1 1 Modified Dirty OpScreen.CheckMgr AGRLB171000 13/113

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

What is the street address for the former hired manager, **IMA FARMER 3?**

Enter a text of at most 30 characters

Label1	TYPE OF OPERATION	Phone	() -
TypeOper	8 HMGR	PhoneCellInd	
NumPrtnr		OpPhone	
9921 R_Unit		OpPhoneCellInd	
CheckMgr	3 No	PhoneOther	
Address1		PhoneOtherCellInd	
Address2			
City		9941 Substitute	
State		ErrorValue	
		aViewErrors	

10:06 AM 1100145180 1.1 Modified Dirty OpScreen.Address1 AGRLB171000 13/113

Blaise 4.8 Manipula

Agricultural Labor Base Rate Study

Forms Answer Navigate Help

AGRLBBR180400 Appointment NonResponse ELMOComments OutsideAppointment

***** IMA FARMER 1 *****

Did this operation have anyone on the payroll to do agricultural work the week of **Sunday, April 8th THROUGH Saturday, April 14th?**

INCLUDE:

- Workers directly hired and paid by the farm operation, part-time workers, paid family members, and hired managers
- All hired workers regardless of method of pay (salaried, hourly, daily, monthly, piece rate, etc.)
- Workers on paid leave (sick or vacation)

EXCLUDE:

- Contract and custom workers
- Retail workers and 'value-added' workers

1. YES
 2. UNKNOWN
 3. NO

aLabel	PAID WORKERS Apr	700 GE150Days	50
600 ScmHired	1 YES	701 LE149Days	
660 THWK	100		

Agricultural Labor Base Rate Study
Forms Answer Navigate Help

AGRLBBR180400 Appointment NonResponse ELMOComments OutsideAppointment

***** IMA FARMER 1 *****
How many workers did you have on the payroll to do agricultural work the week of **April 8th THROUGH April 14th?**

Enter a numeric value between 1 and 999997

aLabel	PAID WORKERS Apr	700 GE150Days	<input type="text" value="50"/>
600 ScrnHired	<input type="text" value="1"/> YES	701 LE149Days	
660 THWK	<input type="text"/>		

***** IMA FARMER 1**
In 2018, how many of these **100** total paid workers for that week will be paid by this operation for **150 days or more**

Agricultural Labor Base Rate Study

Forms Answer Navigate Help

AGRLBR180400 Appointment NonResponse ELMOCComments OutsideAppointment

For the PAID WORKERS, I would like to record the number of workers, hours worked and the gross, base, and incentive wages paid that week. Let's separate the workers by the main type of work they were hired to do.

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO

[Explain the type of worker groups.]

FIELD WORKERS: jack-of-all trades and machinery operators on crop farms, fruit or vegetable pickers, greenhouse or nursery workers, hay balers and haulers, etc.

LIVESTOCK WORKERS: jack-of-all trades and machinery operators on livestock or poultry operations, workers hired to fix fences, tend animals, milk cows, gather eggs, etc.

SUPERVISOR/MANAGER: hired managers, range foremen, crew leaders, etc.

OTHER WORKERS: office workers, bookkeepers, pilots, Pesticide applicators, etc.

1. Enter 1 to continue.

Lead_Pd

Dates: April 8th - April 14th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:
 Field work: 0
 Livestock work: 0
 Supervision/Management: 0
 Other work: 0
 Unknown work: 0
 Total Paid Workers: 0

1. Field work 2. Livestock work 3. Supervision/Management 4. Other work

More specifically, which type of work were they hired to do?

Report each worker only once.

For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:

AGRICULTURAL EQUIPMENT OPERATORS - CROP, NURSERY AND GREENHOUSE: Drive and control farm equipment to till soil and to plant, cultivate, and harvest crops.

FARMWORKERS - CROP, NURSERY AND GREENHOUSE: Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, field crops, Christmas trees and short rotation woody crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities

GRADERS AND SORTERS - CROP, NURSERY AND GREENHOUSE PRODUCTS: Grade, sort, or classify agricultural crops by size, weight, color or condition.

HAND PACKERS AND PACKAGERS - CROP, NURSERY and GREENHOUSE PRODUCTS: Pack or package by hand a wide variety of products and materials.

AGRICULTURAL WORKERS, ALL OTHER- CROP, NURSERY, AND GREENHOUSE: All agricultural workers working with crops, nursery or greenhouse products not included in other codes.

11. AGRICULTURAL EQUIPMENT OPERATORS - CROP, NURSERY AND GREENHOUSE 14. HAND PACKERS AND PACKAGERS - CROP, NURSERY AND GREENHOUSE PRODUCTS
 12. FARMWORKERS - CROP, NURSERY AND GREENHOUSE 15. AGRICULTURAL WORKERS, ALL OTHER- CROP, NURSERY, AND GREENHOUSE
 13. GRADERS AND SORTERS - CROP, NURSERY AND GREENHOUSE PRODUCTS

Dates: April 8th - April 14th

How many field workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: April 8th - April 14th

How many **TOTAL HOURS** did these **2** workers work?

[ENUM] Report the combined TOTAL HOURS worked for this item not average hours per worker.

Dates: April 8th - April 14th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: April 8th - April 14th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

- 1. Total
- 2. Hourly
- 3. Average Weekly

- 4. Average Two Weeks
- 5. Average Monthly
- 6. Average Annual

Dates: April 8th - April 14th

The total gross wages for the **2** workers was **\$1000** for that week.
Is that correct?

- 1. YES
- 3. NO

Dates: April 8th - April 14th

Of the **\$1000** total gross wages paid for the week, how much of those were from **BASE** wages?

Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude incentive pay.

[ENUM] Incentive pay includes bonuses, performance pay, hazard pay, overtime pay, etc. that is paid in addition to the base wages.

Dates: April 8th - April 14th

Of the **\$1000** total gross wages paid for the week, how much of those were from **INCENTIVE and OVERTIME** wages paid?

Dates: April 8th - April 14th

Were there **any more** workers on the payroll?

Dates: April 8th - April 14th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

1. Field work
 2. Livestock work
 3. Supervision/Management

4. Other work

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

More specifically, which type of work were they hired to do?
 report each worker only once.
 For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:

AGRICULTURAL EQUIPMENT OPERATORS - FARM, RANCH, AND AQUACULTURAL ANIMALS: Drive and control heavy farm equipment while attending to live farm, ranch or aquacultural animals and in the harvest of unprocessed animal products

FARMWORKERS - FARM, RANCH, AND AQUACULTURAL ANIMALS: Attend to live farm, ranch, or aquacultural animals including cattle, sheep, swine, goats, horses and other equines, poultry, finfish, shellfish, and bees. Duties may include feeding, watering, herding, milking, grazing, castrating, branding, de-beaking, weighing, catching, and loading animals. May conduct simple exams; maintain records; assist in births; and administer medications, vaccinations, or insecticides. May clean and maintain animal housing areas.

GRADERS AND SORTERS - FARM, RANCH, AND AQUACULTURAL ANIMAL PRODUCTS: Grade, sort, or classify unprocessed food and other agricultural products by size, weight, color, or condition.

HAND PACKERS AND PACKAGERS - FARM, RANCH AND AQUACULTURAL ANIMAL PRODUCTS: Pack or package by hand a wide variety of products and materials.

AGRICULTURAL WORKERS, ALL OTHER - FARM, RANCH AND AQUACULTURAL ANIMALS: All agricultural workers working with farm, ranch and aquacultural animals or products not included in other codes.

20. AGRICULTURAL EQUIPMENT OPERATORS - FARM, RANCH, AND AQUACULTURAL ANIMALS
 23. HAND PACKERS AND PACKAGERS - FARM, RANCH AND AQUACULTURAL ANIMAL PRODUCTS

21. FARMWORKERS - FARM, RANCH, AND AQUACULTURAL ANIMALS
 24. AGRICULTURAL WORKERS, ALL OTHER - FARM, RANCH AND AQUACULTURAL ANIMALS

22. GRADERS AND SORTERS - FARM, RANCH, AND AQUACULTURAL ANIMAL PRODUCTS

TypeWork	TypeDetail	Describe	Workers	Hours	Wages	Unit	CalcWage	Confirm	AnyMore
Row[201]	2								
Row[202]									
Row[203]									
Row[204]									
Row[205]									
Row[206]									

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Dates: April 8th - April 14th

How many livestock workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: April 8th - April 14th

How many **TOTAL HOURS** did these **2** workers work?

[ENUM] Report the combined TOTAL HOURS worked for this item not average hours per worker.

Dates: April 8th - April 14th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: April 8th - April 14th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

- 1. Total
- 2. Hourly
- 3. Average Weekly

- 4. Average Two Weeks
- 5. Average Monthly
- 6. Average Annual

Dates: April 8th - April 14th

The total gross wages for the **2** workers was **\$1000** for that week.
Is that correct?

- 1. YES
- 3. NO

Dates: April 8th - April 14th

Of the **\$1000** total gross wages paid for the week, how much of those were from **BASE** wages?

Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude incentive pay.

[ENUM] Incentive pay includes bonuses, performance pay, hazard pay, overtime pay, etc. that is paid in addition to the base wages.

Dates: April 8th - April 14th

Of the **\$1000** total gross wages paid for the week, how much of those were from **INCENTIVE and OVERTIME** wages paid?

Dates: April 8th - April 14th

Were there **any more** workers on the payroll?

Dates: April 8th - April 14th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:
 Field work: 0
 Livestock work: 0
 Supervision/Management: 0
 Other work: 0
 Unknown work: 0
 Total Paid Workers: 0

1. Field work 4. Other work
 2. Livestock work
 3. Supervision/Management

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

More specifically, which type of work were they hired to do?
 Report each worker only once.
 For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:
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.
FIRST-LINE SUPERVISORS OF FARM WORKERS: Directly supervise and coordinate the activities of agricultural, aquacultural, and related workers.

31. FARMERS, RANCHERS AND OTHER AGRICULTURAL MANAGERS
 32. FIRST-LINE SUPERVISORS OF FARM WORKERS

TypeWork	TypeDetail	Describe	Workers	Hours	Wages	Unit	CalcWage	Confirm	AnyMore
Row[201]	3								
Row[202]									
Row[203]									
Row[204]									
Row[205]									
Row[206]									

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Dates: April 8th - April 14th

How many supervisor workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: April 8th - April 14th

How many **TOTAL HOURS** did these **2** workers work?

[ENUM] Report the combined TOTAL HOURS worked for this item not average hours per worker.

Dates: April 8th - April 14th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM] Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: April 8th - April 14th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

- 1. Total
- 2. Hourly
- 3. Average Weekly

- 4. Average Two Weeks
- 5. Average Monthly
- 6. Average Annual

Dates: April 8th - April 14th

The total gross wages for the **2** workers was **\$1000** for that week.
Is that correct?

- 1. YES
- 3. NO

Dates: April 8th - April 14th

Of the **\$1000** total gross wages paid for the week, how much of those were from **BASE** wages?

Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude incentive pay.

[ENUM] Incentive pay includes bonuses, performance pay, hazard pay, overtime pay, etc. that is paid in addition to the base wages.

Dates: April 8th - April 14th

Of the **\$1000** total gross wages paid for the week, how much of those were from **INCENTIVE and OVERTIME** wages paid?

Dates: April 8th - April 14th

Were there **any more** workers on the payroll?

Dates: April 8th - April 14th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0

Livestock work: 0

Supervision/Management: 0

Other work: 0

Unknown work: 0

Total Paid Workers: 0

- 1. Field work
- 2. Livestock work
- 3. Supervision/Management

- 4. Other work

More specifically, which type of work were they hired to do?

Report each worker only once.

For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:

AGRICULTURAL INSPECTORS: Inspect agricultural commodities, processing equipment and facilities, and aquacultural operations, to ensure compliance with regulations and laws governing health, quality, and safety.

ANIMAL BREEDERS: Select and breed animals according to their genealogy, characteristics, and offspring.

PESTICIDE HANDLERS AND SPRAYERS: Mix or apply pesticides, herbicides, fungicides, or insecticides through sprays, dusts, vapors, soil incorporation, or chemical application 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.

ANY OTHER WORKER NOT LISTED: Including but not limited to, mechanics, shop workers, truck drivers, accountants, bookkeepers, office workers. Excluding contract and custom workers, retail workers and value-added workers.

Dates: April 8th - April 14th

How many other workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: April 8th - April 14th

How many **TOTAL HOURS** did these **2** workers work?

[ENUM] Report the combined **TOTAL HOURS** worked for this item not average hours per worker.

Dates: April 8th - April 14th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: April 8th - April 14th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

- 1. Total
- 2. Hourly
- 3. Average Weekly

- 4. Average Two Weeks
- 5. Average Monthly
- 6. Average Annual

Dates: April 8th - April 14th

The total gross wages for the **2** workers was **\$1000** for that week.
Is that correct?

- 1. YES
- 3. NO

Dates: April 8th - April 14th

Of the **\$1000** total gross wages paid for the week, how much of those were from **BASE** wages?

Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude incentive pay.

[ENUM] Incentive pay includes bonuses, performance pay, hazard pay, overtime pay, etc. that is paid in addition to the base wages.

Dates: April 8th - April 14th

Of the **\$1000** total gross wages paid for the week, how much of those were from **INCENTIVE and OVERTIME** wages paid?

Dates: April 8th - April 14th

Were there **any more** workers on the payroll?

Dates: April 8th - April 14th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

- 1. Field work
- 2. Livestock work
- 3. Supervision/Management

4. Other work

Then the total number of HIRED WORKERS paid by this operation during the week of April 8th through the 14th is **100**. Is that correct? [If not correct, <Page Up> to return to Hired Workers table.]

SUMMARY OF PAID WORKERS:

Field work..... 4
Livestock work..... 2
Supervision/Management.. 2
Other work 6
Unknown work..... 0

***** IMA FARMER 1 *****

Did this operation have anyone on the payroll to do agricultural work the week of **Sunday, January 7th THROUGH Saturday, January 13th?**

INCLUDE:

- Workers directly hired and paid by the farm operation, part-time workers, paid family members, and hired managers
- All hired workers regardless of method of pay (salaried, hourly, daily, monthly, piece rate, etc.)
- Workers on paid leave (sick or vacation)

EXCLUDE:

- Contract and custom workers
- Retail workers and 'value-added' workers

***** IMA FARMER 1 *****

How many workers did you have on the payroll to do agricultural work the week of **January 7th THROUGH January 13th?**

*** IMA FARMER 1

In 2018, how many of these **12** total paid workers for that week will be paid by this operation for **150 days or more**

Agricultural Labor Base Rate Study

Forms Answer Navigate Help

AGRLBR 180-400 Appointment NonResponse ELMOCComments OutsideAppointment

For the PAID WORKERS, I would like to record the number of workers, hours worked and the gross, base, and incentive wages paid that week. Let's separate the workers by the main type of work they were hired to do.

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO

[Explain the type of worker groups.]

FIELD WORKERS: jack-of-all trades and machinery operators on crop farms, fruit or vegetable pickers, greenhouse or nursery workers, hay balers and haulers, etc.

LIVESTOCK WORKERS: jack-of-all trades and machinery operators on livestock or poultry operations, workers hired to fix fences, tend animals, milk cows, gather eggs, etc.

SUPERVISOR/MANAGER: hired managers, range foremen, crew leaders, etc.

OTHER WORKERS: office workers, bookkeepers, pilots, Pesticide applicators, etc.

1. Enter 1 to continue.

Lead_Pd Proceed

Dates: January 7th - January 13th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:
Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

More specifically, which type of work were they hired to do?
 Report each worker only once.
 For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:

AGRICULTURAL EQUIPMENT OPERATORS - CROP, NURSERY AND GREENHOUSE: Drive and control farm equipment to till soil and to plant, cultivate, and harvest crops.

FARMWORKERS - CROP, NURSERY AND GREENHOUSE: Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, field crops, Christmas trees and short rotation woody crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities

GRADERS AND SORTERS - CROP, NURSERY AND GREENHOUSE PRODUCTS: Grade, sort, or classify agricultural crops by size, weight, color or condition.

HAND PACKERS AND PACKAGERS - CROP, NURSERY and GREENHOUSE PRODUCTS: Pack or package by hand a wide variety of products and materials.

AGRICULTURAL WORKERS, ALL OTHER- CROP, NURSERY, AND GREENHOUSE: All agricultural workers working with crops, nursery or greenhouse products not included in other codes.

11. AGRICULTURAL EQUIPMENT OPERATORS - CROP, NURSERY AND GREENHOUSE 14. HAND PACKERS AND PACKAGERS - CROP, NURSERY AND GREENHOUSE PRODUCTS
 12. FARMWORKERS - CROP, NURSERY AND GREENHOUSE 15. AGRICULTURAL WORKERS, ALL OTHER- CROP, NURSERY, AND GREENHOUSE
 13. GRADERS AND SORTERS - CROP, NURSERY AND GREENHOUSE PRODUCTS

Dates: January 7th - January 13th

How many field workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: January 7th - January 13th

How many **TOTAL HOURS** did these **3** workers work?
 [ENUM] Report the combined TOTAL HOURS worked for this item not average hours per worker.

Dates: January 7th - January 13th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: January 7th - January 13th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: January 7th - January 13th

The total gross wages for the **3** workers was **\$2250** for that week.
Is that correct?

Dates: January 7th - January 13th

Of the **\$2250** total gross wages paid for the week, how much of those were from **BASE** wages?

Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude incentive pay.

[ENUM] Incentive pay includes bonuses, performance pay, hazard pay, overtime pay, etc. that is paid in addition to the base wages.

Dates: January 7th - January 13th

Of the **\$2250** total gross wages paid for the week, how much of those were from **INCENTIVE and OVERTIME** wages paid?

Dates: January 7th - January 13th

Were there **any more** workers on the payroll?

Dates: January 7th - January 13th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:
Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

More specifically, which type of work were they hired to do?
 report each worker only once.
 For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:

AGRICULTURAL EQUIPMENT OPERATORS - FARM, RANCH, AND AQUACULTURAL ANIMALS: Drive and control heavy farm equipment while attending to live farm, ranch or aquacultural animals and in the harvest of unprocessed animal products

FARMWORKERS - FARM, RANCH, AND AQUACULTURAL ANIMALS: Attend to live farm, ranch, or aquacultural animals including cattle, sheep, swine, goats, horses and other equines, poultry, finfish, shellfish, and bees. Duties may include feeding, watering, herding, milking, grazing, castrating, branding, de-beaking, weighing, catching, and loading animals. May conduct simple exams; maintain records; assist in births; and administer medications, vaccinations, or insecticides. May clean and maintain animal housing areas.

GRADERS AND SORTERS - FARM, RANCH, AND AQUACULTURAL ANIMAL PRODUCTS: Grade, sort, or classify unprocessed food and other agricultural products by size, weight, color, or condition.

HAND PACKERS AND PACKAGERS - FARM, RANCH AND AQUACULTURAL ANIMAL PRODUCTS: Pack or package by hand a wide variety of products and materials.

AGRICULTURAL WORKERS, ALL OTHER - FARM, RANCH AND AQUACULTURAL ANIMALS: All agricultural workers working with farm, ranch and aquacultural animals or products not included in other codes.

20. AGRICULTURAL EQUIPMENT OPERATORS - FARM, RANCH, AND AQUACULTURAL ANIMALS
 23. HAND PACKERS AND PACKAGERS - FARM, RANCH AND AQUACULTURAL ANIMAL PRODUCTS

21. FARMWORKERS - FARM, RANCH, AND AQUACULTURAL ANIMALS
 24. AGRICULTURAL WORKERS, ALL OTHER - FARM, RANCH AND AQUACULTURAL ANIMALS

22. GRADERS AND SORTERS - FARM, RANCH, AND AQUACULTURAL ANIMAL PRODUCTS

TypeWork	TypeDetail	Describe	Workers	Hours	Wages	Unit	CalcWage	Confirm	AnyMore
Row[201]	2								
Row[202]									
Row[203]									
Row[204]									
Row[205]									
Row[206]									

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Dates: January 7th - January 13th

How many livestock workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: January 7th - January 13th

How many **TOTAL HOURS** did these **3** workers work?

[ENUM] Report the combined TOTAL HOURS worked for this item not average hours per worker.

Dates: January 7th - January 13th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: January 7th - January 13th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: January 7th - January 13th

The total gross wages for the **3** workers was **\$2250** for that week.
Is that correct?

Dates: January 7th - January 13th

Of the **\$2250** total gross wages paid for the week, how much of those were from **BASE** wages?

Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude incentive pay.

[ENUM] Incentive pay includes bonuses, performance pay, hazard pay, overtime pay, etc. that is paid in addition to the base wages.

Dates: January 7th - January 13th

Of the **\$2250** total gross wages paid for the week, how much of those were from **INCENTIVE and OVERTIME** wages paid?

Dates: January 7th - January 13th

Were there **any more** workers on the payroll?

Dates: January 7th - January 13th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0

Livestock work: 0

Supervision/Management: 0

Other work: 0

Unknown work: 0

Total Paid Workers: 0

Agricultural Labor

Forms Answer Navigate Help

AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

More specifically, which type of work were they hired to do?
 report each worker only once.
 For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:
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.
FIRST-LINE SUPERVISORS OF FARM WORKERS: Directly supervise and coordinate the activities of agricultural, aquacultural, and related workers.

31. FARMERS, RANCHERS AND OTHER AGRICULTURAL MANAGERS
 32. FIRST-LINE SUPERVISORS OF FARM WORKERS

TypeWork	TypeDetail	Describe	Workers	Hours	Wages	Unit	CalcWage	Confirm	AnyMore
Row[201]	3								
Row[202]									
Row[203]									
Row[204]									
Row[205]									
Row[206]									

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Dates: January 7th - January 13th

How many supervisor workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: January 7th - January 13th

How many **TOTAL HOURS** did these **3** workers work?

[ENUM] Report the combined **TOTAL HOURS** worked for this item not average hours per worker.

Dates: January 7th - January 13th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.

Following are the possible units that can be used to answer the next question:

- Total Amount Paid
- Hourly Wage
- Average Weekly Salary PER WORKER
- Average Monthly Salary PER WORKER
- Average Annual Salary PER WORKER

Dates: January 7th - January 13th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: January 7th - January 13th

The total gross wages for the **3** workers was **\$2250** for that week.
Is that correct?

Dates: January 7th - January 13th

Of the **\$2250** total gross wages paid for the week, how much of those were from **BASE** wages?

Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude incentive pay.

[ENUM] Incentive pay includes bonuses, performance pay, hazard pay, overtime pay, etc. that is paid in addition to the base wages.

Dates: January 7th - January 13th

Of the **\$2250** total gross wages paid for the week, how much of those were from **INCENTIVE and OVERTIME** wages paid?

Dates: January 7th - January 13th

Were there **any more** workers on the payroll?

Dates: January 7th - January 13th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:
Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

More specifically, which type of work were they hired to do?
Report each worker only once.
For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

[ENUM] Worker type details:
AGRICULTURAL INSPECTORS: Inspect agricultural commodities, processing equipment and facilities, and aquacultural operations, to ensure compliance with regulations and laws governing health, quality, and safety.
ANIMAL BREEDERS: Select and breed animals according to their genealogy, characteristics, and offspring.
PESTICIDE HANDLERS AND SPRAYERS: Mix or apply pesticides, herbicides, fungicides, or insecticides through sprays, dusts, vapors, soil incorporation, or chemical application 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.
ANY OTHER WORKER NOT LISTED: Including but not limited to, mechanics, shop workers, truck drivers, accountants, bookkeepers, office workers. Excluding contract and custom workers, retail workers and value-added workers.

Dates: January 7th - January 13th

How many other workers were paid during the week?

[ENUM] Group workers together if possible.

Dates: January 7th - January 13th

How many **TOTAL HOURS** did these **3** workers work?
[ENUM] Report the combined **TOTAL HOURS** worked for this item not average hours per worker.

Dates: January 7th - January 13th

We would now like to determine how much you paid these **2** workers.
What were the total gross wages paid for these **2** workers that week?

[ENUM]Unit will be asked in the next question.
Following are the possible units that can be used to answer the next question:
-Total Amount Paid
-Hourly Wage
-Average Weekly Salary PER WORKER
-Average Monthly Salary PER WORKER
-Average Annual Salary PER WORKER

Dates: January 7th - January 13th

[ENUM] The text below should not be read if the unit is known.

Is that a Total Amount Paid, Hourly Wage, Average Weekly Salary PER WORKER, Average Monthly Salary PER WORKER or Average Annual Salary PER WORKER?

Dates: January 7th - January 13th

The total gross wages for the **3** workers was **\$2250** for that week.
Is that correct?

Dates: January 7th - January 13th

Of the **\$2250** total gross wages paid for the week, how much of those were from **BASE** wages?

Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude incentive pay.

[ENUM] Incentive pay includes bonuses, performance pay, hazard pay, overtime pay, etc. that is paid in addition to the base wages.

Dates: January 7th - January 13th

Of the **\$2250** total gross wages paid for the week, how much of those were from **INCENTIVE and OVERTIME** wages paid?

Dates: January 7th - January 13th

Were there **any more** workers on the payroll?

Dates: January 7th - January 13th

What type of work were they hired to do?

Report each worker only once. For workers that fit into multiple categories, report those workers under ONE CATEGORY that best describes the type of work they were HIRED TO DO.

REVIEW PAID WORKERS:

Field work: 0
Livestock work: 0
Supervision/Management: 0
Other work: 0
Unknown work: 0
Total Paid Workers: 0

Then the total number of HIRED WORKERS paid by this operation during the week of January 7th through the 13th is **12**. Is that correct? [If not correct, <Page Up> to return to Hired Workers table.]

SUMMARY OF PAID WORKERS:

Field work..... 3
Livestock work..... 3
Supervision/Management.. 3
Other work 1
Unknown work..... 0

*** IMA FARMER 1

During 2017, what was the largest number of hired workers, on the payroll on any one day?

INCLUDE:

- Workers directly hired and paid by the farm operation, part-time workers, paid family members, and hired managers
- All hired workers regardless of method of pay (salaried, hourly, daily, monthly, piece rate, etc.)
- Workers on paid leave (sick or vacation)

EXCLUDE:

- Contract and custom workers
- Retail workers and 'value-added' workers

*** IMA FARMER 1

During 2017, did this operation have any H-2A Temporary Agricultural Workers on the payroll?

The H2A temporary agricultural program allows agricultural employers who anticipate a shortage of domestic workers to bring nonimmigrant foreign workers to the U.S. to perform agricultural labor or services of a temporary or seasonal nature.

AGRICULTURAL LABOR

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AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

Now I would like to classify this operation in terms of the TOTAL GROSS VALUE OF SALES during 2016 .
CONSIDERING:
- Sales of all crops, nursery or greenhouse products, livestock, poultry, and livestock products (milk, eggs, etc.) sold in 2016;
- The value of all crops, livestock, and poultry produced under contract and removed from the farm in 2016;
- Sales of all miscellaneous agricultural products in 2016:

<input type="radio"/> 99. None	<input type="radio"/> 7. 50,000 - 99,999
<input type="radio"/> 1. Less than 1000	<input type="radio"/> 8. 100,000 - 249,999
<input type="radio"/> 2. 1,000 - 2,499	<input type="radio"/> 9. 250,000 - 499,999
<input type="radio"/> 3. 2,500 - 4,999	<input type="radio"/> 10. 500,000 - 999,999
<input type="radio"/> 4. 5,000 - 9,999	<input type="radio"/> 11. 1,000,000 - \$2,499,999
<input type="radio"/> 5. 10,000 - 24,999	<input type="radio"/> 12. 2,500,000 - \$4,999,999
<input type="radio"/> 6. 25,000 - 49,999	<input type="radio"/> 13. 5,000,000 and over

Sales

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AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Of the farm income reported, which of these categories represents the LARGEST portion of the gross income from the operation?

1. **GRAINS, OILSEEDS, DRY BEANS, and DRY PEAS** (corn, flaxseed, grain silage and forage, grains and oilseeds, popcorn, rice, small grains, sorghum, soybeans, sunflowers, straw, etc.)
 2. **TOBACCO**
 3. **COTTON and COTTONSEED**
 4. **VEGETABLES, MELONS, POTATOES, and SWEET POTATOES** (beets, cabbage, cantaloupes, pumpkins, sweet corn, tomatoes, watermelons, vegetable seeds, etc.)
 5. **FRUIT, TREE NUTS, and BERRIES** (almonds, apples, blueberries, cherries, grapes, hazelnuts, kiwifruit, oranges, pears, pecans, strawberries, walnuts, etc.)
 6. **NURSERY, GREENHOUSE, FLORICULTURE and SOD** (bedding plants, bulbs, cut flowers, flower seeds, foliage plants, mushrooms, nursery potted plants, shrubbery, sod, etc.)
 7. **CUT CHRISTMAS TREES and SHORT ROTATION WOODY CROPS**
 8. **OTHER CROPS, HAY, CRP and PASTURE** (grass seed, hay and grass silage, hops, maple syrup, mint, peanuts, sugarcane, sugarbeets, CRP, etc.)
 9. **HOGS and PIGS**
 10. **MILK and OTHER DAIRY PRODUCTS FROM COWS**
 11. **CATTLE and CALVES** (beef and dairy cattle for breeding stock, fed cattle, beef and dairy cull animals, stockers and feeders, veal calves, etc.)
 12. **SHEEP, GOATS, and THEIR PRODUCTS** (wool, mohair, milk and cheese)
 13. **HORSES, PONIES, and MULES** (burros and donkeys)
 14. **POULTRY and EGGS** (broilers, chickens, turkeys, ducks, eggs, emus, geese, hatchlings, ostriches, pigeons, pheasants, quail, poultry products, etc.)
 15. **AQUACULTURE** (catfish, trout, ornamental and other fish, mollusks, crustaceans, etc.)
 16. **OTHER ANIMALS and OTHER ANIMAL PRODUCTS** (bees, honey, rabbits, fur-bearing animals, semen, manure, other animal specialities, etc.)

551 TypeOper

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AGRLB171000 | Appointment | NonResponse | ELMOComments | OutsideAppointment

Original Operation Name: **SUNNY ACRES**
 Original Person Name: **IMA FARMER 2**

Do you (the operator) make any day-to-day decisions for another farm or ranch?

1. YES
 3. NO

aRLabel IMA FARMER 2 Phone
 aLabel CONCLUSION PhoneCellInd
 Another OpPhone
 OperName OpPhoneCellInd
 Address1 PhoneOther
 Address2 PhoneOtherCellInd
 City OpB4Base
 State aLabel OFFICE USE FOR LSF
 ZipCode 9989 N_LSFID Valid9989

7:45:00 AM 1100145160 1.1 Modified Dirty AnothrOp.Another AGRLB171000 110/113

Agricultural Labor

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Please provide me with the name and address for your other farm or ranch:

[ENUM] (Enter operation name)

Enter a text of at most 30 characters

aRLabel	IMA FARMER 3	Phone	() -
aLabel	CONCLUSION	PhoneCellInd	
Another	1 Yes	OpPhone	() -
OperName		OpPhoneCellInd	
Address1		PhoneOther	() -
Address2		PhoneOtherCellInd	
City		OpB4Base	
State		aLabel	OFFICE USE FOR LSF
ZipCode	-	9989 N_LSFID	
		Valid9989	

1:16:39 PM 1100145180 1 1 Modified Dirty AnothrOp_OperName AGRLB171000 110/113

Agricultural Labor

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AGRLB171000 Appointment NonResponse ELMOComments OutsideAppointment

STATE: ALABAMA POID: 100145160 TRACT: 1 SUBTRACT: 1 STR: 4204 DIST/CNTY: 40 101

Thank you, IMA FARMER 2, for your cooperation.
 To receive the complete results of this survey on the release date, go to www.nass.usda.gov/results/

Would you rather have a brief summary sent to you at a later date?

This completes the survey! Thank you again.

1. YES
 3. NO

AddtnOp	FAXNumber
FormerMgr	EMailAddress
9990 Results	Cal_NwOp
ReleaseType	

1:45:30 AM 1100145160 1 1 Modified Dirty Conclude.Results AGRLB171000 111/113