



United States  
Department of  
Agricultural



National  
Agricultural  
Statistics  
Service

Research and  
Development Division  
Washington, DC 20250

RDD Research Report  
Number RDD-21-03

April 2021

# 2019 Agricultural Labor Base and Overtime Hours Cognitive Testing Report

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The findings and conclusions in this report are those of the author and should not be construed to represent any official USDA or U.S. Government determination or policy.

## EXECUTIVE SUMMARY

In 2017, the National Agricultural Statistics Service (NASS) was requested to enhance its Agricultural Labor Survey to provide a more reflective gross and base wage rate (see Ridolfo et al. 2020 for more information). To produce an accurate hourly wage rate, changes were also proposed to the question that asked about total hours worked by each worker group. In addition to these changes, a new instruction was proposed to exclude H-2A workers, that is temporary nonimmigrant foreign workers hired to perform agricultural labor or services of a temporary or seasonal nature. Ten cognitive interviews were conducted across two rounds to evaluate these proposed changes.

Results showed that the addition of base and overtime hours did not cause undue burden on the response process. Respondents could understand the intent of the questions and had no difficulty reporting this information.

The instruction to exclude H-2A workers when reporting agricultural workers was adhered to by respondents and although some respondents questioned why these types of workers were being excluded, the exclusion of these workers made it easier for respondents to report the agricultural workers on their payroll.

Other issues were uncovered during testing. Similar to other cognitive interview project findings, respondents continued to have significant difficulty assigning the appropriate worker codes to their workers. Respondents often felt they could assign multiple worker codes to their workers and their workers were hired to perform more than one job. Also, respondents often did not see a distinction between some of the worker codes provided.

Another issue found during testing was that respondents did not always follow instructions for reporting wages. Respondents, in general, were confused about what constituted a bonus and interpreted and reported bonus wages inconsistently. Respondents, particularly those who paid piece rate, also did not report base and bonus wages the way we intended them to. In the first round of testing, respondents, who paid their workers piece rate, were confused by the definition of base wages. This issue was resolved in Round 2. However, respondents in the second round disagreed with the revised instructions to split piece rate wages between base and bonus wages as they did not view any portion of those wages to be a bonus. Finally, respondents who paid commissions were unsure how to report this on the questionnaire and did so inconsistently.

## RECOMMENDATIONS

1) If base and overtime hours are needed to calculate the wage rate, add them to the questionnaire as worded and formatted during testing.

Resolution: Base and overtime hours were not added to the April 2019 production survey. However, there were evaluated further in cognitive testing.

2) Change the definition of base wages to: Base wages are the minimum amount guaranteed.

Resolution: In the April 2019 production survey, the definition of base wages was changed to: Base wages are the minimum amount guaranteed. The definition was then revised and tested further: Base wages are the minimum amount paid and do not include bonuses, overtime pay, or commissions. For employees on an incentive system, base wages are the minimum amount guaranteed. Include in-kind payments.

3) Consider changing the term Bonus Wages to Bonus Pay.

Resolution: The term “bonus wages” was not changed in the April 2019 production survey. This issue was monitored in future cognitive testing.

4) Consider creating a new definition of bonus wages to address respondent misreporting and test further.

Resolution: The definition of bonus was not changed in the April 2019 production survey. However, a new definition for bonus wages was developed and evaluated further in cognitive testing: Bonus wages are wages paid in addition to the base wages. These include performance pay (piece rate pay beyond base wage), hazard pay, and bonuses that are paid each pay period. Commissions should also be reported under bonus wages. Do not include end of the season bonuses.

5) Revise instructions for selecting a worker code.

Resolution: Instructions for selecting worker codes were revised and evaluated in cognitive testing.

- Report workers under the worker code in which they are working, not under the worker code for which they have been trained.
- Report each worker only once under the worker code that requires the highest level of skill if the worker performs work in two or more codes. If there is no measurable difference in skill requirements, report workers under the worker code in which they spend the most time.

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# **Agricultural Labor Base and Overtime Hours Cognitive Testing Report**

Heather Ridolfo and Kathy Ott<sup>1</sup>

## **Abstract**

Ten cognitive interviews were conducted to evaluate the proposed addition of questions on base and overtime hours to the Agricultural Labor Survey and an instruction to exclude H-2A workers. Results of the cognitive interviewing showed that the addition of questions on base and overtime hours does not place additional burden on respondents. Excluding H-2A workers from the questionnaire made it easier for respondents to report their workers. However, respondents who hired H-2A workers questioned the reason for this exclusion. Although the proposed changes worked well, a number of problems with other questions on the survey were found during this testing. Specifically, respondents had difficulty categorizing their workers and reporting wage information as instructed.

**Key words:** Labor, hours worked, wages, cognitive testing

## **1. INTRODUCTION**

In a continuing effort to add questions on base, bonus, and overtime wages to the Agricultural Labor Survey, further cognitive testing was conducted in the fall of 2018 to evaluate the proposed addition of base and overtime hours to the survey. Specifically, this testing focused on the ease of reporting base and overtime hours and the accuracy of those reports. In addition to the base and overtime hours questions, an instruction was added to exclude H-2A workers, that is temporary nonimmigrant foreign workers hired to perform agricultural labor or services of a temporary or seasonal nature. Although the primary focus of this testing was these new changes to the questionnaire, other questions in Section 1 of the survey were also evaluated as time permitted.

## **2. METHODOLOGY**

Forty-nine respondents were contacted by a researcher in NASS's headquarters to participate in this research. Ten respondents agreed to participate. The interviews took place between September and November 2018. Respondents were located in eight states (Washington, Michigan, Illinois, Indiana, Virginia, West Virginia, New York, and New Jersey) and produced a variety of commodities, including vegetables, fruit, cattle, equine, and nursery plants. Characteristics of the respondents are shown in Table 1.

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**Table 1. Respondent Characteristics**

| <b>Round</b> | <b>Farm Type</b>         | <b>Pay Type</b>                       | <b>H-2A</b> | <b>Largest Number of Workers</b> |
|--------------|--------------------------|---------------------------------------|-------------|----------------------------------|
| 1            | Greenhouse, Nursery, Sod | Hourly, Piece Rate                    | Yes         | unknown                          |
| 1            | Fruit, Nuts, and Berries | Hourly, Piece Rate                    | Yes         | 3,300                            |
| 1            | Greenhouse, Nursery, Sod | Hourly                                | No          | 20                               |
| 2            | Fruit, Nuts, and Berries | Salary, Piece Rate                    | Yes         | 125                              |
| 2            | Fruit, Nuts, and Berries | Salary, Hourly, Piece Rate            | No          | 35                               |
| 2            | Vegetables               | Salary, Hourly, Piece Rate            | Yes         | 64                               |
| 2            | Equine                   | Salary, Commissions                   | No          | 13                               |
| 2            | Cattle and Calves        | Salary, Hourly, Overtime, Commissions | No          | 54                               |
| 2            | Fruit, Nuts, and Berries | Hourly                                | No          | 10                               |
| 2            | Vegetables               | Hourly, Overtime                      | No          | 125                              |

Two versions of the questionnaire were tested. Three respondents participated in the first round of testing and received Version 1 of Question 4 (the worker table) (figure 1). A copy of the full questionnaire used in Round 1 can be found in Appendix A. Seven respondents participated in Round 2 and received Version 2 of Question 4 (the worker table) (figure 2). A copy of the full questionnaire used in Round 2 can be found in Appendix B.

**Section 1 - PAID WORKERS for October** (continued)

4. Fill out the table below for the workers paid to do agricultural work the week of October 7th through October 13th. Report workers who fall under the same worker code on a single line.

- Record each worker only once
- Report only one week of hours and wages for the reference week
- Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude bonus and overtime pay
- Bonus pay includes performance pay, hazard pay, other regularly paid bonuses, etc. that are paid in addition to the base wages

**INCLUDE:**

- Workers directly hired and paid by the farm operation
- Part-time workers, paid family members, and hired managers
- Workers on paid leave (sick or vacation) (include typical hours and wages for the week)

**EXCLUDE:**

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers

| Enter the Worker Code from Page 5 | Number of Paid Workers That Week | Total Hours Worked That Week | How many of the Total Hours Worked that week were.... |                      | Total Gross Wages paid that week (Dollars) | How much of the Total Gross Wages Paid that week were... |                   |                      |
|-----------------------------------|----------------------------------|------------------------------|---|----------------------|--|--|-------------------|----------------------|
|                                   |                                  |                              | Total Base Hours                                      | Total Overtime Hours |  | Total Base Wages   | Total Bonus Wages | Total Overtime Wages |
| Examples:                         |                                  |                              |   |                      |  |  |                   |                      |
| 12                                | 60                               | 3,000                        | 3,000   | 0                    | 42,000                                     | 36,000   | 6,000             | 0                    |
| 31                                | 1                                | 40                           | 40  | 0                    | 800  | 800  | 0                 | 0                    |
| 32                                | 2                                | 100                          | 90  | 10                   | 1,630                                      | 1,395  | 0                 | 235                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |

Figure 1. Version 1, Section 1, Question 4

**Section 1 - PAID WORKERS for October** (continued)

4. Fill out the table below for the workers paid to do agricultural work the week of October 7th through October 13th. Report workers who fall under the same worker code on a single line.

- Record each worker only once
- Report only one week of hours and wages for the reference week
- Base wages are the minimum amount paid excluding bonus and overtime pay
- Bonus pay includes performance pay, hazard pay, other regularly paid bonuses, etc. that are paid in addition to the base wages

INCLUDE:

- Workers directly hired and paid by the farm operation, regardless of method of pay (salaried, hourly, piece rate, etc).
- Part-time workers, paid family members, and hired managers
- Workers on paid leave (sick or vacation) (include typical hours and wages for the week)

EXCLUDE:

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers

| Enter the Worker Code from Page 5 | Number of Paid Workers That Week | Total Hours Worked That Week | How many of the Total Hours Worked that week were.... |                      | Total Gross Wages paid that week (Dollars) | How much of the Total Gross Wages Paid that week were... |                   |                      |
|-----------------------------------|----------------------------------|------------------------------|---|----------------------|--|--|-------------------|----------------------|
|                                   |                                  |                              | Total Base Hours                                      | Total Overtime Hours |  | Total Base Wages   | Total Bonus Wages | Total Overtime Wages |
| Examples:                         |                                  |                              |   |                      |  |  |                   |                      |
| 12                                | 60                               | 3,000                        | 3,000   | 0                    | 42,000                                     | 36,000   | 6,000             | 0                    |
| 31                                | 1                                | 40                           | 40  | 0                    | 800  | 800  | 0                 | 0                    |
| 32                                | 2                                | 100                          | 90  | 10                   | 1,630                                      | 1,395  | 0                 | 235                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |

Figure 2. Version 2, Section 1, Question 4

Interviews were conducted via a web conference. During recruiting, respondents were asked about their computer and web capabilities so that the interview could be conducted using this technology. During the web conference, the cognitive interviewer displayed the questionnaire using screen sharing software and asked the respondent to discuss how he/she would complete the survey. Respondents were only asked to complete Section 1 of the survey. Although the focus of the interviews was on the base and overtime hours questions and the exclusion of H-2A workers, respondents were probed on their question response process for all questions in Section 1, as time permitted. The data were then analyzed using the constant comparative method of analysis (Strauss and Corbin 1990). Following Round 1, changes were made to the questionnaire and the revised version (version 2) was tested in Round 2 interviews.

### 3. RESULTS

#### 3.1 Round 1

##### 3.1.1 Base and Overtime Hours



None of the three respondents in Round 1 paid overtime wages. They all indicated their base hours would equal their total hours and they would enter zero for overtime hours. All three mentioned that agriculture is exempt from overtime. One respondent was confused by the overtime questions. He reported zero for overtime hours. When probed on how he interpreted that question he said:

That question, that threw me. How do you define overtime pay? Would it be time and a half or hours over 40 hours that you're not paying time and half because agriculture is exempt from overtime? Or overtime over the normal work week?

When asked how he interpreted the term overtime he said, "Most people call it the time and a half factor." He then added that "Agriculture is exempt. In most cases, overtime is not being paid for hours over 40. But people work over 40 hours. We used to pay overtime, but our base wages have gotten higher." When he paid overtime in the past, his base hours were 42 hours and his workers were paid time and a half for each hour over that. Despite the one respondent's confusion regarding the presence of questions on overtime, the base and overtime hours questions were very easy for these respondents to answer.

### **3.1.2 Exclusion of H-2A**

Two respondents commented on the exclusion of H-2A workers from this survey. When reading Question 1, one respondent stated, "So you want us to exclude H-2A. That makes it really easy for guys like us." He said H-2A workers made up about 80 percent of his workforce and then discussed how they make up the majority of the agricultural labor in his county and the surrounding counties. He said for Questions 2-4, not including H-2A would significantly reduce the amount of workers he had to report. "If I take out the H-2A, it would be 1,280... with H-2A, it would be 3,300."

Another respondent asked why H-2A workers were excluded from the survey. He said, "Most of our workers are H-2A. Why do you exclude H-2A? Why would you want to exclude them?" He then said, "Excluding H-2A is a good thing because it's a feedback look. This is used by DOL to determine the adverse effect wage rate." This respondent then explained how the Department of Labor uses the regional median gross wages paid to determine the Adverse Effect Wage Rate (AEWR). He said this was a "hyper inflationary" method for determining the AEWR. He said he has stopped responding to the Agricultural Labor Survey because of this. "We stopped doing the survey because we're paying, in terms of actual pay, 35 percent more than the median base pay, \$12.19. AWR [*sic*] is 35 percent more than the median pay of \$9 because of this survey. It takes the gross wages and converts it into base wages." He was happy to see the changes made to this survey. He said, "Pulling out piece rate gets you closer... to median base pay." He then added that although it is good that we are removing H-2A workers from this survey because they "skew the numbers," it would be better to remove all H-2A employers from the survey.

But really H-2A employers should be excluded because if they have H-2A, they have to pay all domestic workers the AWR [*sic*] even if they are less skilled,

experienced or productive.... By excluding just H-2A workers you haven't accomplished [removing] numbers that skew a survey because non-H2A are paid the same amount. Really no H-2A employers should fill this out.

Like the previous respondent, this respondent indicated that H-2A workers make up a large portion of his labor and that excluding them would greatly decrease the amount of workers he would need to report. He then wondered if this would affect how his value of sales looked in comparison to the number of workers he has on payroll. He thought his high value of sales might look odd given the limited number of workers he would be reporting.

### **3.1.3 Question 1 – October Labor Screener**

All three respondents read through the include and exclude statements when answering this question. All three indicated that this question was pretty straightforward and their answer would be yes. As mentioned above, one respondent commented on the exclusion of H-2A workers and said this made it easier for him to report since so many of his workers were H-2A.

### **3.1.4 Question 2 – Number of Workers**

All three respondents indicated that Question 2 was easy to answer, and all three indicated that they were using the same inclusion criteria in Question 1 to answer Question 2.

### **3.1.5 Question 3 – 150 Days**

This question was not probed on.

### **3.1.6 Question 4 – Worker Table**

#### *Worker Codes*

Two respondents had no problem selecting the appropriate worker codes for their workers. However, one respondent had difficulty. This respondent indicated that his workers performed jobs in more than one category, and that their pay reflected their skill level and experience, not their job titles. He said, "We and most don't necessarily have formal job titles. The distinction between one and the next is what we pay, which reflects experience, skill..." He said he had farmworkers who also drive equipment, and his more skilled workers grade and sort while they pull orders. He said, "Classifying is the most difficult." He then pointed out the description overlap. He said the worker code 'farmworkers' has grading, sorting and packing listed under it even though there are separate categories for these things. He said, "That adds to the confusion... Most farmworkers are doing grading and sorting because there are few that hire people to do grading and sorting 100% of the time... (the worker codes) are not distinct and don't necessarily reflect hierarchy of higher skilled workers." Previous cognitive testing on the Agricultural Labor Survey has found the same issues. Respondents, particularly those who have Field Workers, complain that their workers fall under more than one category and the worker codes themselves are redundant (e.g., graders and sorters appear in farmworkers).

### *Gross Wages*

Two respondents, who paid piece rate, indicated that gross wages would equal what their workers made on an hourly rate plus what they earned on piece rate. One of these respondents indicated that he could pull this number out of his payroll records. The third respondent, who paid his workers an hourly rate and no overtime or bonuses, said that gross wages would be the total hours worked multiplied by the hourly rate. One respondent commented that he liked that the gross wages question preceded base, bonus and overtime wages and he liked that the wording of those questions began with “Of the total gross wages paid ...”

### *Base Wages*

The respondent who paid his workers an hourly rate said his base wages would equal his total gross wages. The two respondents who paid workers piece rate initially reported the minimum they were required to pay their workers in the base wage column and the amount the workers made above and beyond that amount in the bonus column. However, when they read the definition of base wages during probing, they became confused and thought they had reported wages incorrectly. The confusion stemmed from the phrase in the base wage definition that said “regardless of method of pay (salaried, hourly, piece rate, etc.).” When respondents read this, they thought it was indicating that they should report total wages paid on piece rate pay in base wages. This phrase was added to the definition after a previous cognitive testing study found respondents were not reporting salaried workers (Ridolfo and Ott 2019). In the remaining interviews for the current study, a new base wage definition was used in Round 2 (version 2 of the questionnaire).

### *Bonus Wages*

As mentioned above, the two respondents who pay piece rate initially thought they should report the wages earned above and beyond the hourly rate in the bonus wage column. However, after reading the definition of base wages during probing, they both thought they should have reported the total wages paid to piece rate workers in the base wage column. The respondent who pays his workers an hourly rate said his bonus wages would equal zero.

During probing, two respondents indicated that they paid end of the season bonuses. One respondent indicated that he would not report end of the season bonuses on this survey since they are only paid seasonally and not weekly. He thought by reporting it on the survey it would seem like it is a bonus his workers receive every week. Conversely, the other respondent indicated that he would report end of the season bonuses in the bonus column had the survey asked about the week the bonus was paid. However, after he read the definition of bonuses, he interpreted bonus wages to be performance bonuses that are paid regularly and gave several examples: a) workers are paid 50 cents extra per bin if they pick at or above a threshold for number of bins; b) workers are paid extra per bin if less than 1 percent of the fruit comes in bruised; c) workers pack boxes at or above a threshold they will earn 5 cents more an hour. He said the term “regularly paid bonuses” in the definition implies bonuses that are “built into the pay structure.” He added, “It’s not a guarantee. That’s why it’s a bonus. Because if you guarantee it, it would just be wages.”

One respondent stated that he did not like the term “bonus wage.” He said, “Rather than have total bonus wages, put bonus earnings because it’s not necessarily a wage. Wage is more like hourly in my mind.” A few others in later interviews also indicated this. One respondent suggested adding “piece rate” to the bonus definition. He said performance pay is not necessarily piece rate.

The respondents who paid piece rate volunteered their opinion regarding the division of these wages between base and bonus wages. However, they were not in agreement. One respondent indicated that he liked the division of piece rate pay between base and bonus wages. He said he has workers who are paid a minimum of \$12.19 an hour but they can make \$16, \$30, or \$35 an hour depending on the task. He said, “By lumping it all together, it distorts things, particularly if they’re categorized by job category. ...if you’re able to pull out piece rate, you get a better understanding of what the rates are.” Conversely, the other respondent indicated that he preferred reporting the total amount paid to piece rate workers in the base wage column. He said if his workers picked a lot and he separated the wages out by base and bonus, someone was just looking at the hours worked and base wages paid may think he is paying them less than minimum wage.

### *Overtime Wages*

No respondents in Round 1 paid their workers overtime wages. These respondents indicated they would enter zero for overtime wages. All three respondents interpreted overtime as referring to hours worked for which workers are paid time and half and all three indicated that agriculture is exempt from paying overtime. One respondent stated that his workers work anywhere from 40-50 hours a week and they are always paid the same wage rate for that time. In the past, he did pay overtime (time and a half) and that was for time worked beyond 42 hours.

## **3.2 Round 2**

The questionnaire was changed in Round 2 to address issues found in Round 1. Specifically, the instructions in Section 1, Question 3 were changed to address confusion that respondents who paid piece rate had with reporting base and bonus wages. The definition of base wages was changed to “Base wages are the minimum amount paid excluding bonus and overtime pay.” The clause “regardless of method of pay (salaried, hourly, piece rate, etc.)” was moved to the include statement that instructs respondents to only report workers directly hired and paid by the farm operation (Workers directly hired and paid by the farm operation, regardless of method of pay (salaried, hourly, piece rate, etc.)). These same changes were made to the instructions in Section 2, Question 1 and the same change was made to the instruction to report only workers hired and paid directly by the operation in Section 1, Question 1, and in Section 3, Question 1 for consistency. However, these sections were not tested.

### **3.2.1 Base and Overtime Hours**

Respondents, who did not pay overtime wages, indicated that their base hours would always equal their total hours, and they would enter zero in overtime hours or leave it blank. As in the

first round, some respondents, who do not pay overtime, mentioned that agriculture is exempt from overtime. One respondent questioned why the survey asked about overtime hours and wages. He said, “In agriculture, you’re exempt from overtime as long as you’re growing, picking, and packing your own vegetables.” He said if you are packing someone else’s vegetables and your employees work overtime hours, then you have to pay them overtime wages. However, if they work overtime hours while packing vegetables grown on the same operation, they are exempt from overtime pay. He said he has been approached by other farmers asking him to pack their product, but he will not do it. “We say no because it opens up a whole can of worms.” He questioned why overtime was asked about on the survey since agriculture is exempt, stating “Agriculture across the board is overtime exempt as long as you’re doing your own stuff.” Although he was surprised to see questions on overtime hours and wages on the survey, it was easy for him to answer them since his response would always be zero. Others also indicated it was easy to report base and overtime hours. One respondent said, “I don’t think base and overtime are confusing at all. It’s easy for me to say no to overtime and everything falls under base.”

Another respondent, who did not pay overtime, was unsure at first how to answer the base hours question. She said, “We don’t do overtime. I don’t know how I would answer that. I guess I would put total. Base is the same as my total hours worked since we don’t do overtime as a farm.” She then added, “I can’t say we have a set base. We generally work 45 hours but weather depending, especially during harvest. It would be 30 hours if it’s raining a lot.” Two other respondents, who do not pay overtime, also indicated that their normal work weeks are longer than 40 hours, but they do not pay overtime. Both of these respondents indicated their workers typically work 48 hours a week.

Two respondents paid overtime. One of these respondents only pays overtime to his year-round employees. He indicated that these employees are managers and equipment operators. The other respondent indicated that she only pays overtime wages to her hourly employees. These employees were farmworkers who feed cattle, help collect semen, and clean. Both respondents indicated they would separate the hours worked at the normal wage rate from the hours worked at the overtime rate (i.e., time and a half) and report them in base hours and overtime hours, respectively. For example, one respondent, who paid overtime, indicated that he pays time and a half for hours beyond 45 hours. He has 10 managers who on average work 60 hours a week. He would multiply 45 hours by 10 and report 450 base hours and multiply 15 hours by 10 and report 150 overtime hours, and 550 total hours.

### **3.2.2 Exclusion of H-2A**

Two respondents in this round had H-2A workers. Both read the instruction to exclude H-2A workers. As one respondent was reading Question 1, he said, “Pretty straight forward... Oh wait, I just caught something! It says exclude H2A workers. Why would you exclude these?” Later in the interview, he came back to this topic and said, “I’d like to understand your reasoning for that ... For us you might be heading in the wrong direction if you exclude H2A workers for us.” For the October reference week, he reported 34 workers, but had he included the H-2A workers in his response, his answer would have been 64. At the end of the interview, he said “You need to

figure out how to include H2A ... they are paid like everyone else.” He was concerned that the statistics produced from this survey would not be accurate if H-2A workers were not included.

The other respondent, who had H-2A workers, commented that excluding H-2A workers made the questionnaire easier to answer since he would need to report a lot fewer workers. When answering Question 1 he said, “Because we’re almost exclusively H2A – it’s H2A and family members – it’s a pretty simple answer for us.” This respondent had 57 H-2A workers during the October reference period. Later in the interview, he commented that many farms in his area hire H-2A workers. “In our growing regions, there’s other growers that are in the same situation... larger farms will have as many as 250 harvesters and 5 non-H2As ... Local workers don’t exist.”

### **3.2.3 Question 1 – October Labor Screener**

Most respondents read the include and exclude statements out loud before answering Question 1, and most indicated that this question was easy to answer. However, one respondent asked for clarification regarding the term “value added.” Since this question was not the primary focus of the interviews, the interviewer defined value added workers as workers who alter the product in a way that adds value to it such as packaging vegetables, washing and packaging eggs in cartons, or transforming product into something else like berries into jam. The respondent then indicated that he would not exclude these types of workers as instructed. “We wouldn’t separate those types of workers. I’d consider them just regular workers. I don’t consider it a separate practice.” He said his operation grows sweet corn, cabbage, and squash. They machine harvest sweet corn and then pack it in their shed. They put it in crates, RPCs, or corrugated plastic containers and ship it out wholesale. The cabbage and squash are packed in the field. He added that “nothing happens to that.” However, the hard “winter” squash is put in bins, then washed and packed in the shed using different types of packaging depending on the company that is purchasing it. He said the work that is considered value added is part of their normal duties when picking and packing. He said, “It’s all part of the picking process. I would just report them all here. We don’t have specific people that stick to certain jobs. They move around to where they’re needed.”

### **3.2.4 Question 2 – Number of Workers**

This question was not extensively probed on due to time constraints. Some respondents indicated they could determine the number of agricultural workers on the payroll that week using their payroll records. In general, respondents adhered to the instructions and excluded workers such as contract workers, H-2A workers, and retail workers. One respondent, who answered 34, indicated that if he had included H-2A workers, his response would have been 64. He said, “That’s a big difference.”

As noted above, one respondent included value added workers in his response. Another respondent excluded family members who were on payroll. This respondent said he did so because other forms typically have instructions to exclude family members. The interviewer then pointed out the include statement that says to include family members on payroll. He said he never read the include statements. However, he did read the exclude statements and that was how he knew to exclude his H-2A workers.

One respondent indicated that she was confused about who to include in her response. In particular, she was not sure if she should include sales and office staff such as herself. She said, “The first question I have is, yes, I’m involved with billing agricultural people but are you just looking for people who are breeding cattle and working with cattle? ... Is it physical labor? Mine’s more mental... The salespeople, who go out and sell semen to farmers, are they included in agricultural work? Or just people who breed cattle?” She indicated that her operation is a co-op owned by farmers who use their services. They house bulls, process semen, breed cows, and sell semen. She had several categories of workers, who are all on her payroll: 1) technicians who breed cows, 2) sales people who sell semen to farmers who breed their own cows, 3) farmworkers who tend to the animals, 4) other workers who operate the machinery to process semen and 5) office workers. She then asked again “Am I thinking of all workers?”

### **3.2.5 Question 4 – Worker Table**

#### *Worker Codes*

Three respondents had no difficulty selecting a worker code. However, four respondents had difficulty selecting an appropriate worker code. As in the first round, some of these respondents indicated that their workers perform jobs that fall under multiple codes. One respondent indicated that his workers “are always changing hats.” He said during the fall they are doing maintenance work, painting, and packaging. During harvest they are sorting fruit as they pick. He said for simplicity sake, he would just list all of his workers under code 12 (farmworkers). He said it was too much work to try and figure out exactly what they were doing during the reference week.

Similarly, another respondent said his workers could fall under codes 11 and 12, but for the sake of simplicity, he would just list them all under 12. This respondent indicated that he separates his workers in his payroll system using codes specific to worker’s compensation: retail, field work, packing, and clerical. He has difficulty categorizing his workers using the codes provided on the Agricultural Labor Survey. Like the previous respondent, he interpreted this question as asking what work the workers were performing during the reference week. His workers operate equipment and hand pick and it is too time consuming to determine what they were doing during the reference week. He said, “I think one of the gray areas would be 11 and 12. Trying to separate the guys in the field driving the tractor and the ones that are picking. It’s a muddled mess. So I just pushed everyone into 12 ... To separate their wages on a voluntary basis at a busy time when you don’t have much time, am I going to spend the time to do it?”

Another respondent, who also had workers who could fall under codes 11 and 12, said she would list them all under 12 (farmworkers) because they would not be using equipment every day. She said, “The bulk of what they do is thinning, pruning, and harvesting.”

Another respondent also indicated that his workers were hired to perform multiple jobs throughout the year, and he could list them under multiple codes. He said, “I might have an operator that one day will be that but the next day will step in and be a packer or something like that. It’s hard to pick one group and separate them out. They move around. If one guy doesn’t do a good job and we move him around to another job. I probably wouldn’t separate them to quite so many different categories.” This respondent indicated that he would just list all of his workers

under code 15 (all other field workers). When asked why he said, “The same people will do jobs from 12, jobs from 13 and 14. It just kind of depends on the time of year. The same people who plant, will harvest and field pick and they’re sorting and grading ... [15 is] just kind of all other.”

One respondent was unsure where to list workers who pack and package semen. She initially said she would list these workers under code 24 (all other livestock workers). She said they do operate machinery when filling straws with semen. However, they are really observing the machines to make sure everything is operating properly. She said, “It’s not like they’re picking an apple and putting it in a basket.” She then said she could list them under code 22 (graders and sorters) because they are checking the volume of the semen and making sure it is good enough to freeze.

Respondents also had difficulty because they felt the worker codes were redundant and did not understand the difference between them. For example, one respondent could not see a distinction between codes 31 and 32. Another respondent did not see a distinction between codes 13 and 14. He said, “The classification between 13 and 14 to me doesn’t make much sense.” His workers in the packing shed also grade and sort. He has a machine that is separating the product by size and weight. “I don’t see how you distinguish between 13 and 14.” He said his workers are grading and sorting while they pack. He ended up listing everyone under code 14.

### *Total Hours*

Respondents generally did not have difficulty reporting total hours worked. One respondent indicated that she did not track hours for her one group of workers. She said for her animal breeders, there is “no time clock and we don’t require them to send us hours.” She asked, “Can I use 40 hours a week and figure it that way?” She also commented that some might be working overtime, but they are not paid overtime wages. She ultimately decided to report 40 hours a week per employee because they breed cows 7 days a week but do not necessarily work 8-hour days. She said, “Cows need to be bred 7 days a week ... I have no way of pinning that down.”

Respondents, who pay piece rate, did track hours to ensure their workers were picking enough to make minimum wage or the AEW. However, two respondents did not track hours worked in the same system used for payroll. One respondent who pays piece rate said reporting hours worked creates extra work for him because he has to go to a different spreadsheet to get that information. Similarly, another respondent, who pays piece rate, said when she is paying piece rate, she only tracks hours worked on timecards in case they get audited. However, she inputs the number of boxes picked in QuickBooks. The only time she records hours in QuickBooks is when they are being paid an hourly rate. Despite this, she would know the number of hours the crew worked on piece rate that week by looking at the time cards. She added that they all typically work the same number of hours. She said if one worker worked less, she would just leave that person out, and then multiply the number of workers by hours worked (e.g., 35 workers X 45 hours) and then add the other worker’s hours to that total.

### *Gross Wages*

Gross wages were easy for respondents to report in this round. Respondents would either pull this number out of their payroll or calculate it by multiplying hours worked by the wage rate and



number of employees. One respondent indicated that his workers make different wage rates. In order to report gross wages, he would need to multiply hours by wage rate for each employee and sum them. If respondents were paid bonuses or overtime wages, this amount would be included in gross wages.

One respondent indicated that it was easy for her to pull gross wages out of QuickBooks. However, to get gross wages for the different groups of workers, she would need to assign the worker codes and calculate the gross wages paid to managers and subtract that from gross wages paid to all employees to get the gross wages paid to farmworkers.

Respondents who did not pay their workers once a week indicated that they would need to divide the gross wages paid by the number of weeks in their pay period to get the weekly pay. For example, one respondent said her manager is paid once a month. To get gross wages for the reference week, she would need to divide his wages by four.

One notable finding that came out of these interviews is that a few respondents indicated their base, bonus, and overtime pay would not sum up to their gross wages. For example, one respondent indicated that workers are paid bonuses when a horse sells if they helped train or care for the horse. However, this bonus is paid outside of payroll and therefore would not be part of the gross wages reported on the questionnaire, which she pulls from her payroll records. This same respondent indicated that her workers' gross wages are lower than average because she covers her workers' housing costs. "We do furnish housing and furnish utilities." She said that attracts people to her farm. They can live there at no expense. She said not all of her employees take advantage of it. Right now, she has six employees living on the farm. Some live nearby on their own properties and she gives them a housing allowance. She said, "It's not like total housing and utilities." She said, "It might be something you'd want to ask about especially on horse farms. We have to have people on hand." Her daughter and son-in-law are paid an even lower salary than the other employees – their gross wages for one week would be \$300 apiece. However, they make significantly more through bonuses and a consulting, training, facility usage fee that they are paid. She said she may report the bonuses in the bonus column, but it would be significantly larger than their base pay. She would not report the consulting, training, facility usage fee on the questionnaire.

Another respondent, who pays her animal breeders a commission, indicated that she does not consider commissions to be base or bonus wages and therefore she felt she had no place to report these earnings on the questionnaire other than in gross wages. At first, she considered listing commissions under base wages. However, she considers base wages to be guaranteed wages, and commissions are not guaranteed. She said out of the 20 animal breeders she has, only two are guaranteed wages; the rest work strictly on commission. The two animal breeders, who are guaranteed pay, earn \$300 each a week plus commissions. So she would report 20 animal breeders, who only made \$600 in base wages, nothing in bonus or overtime pay, and her base wages would be significantly lower than her gross wages. Also, commissions vary greatly across employees depending on the region they work in and the number of cows they breed (e.g., 50 percent – 65 percent). To determine gross wages for this group of workers, she would need to look up the company's earnings during that time period and take an average of commissions earned (50 percent of earnings) and multiply that percentage by the total earnings to determine

how much this group of employees were paid in commissions, and then add in the \$600 guaranteed to the two breeders. Additionally, this same respondent's sales staff's gross wages would include their base wages plus their commissions, and she would not report the commissions elsewhere on the form. Note that another respondent considered commissions from the sale of a horse to be a bonus paid out to employees.

### *Base Wages*

Most respondents reported that their base wages would equal their gross wages since they did not pay bonuses or overtime. One respondent was initially confused about the difference between gross and base wages. He asked, "What's the difference between gross and base?" He then added, "I don't do bonuses. ...for me, gross is the same as base because I don't give bonuses. I give bonuses once a year." The two respondents, who paid overtime, indicated that the base wages would be the total wages paid at the standard wage rate. For example, one respondent paid overtime wages for hours worked beyond 45 hours. For base wages, he would multiply 45 hours by the standard wage rate for each employee to get the total.

Most respondents indicated that the base wage definition matched their interpretation of the term. However, one respondent was confused by "minimum amount paid." He said he was not sure what was meant by this and thought it would be a lot clearer to just say, "base wages excludes bonus and overtime pay."

Three respondents paid piece rate. None read the base wage definition before reporting their workers' wages. All three indicated that their base wages equaled their gross wages and there were no bonus wages. One respondent indicated that although he pays piece rate, his workers never pick enough to reach the adverse effect wage rate, so he always pays them an hourly rate. The other two respondents indicated that they could not separate their piece rate pay into base and bonus wages and moreover, they did not feel any part of piece rate pay was a bonus.

Looking at the definition of base wages, one of these respondents indicated he could not report base wages as the minimum amount paid because that does not reflect his pay structure. He said the definition implied that base wages was the minimum amount a farmer could "get away with" paying a worker. He said, "I don't know where they're coming from. Base wages are what is paid, excluding bonus and overtime would be my suggestion." He also did not consider piece rate wages to be a bonus. He said he is not paying his workers by the hour; they are paid by the bucket and what they are paid for the week is figured on a weekly basis, not daily. In the beginning of the week, they may be picking something that does not yield a lot of earnings, and it will equate to about \$9 an hour. But later in the week, they will pick a different type of vegetable that yields a lot more in earnings and they will make closer to \$20 an hour. At the end of the week, they calculate everything they have picked and determine if on average they earned at or above the AEWR and they typically do. If they do not, they will adjust their pay so they make the equivalent of the AEWR. Although he is required to pay his workers the AEWR and will adjust individual worker's pay at the end of the week, if they do not reach that amount, his goal is not to pay them that minimum amount. He indicated that his workers are there to make money and on average they are making over \$20 an hour. He has set values per bucket that he pays workers. But he also pays them an hourly rate for picking certain types of vegetables. For

example, if they were paid by the piece to pick cucumbers they would earn around \$9 an hour, and if they did this for half the week and the rest of the week picked something that yielded a higher pay per piece, it would drag down their average pay to around \$13.25 an hour. He said, “If they do bust their ass for half a week and all the other part of the week drags down their pay and they make \$13.25 an hour, why bust their butt when it’s going to drag down their pay? ...They want to make money. That’s what they’re here for.”

Similarly, another respondent who pays piece rate did not view any of their pay as a bonus. She said she would report the same amount in base wages as gross wages. “I just think of it as their regular work. It’s not a bonus. I just think of it as their regular wage.” She said she does track hours and how much they pick to make sure everyone is making more than minimum wage. She said for example if her workers are picking a variety of apples where they are paid \$18/bin, she will know they need to pick at least 25 bins to make minimum wage. But she said she is not trying to pay minimum wage. “That’s not what I want my workers to make. They should be over that. I never think to draw the line at minimum wage and separate them by that.” She said she could see how people who have H-2A workers need to be sure their workers are making enough to meet the adverse wage rate. But for her, she expects her workers to make beyond minimum every week, and she only checks it in case they get audited. But her workers usually make well beyond minimum wage. She said she has one “slow, older guy who I always have to pay special attention to. Everyone else is way above.” She said she has a line in her payroll that indicates what the minimum wage pay should be. She said she always checks him to make sure he is making above minimum wage and if he is, then she’s sure everyone else is. She said it’s not usually an issue for them. If he’s not making minimum wage, she will calculate out what she needs to pay him to get him above minimum wage and add it to his check. She uses him as her “baseline.”

Like the previous respondent, this respondent pays the same workers a piece rate and an hourly rate depending on what they are picking. She provided a good example of how complicated her pay structure can get in any given week. She said on average her workers are paid \$18/bin to pick apples. However, some varieties, like honey crisps, have to be stem clipped because they bruise more easily. When picking this variety, they are paid \$35/bin, and on the second pick they are paid \$40/bin. She said some varieties of apples bruise more easily or need to be stem clipped or need to be picked by color and she does not necessarily want people rushing to fill bins. To slow them down, she will switch them over to an hourly rate. She said “the regular old-style varieties” are all paid by bin “like red delicious.” She said honey crisps need to be picked by color and they need to be stem clipped. They typically have always paid by hour for this type. But this year, they experimented with picking one “block” of mature trees by bin to see if they could improve efficiency. The rest of the honey crisp blocks they picked by hour. In QuickBooks, she can specify the different varieties picked and put in the different amounts per bin. She can also put in an hourly rate. She said there are some weeks that a person may be paid an hourly rate for some of their time, by bin for another part of the time, and vacation pay on another part. She said the software is pretty flexible in that regard. She said how she is paying her workers (hourly, piece rate, pay per variety) will vary week to week, depending on what they are picking.

As mentioned above, one respondent who pays workers a commission struggled with what to include in base wages. When answering base wages, she initially said, “We have a lot of people who are commission. Does that become base wages then?” She interpreted the term base wages to mean guaranteed pay. She did not feel commissions should be reported as base wages since they are not guaranteed. She indicated that for her two groups of workers, who earn commissions, commissions would only be reported in gross wages and nowhere else on the form. This means that she would report base wages that were significantly lower than gross wages. She then added that out of her 20 animal breeders, two are guaranteed \$300 a week plus their commissions. She would report this guaranteed amount for the two workers. However, she was concerned her base wages would look incorrect given the number of workers, and the number of gross wages earned.

### *Bonus Wages*

Respondents interpreted bonus wages in different ways. Some respondents interpreted bonus wages as bonuses that are paid weekly. For example, when reading this question one respondent said, “We don’t do weekly bonuses. We do a yearly if we do anything.” Similarly, other respondents, who interpreted this question as asking about weekly bonuses, indicated they would report nothing in the bonus column because their bonuses are all paid at the end of the season.

One respondent interpreted bonuses to be “performance pay” that was paid on a weekly basis.

One respondent interpreted bonuses as the commission earned from the sale of a horse. When she first read this question she said, “I don’t pay bonus wages.” But then she said, “I do pay bonus if we sell a horse for a lot of money.” She said she would pay a bonus to a person who trained or was a caretaker of the horse when she sells it. She said, “But I pay it as a contract amount; they pay taxes on it,” indicating that it did not go through her payroll. She then said she did not pay a bonus during the reference week. However, had she paid a bonus during the reference week, she would have reported it. She said, “Last week I paid a girl \$2,250 for a horse she trained,” which was 5 percent of the purchase price. She said this was paid outside of payroll and the employee was responsible for paying taxes on the bonus. She then commented that if she reported this on the questionnaire as a bonus, the worker’s bonus might seem much larger than her base pay, which was around \$500. However, it would have been one employee out of 10 that made a bonus of \$2,250, and as indicated above, this bonus would not be included in the gross wages since it is not paid through payroll. She said, “Total gross wages is what the salary is .... If I paid a bonus, it wouldn’t be in there.”

Note that another respondent, who paid commissions, did not view commissions to be bonuses. She doesn’t consider a commission to be a bonus or base pay. When asked why she said, “Because they earned it. It’s not a bonus.” She said they get a percentage for every unit they sell, and it is part of their wages. She said the word bonus “implies it is above and beyond. We expect our people to be out there selling. It’s part of their wages, not a bonus.” She said again that a bonus is “above and beyond.” This same respondent also thought the term “wage” implied guaranteed pay, which was the opposite of a bonus, which is not guaranteed.

Others interpreted this question as asking about end of the season bonuses. Respondents calculated their end of the season bonuses in different ways. One respondent indicated that in the past, his farm provided a bonus as an incentive to get workers to stay through the end of the season. They would pay 3 cents for every bushel picked during the season and workers would be paid that amount as a bonus in their final paycheck, but they had to stay for the entire season to receive it. He said depending on how fast they picked during the season, they would earn between \$500 and \$800 in bonus pay at the end of the season. Another respondent said that her employees get a bonus at the end of the year based on the company's overall profit for the year. These respondents indicated that if the reference period asked about the pay period when they received these end of the season bonuses, they would report them. But since the questionnaire used during testing did not ask about that pay period, they did not report it.

Respondents, who paid piece rate, did not view any part of their workers' pay as a bonus. Instead, they would report all of the workers' pay under base wages. One of these respondents interpreted bonus wages to be end of the season bonuses, which he no longer pays.

After respondents provided their interpretation of this question, they were asked to read the bonus wage definition and asked if the definition matched their interpretation of this question. Some respondents said the definition matched how they were interpreting this question. Others indicated the definition changed how they were interpreting this question. For example, the respondent, who interpreted bonus wages to be sales commissions, indicated that she would not report them as bonus wages after reading the definition and seeing "regularly paid." She said she does not consider her bonuses regularly paid because receiving a bonus "depends on the duties of the person, and we don't sell horses every week."

Two respondents who interpreted bonus wages as end of the season bonuses indicated that the bonus wage definition changed how they understood this question. After reading the definition, they interpreted this question as asking about bonuses that are paid weekly. One of these respondents said he only had one employee that receives a weekly bonus. He said this employee receives \$60 in bonus pay for every week that he works regardless of how many hours he worked. This respondent noted that this employee was the only one out of the five he placed in this worker group to earn a bonus. Another respondent, who interpreted bonus wages as the bonus she pays employees at the end of the year based on profits, said that bonus is not "a regular bonus." She said she interpreted regularly paid bonuses as bonuses paid to "assembly line people" or people in agriculture who get bonuses based on how much milk they produce; where they get or can get these bonuses regularly, meaning on a weekly basis.

However, some respondents, who did pay end of the season bonuses, continued to think they should be reported in the bonus wage column even after reading the definition. The term "regularly paid" in the bonus definition did not help these respondents understand to not report these types of bonuses. For example, the respondent who pays a "gas bonus" at the end of the season indicated that she views that bonus as regularly occurring because she provides it every year. She said, "Regular, like one a year. Regular even though it's not a once a month thing. To me, it's regular. I do it every year."

As mentioned above, one respondent, who pays piece rate, disagreed with dividing piece rate pay between base and bonus wages.

Another respondent, who paid piece rate, continued to think this question was measuring performance pay, which he did not view as the same as piece rate. He described performance pay as, “Bonus if we had an incentive for the number of bushels picked or some way you could work out a quality bonus. We don’t do that. But that’s what it would mean.” He said it would “fall along the lines of performance pay.” However, this respondent also indicated that his workers rarely pick enough to reach the AEWR so most of the time, he pays them hourly.

The third respondent, who paid piece rate, shifted his understanding of this question after reading the definition during probing. This respondent is referenced above as initially interpreting this question as asking about end of the season bonuses and then after reading the definition interpreting this question as asking about weekly bonuses (he pays one worker \$60 a week in bonus pay for every week worked). Like the other two respondents, he did not view any part of piece rate pay to be a bonus. Furthermore, he said it would be difficult for him to separate out piece rate pay into base and bonus wages. He said he would need to separate base from bonus for each employee since he has some that pick faster than others. For example, some of his employees pick anywhere from the equivalent of \$10 an hour to \$25 an hour.

Finally, three respondents indicated that they did not like the use of the word “wage” when talking about bonuses. These respondents said the term wage negates the term bonus. They indicated that wage implies it’s something that they are expecting to earn whereas bonus is above and beyond their normal wages. One respondent said, “In the table, rather than have total bonus wages put bonus earnings, because it’s not necessarily a wage. Wage is more like hourly in my mind.” Another respondent indicated that she doesn’t include the bonuses in her payroll, it’s paid out separately. Like the other respondents she indicated that it’s not guaranteed to them. She would rather this question use different terminology such as “total bonus paid or “additional pay.” Others suggested changing it to “bonus earnings” or “bonus pay.”

### *Overtime Wages*

Respondents interpreted overtime wages to be time and a half. The majority of respondents did not pay overtime, often noting that agriculture is exempt from overtime. These respondents either left the overtime wage column blank or entered zero.

Two respondents did pay overtime wages. As indicated above, they would multiple time and a half by overtime hours worked to get the overtime wages paid. One respondent indicated that his workers earned overtime for hours worked beyond 45 hours, and the other respondent indicated that workers earned overtime for hours worked beyond 40 hours.

### **3.3 Other Comments**

A couple of respondents were familiar with this survey and had recently filled it out. These respondents commented on how burdensome this survey is to complete. One respondent described completing this survey as “a very time-consuming project.” She said, “I try to ignore it

until I get my second notice.” This respondent said she has a lot of difficulty determining who she should report as an agricultural worker and how to report their wages since so many of her employees earn commission. She indicated that this survey takes her over an hour to complete and laughed when the interviewer told her it was estimated to take 20 minutes on average. She said,

Dream on! I bet it takes over an hour. I have to divide everything, because we don't pay on a weekly basis. It would be easier to put in a whole year of data. To come up with one week of payroll information is a time consumer.

Another respondent also talked about his frustration with the amount of time given to complete the survey. He said he received the survey on Friday or Saturday of the previous week and in the letter, it said if the survey was not completed by the 15<sup>th</sup> (Monday), an enumerator would be sent to collect the data. He asked, “How can you expect to pull this together over a weekend and submit it by Monday?” He said he ended up filling it out on paper and then transferring it to the web form and submitted it Monday morning and two hours later, an enumerator showed up at his door. “Giving us the weekend to get something pulled together is asking a little much.” He then said he could “whip something together in 20 minutes if I didn't care what the numbers say, but it takes a couple of hours if I'm going to report accurately.” He said if respondents are not provided enough time to complete the survey on their own, then the enumerator who comes out is going to encounter a “grumpy” respondent or the respondent is just going to provide inaccurate information. He added that he has a good payroll system and these numbers are fairly easy for him to pull out, but he imagined a farmer that is working off of handwritten records would have a hard time with this survey.

This same respondent indicated frustration with the web instrument. As mentioned above, he filled the survey out on paper and then transferred it to the web. When he filled it out on paper, he did not fill out Question 1c in Section 4 Value of Sales, because he did not have time. He said this question would take a lot of time to answer. He said he typically does not know the answer to this until November or December. When he went online, he noticed that he was not asked this question. He said he would have been very annoyed if he had spent the time answering this question on paper and then found it was not asked in the web instrument. However, this respondent should have skipped out of Question 1c. When filling out the paper questionnaire, he had missed the skip in the Value of Sales Question 1b instructing him to go to page 10 item 2. The web instrument automatically skipped him out of it.

#### **4. RECOMMENDATIONS**

1) If base and overtime hours are needed to calculate the wage rate, add them to the questionnaire as worded and formatted during testing.

Resolution: Base and overtime hours were not added to the April 2019 production survey. However, they were evaluated further in cognitive testing.

2) Change the definition of base wages to: Base wages are the minimum amount guaranteed.

Resolution: In the April 2019 production survey, the definition of base wages was changed to: Base wages are the minimum amount guaranteed. The definition was then revised and tested further: Base wages are the minimum amount paid and do not include bonuses, overtime pay, commissions. For employees on an incentive system, base wages are the minimum amount guaranteed. Include in-kind payments.

3) Consider changing the term Bonus Wages to Bonus Pay.

Resolution: The term “bonus wages” was not changed in the April 2019 production survey. This issue was monitored in future cognitive testing.

4) Consider creating a new definition of bonus wages to address respondent misreporting and test further

Resolution: The definition of bonus was not changed in the April 2019 production survey. However, a new definition for bonus wages was developed and evaluated further in cognitive testing: Bonus wages are wages paid in addition to the base wages. These include performance pay (piece rate pay beyond base wage), hazard pay, and bonuses that are paid each pay period. Commissions should also be reported under bonus wages. Do not include end of the season bonuses.

5) Revise instructions for selecting a worker code.

Resolution: Instructions for selecting worker codes were revised and evaluated in cognitive testing.

- Report workers under the worker code in which they are working, not under the worker code for which they have been trained.
- Report each worker only once under the worker code that requires the highest level of skill if the worker performs work in two or more codes. If there is no measurable difference in skill requirements, report workers under the worker code in which they spend the most time.



## **5. REFERENCES**

Ridolfo, H., and Ott, K. (2020), *Cognitive Testing of the 2018 April Agricultural Labor Survey*. Washington, DC: National Agricultural Statistics Service.

Strauss, A. C., and Corbin, J. (1990), *Basics of Qualitative Research: Grounded Theory Procedures and Techniques*, Newbury Park: Sage Publications.

APPENDIX A: ROUND 1 QUESTIONNAIRE

# AGRICULTURAL LABOR SURVEY – OCTOBER 2018

OMB No. 0535-0109  
 Approval Expires: 3/31/2021  
 Project Code: 956  
 SurveyId: 4012



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Please make corrections to name, address and ZIP Code, if necessary.

The information you provide will be used for statistical purposes only. Your responses will be kept confidential and any person who willfully discloses ANY identifiable information about you or your operation is subject to a jail term, a fine, or both. This survey is conducted in accordance with the Confidential Information Protection provisions of Title V, Subtitle A, Public Law 107-347 and other applicable Federal laws. For more information on how we protect your information please visit: <https://www.nass.usda.gov/confidentiality>. Response to this survey is **voluntary**.

According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a valid OMB control number. The valid OMB control number is 0535-0109. The time required to complete this information collection is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information.

| State | POID  | Tract | Subtr. |
|-------|-------|-------|--------|
| __    | _____ | __    | __     |

1. [Verify name and mailing address of this operation. Make any corrections necessary (including the correct operation name) on the label and continue.]  [Check if name label verified]
2. Since June 1, 2018 have you or will you (name on label)--
  - a. 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 [Go to page 2]                      3  No [Continue]
  - b. 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 [Go to page 2]                      3  No [Continue]
  - c. sell any agricultural products?
 

1  Yes [Go to page 2]                      3  No [Continue]
  - d. receive government agricultural payments?
 

[EXCLUDE government payments received as a landlord.]

1  Yes [Go to page 2]                      3  No [Continue]
  - e. have more than 19 acres of idle cropland or more than 99 acres of pastureland?
 

1  Yes [Go to page 2]                      3  No [Go to page 11]

3. Are the day-to-day decisions for this operation made by one individual, a hired manager, or partners? [Check one]

- One individual - [Go to Section 1 on page 3.]
- A hired manager - [Go to Section 1 on page 3.]
- Partners - (Continue)

| For Office Use Only |
|---------------------|
| <b>R. Unit</b>      |
| 9921                |
| <b>June 1</b>       |
| 9930                |
| <b>Subst</b>        |
| 9941                |

| Number |
|--------|
|        |

How many individuals are involved in the day-to-day decisions of this operation?  
 (Enter the number of partners.) .....

Include the partner named on the label. Partners jointly operate land and share in decision making. Do not include landlords and tenants as partners.

4. Please identify the other person(s) in this partnership, then go to Section 1, page 3.  
 [Verify partners' names and make necessary corrections if names have already been entered.]

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Phone: (     ) - \_\_\_\_\_  
 Did this partner also operate land individually on June 1, 2018?  
 Yes                       No

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Phone: (     ) - \_\_\_\_\_  
 Did this partner also operate land individually on June 1, 2018?  
 Yes                       No

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Phone: (     ) - \_\_\_\_\_  
 Did this partner also operate land individually on June 1, 2018?  
 Yes                       No

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Phone: (     ) - \_\_\_\_\_  
 Did this partner also operate land individually on June 1, 2018?  
 Yes                       No

| For Office Use Only |
|---------------------|
| <b>Stratum</b>      |
| 9922                |
| <b>Ind. Op.</b>     |
| 9924                |

| For Office Use Only |
|---------------------|
| <b>Stratum</b>      |
| 9923                |
| <b>Ind. Op.</b>     |
| 9924                |

| For Office Use Only |
|---------------------|
| <b>Stratum</b>      |
| 9927                |
| <b>Ind. Op.</b>     |
| 9924                |

| For Office Use Only |
|---------------------|
| <b>Stratum</b>      |
| 9928                |
| <b>Ind. Op.</b>     |
| 9924                |

**Section 1 - PAID WORKERS for October**

**October 2018**

| S        | M        | T        | W         | Th        | F         | S         |
|----------|----------|----------|-----------|-----------|-----------|-----------|
|          | 1        | 2        | 3         | 4         | 5         | 6         |
| <b>7</b> | <b>8</b> | <b>9</b> | <b>10</b> | <b>11</b> | <b>12</b> | <b>13</b> |
| 14       | 15       | 16       | 17        | 18        | 19        | 20        |
| 21       | 22       | 23       | 24        | 25        | 26        | 27        |
| 28       | 29       | 30       | 31        |           |           |           |

1. Did this operation have anyone on the payroll to do agricultural work the week of October 7th through October 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:**

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers

600

1  Yes [Continue]

3  No [Go to page 6]

2  Don't Know [Go to page 6]

2. How many workers did you have on payroll to do agricultural work the week of October 7th through October 13th?.....

| TOTAL NUMBER |
|--------------|
| 660          |

3. In 2018, how many of these total paid workers for that week will be paid by this operation for 150 days or more of work?.....

| NUMBER OF WORKERS |
|-------------------|
| 700               |

|                 |           |
|-----------------|-----------|
| Office Use Only | 599       |
|                 | <b>10</b> |

**Section 1 - PAID WORKERS for October (continued)**

4. Fill out the table below for the workers paid to do agricultural work the week of October 7th through October 13th. Report workers who fall under the same worker code on a single line.

- Record each worker only once
- Report only one week of hours and wages for the reference week
- Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude bonus and overtime pay
- Bonus pay includes performance pay, hazard pay, other regularly paid bonuses, etc. that are paid in addition to the base wages

**INCLUDE:**

- Workers directly hired and paid by the farm operation
- Part-time workers, paid family members, and hired managers
- Workers on paid leave (sick or vacation) (include typical hours and wages for the week)

**EXCLUDE:**

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers

| Enter the Worker Code from Page 5 | Number of Paid Workers That Week | Total Hours Worked That Week | How many of the Total Hours Worked that week were.... |                      | Total Gross Wages paid that week (Dollars) | How much of the Total Gross Wages Paid that week were... |                   |                      |
|-----------------------------------|----------------------------------|------------------------------|---|----------------------|--|--|-------------------|----------------------|
|                                   |                                  |                              | Total Base Hours                                      | Total Overtime Hours |  | Total Base Wages   | Total Bonus Wages | Total Overtime Wages |
| <b>Examples:</b>                  |                                  |                              |   |                      |  |  |                   |                      |
| 12                                | 60                               | 3,000                        | 3,000   | 0                    | 42,000                                     | 36,000   | 6,000             | 0                    |
| 31                                | 1                                | 40                           | 40  | 0                    | 800  | 800  | 0                 | 0                    |
| 32                                | 2                                | 100                          | 90  | 10                   | 1,630                                      | 1,395  | 0                 | 235                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |

Office Use Only Use – Completion Code - Usability

|  |
|--|
| 1 – Incomplete, Has Labor<br>2 – Incomplete, Unknown<br>3 – No Labor |
|--|

698

## Worker Code for Sections 1 and 2

| Code                     | Work Hired to Do  |
|--------------------------|---|
| <b>FIELD WORKERS</b>     |   |
| 11                       | <b>Agricultural Equipment Operators - Crop, Nursery and Greenhouse:</b><br>Drive and control farm equipment to till soil and to plant, cultivate, and harvest crops.  |
| 12                       | <b>Farmworkers - Crop, Nursery and Greenhouse:</b><br>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. |
| 13                       | <b>Graders And Sorters - Crop, Nursery and Greenhouse Products:</b><br>Grade, sort, or classify agricultural crops by size, weight, color or condition.   |
| 14                       | <b>Hand Packers And Packagers - Crop, Nursery and Greenhouse Products:</b><br>Pack or package by hand a wide variety of products and materials.   |
| 15                       | <b>All Other Field Workers:</b><br>All agricultural workers working with crops, nursery or greenhouse products not included in codes 11-14.   |
| <b>LIVESTOCK WORKERS</b> |   |
| 20                       | <b>Agricultural Equipment Operators – Farm, Ranch, and Aquacultural Animals:</b> Drive and control heavy farm equipment while attending to live farm, ranch, or aquacultural animals and in harvest of unprocessed animal products.   |
| 21                       | <b>Farmworkers - Farm, Ranch, and Aquacultural Animals:</b> 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.   |
| 22                       | <b>Graders And Sorters - Farm, Ranch, and Aquacultural Animal Products:</b><br>Grade, sort, or classify unprocessed food and other agricultural products by size, weight, color, or condition.  |
| 23                       | <b>Hand Packers And Packagers - Farm, Ranch and Aquacultural Animal Products:</b><br>Pack or package by hand a wide variety of products and materials.  |
| 24                       | <b>All Other Livestock Workers:</b><br>All agricultural workers working with farm, ranch and aquacultural animals or products not included in codes 20 – 23.  |
| <b>SUPERVISORS</b>       |   |
| 31                       | <b>Farmers, Ranchers and Other Agricultural Managers:</b><br>Plan, direct, or coordinate the management or operation of farms, ranches, greenhouses, aquacultural operations, nurseries, tree farms, or other agricultural establishments.  |
| 32                       | <b>First-Line Supervisors of Farm Workers:</b><br>Directly supervise and coordinate the activities of agricultural, aquacultural, and related workers.  |
| <b>OTHER WORKERS</b>     |   |
| 41                       | <b>Agricultural Inspectors:</b><br>Inspect agricultural commodities, processing equipment and facilities, and aquacultural operations, to ensure compliance with regulations and laws governing health, quality, and safety.  |
| 42                       | <b>Animal Breeders:</b><br>Select and breed animals according to their genealogy, characteristics, and offspring.   |
| 43                       | <b>Pesticide Handlers and Sprayers:</b><br>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.  |
| 44                       | <b>Any Other Worker Not Listed Above:</b><br>Including, but not limited to, mechanics, shop workers, truck drivers, accountants, bookkeepers, office workers. Excluding contract & custom workers, retail workers, and "value-added" workers.   |

## Section 2 - PAID WORKERS for July

## July 2018

| S        | M        | T         | W         | Th        | F         | S         |
|----------|----------|-----------|-----------|-----------|-----------|-----------|
| 1        | 2        | 3         | 4         | 5         | 6         | 7         |
| <b>8</b> | <b>9</b> | <b>10</b> | <b>11</b> | <b>12</b> | <b>13</b> | <b>14</b> |
| 15       | 16       | 17        | 18        | 19        | 20        | 21        |
| 22       | 23       | 24        | 25        | 26        | 27        | 28        |
| 29       | 30       | 31        |           |           |           |           |

1. Did this operation have anyone on the payroll to do agricultural work the week of July 8th through July 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:

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers

600

1  Yes [Continue]3  No [Go to page 8]2  Don't Know [Go to page 8]

2. How many workers did you have on payroll to do agricultural work the week of July 8th through July 14th?.....

| TOTAL NUMBER |
|--------------|
| 660          |

3. In 2018, how many of these total paid workers for that week will be paid by this operation for 150 days or more of work?.....

| NUMBER OF WORKERS |
|-------------------|
| 700               |

|                 |          |
|-----------------|----------|
| Office Use Only | 599      |
|                 | <b>7</b> |



## Section 2 - PAID WORKERS for July (continued)

4. Fill out the table below for the workers paid to do agricultural work the week of July 8th through July 14th. Report workers who fall under the same worker code on a single line.

- Record each worker only once
- Report only one week of hours and wages for the reference week
- Base wages include the minimum amount paid regardless of method of pay (salaried, hourly, piece rate, etc.) but exclude bonus and overtime pay
- Bonus pay includes performance pay, hazard pay, other regularly paid bonuses, etc. that are paid in addition to the base wages

**INCLUDE:**

- Workers directly hired and paid by the farm operation
- Part-time workers, paid family members, and hired managers
- Workers on paid leave (sick or vacation) (include typical hours and wages for the week)

**EXCLUDE:**

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers

| Enter the Worker Code from Page 5 | Number of Paid Workers That Week | Total Hours Worked That Week | How many of the Total Hours Worked that week were.... |                      | Total Gross Wages paid that week (Dollars) | How much of the Total Gross Wages Paid that week were... |                   |                      |
|-----------------------------------|----------------------------------|------------------------------|---|----------------------|--|--|-------------------|----------------------|
|                                   |                                  |                              | Total Base Hours                                      | Total Overtime Hours |  | Total Base Wages   | Total Bonus Wages | Total Overtime Wages |
| <b>Examples:</b>                  |                                  |                              |   |                      |  |  |                   |                      |
| 12                                | 60                               | 3,000                        | 3,000   | 0                    | 42,000                                     | 36,000   | 6,000             | 0                    |
| 31                                | 1                                | 40                           | 40  | 0                    | 800  | 800  | 0                 | 0                    |
| 32                                | 2                                | 100                          | 90  | 10                   | 1,630                                      | 1,395  | 0                 | 235                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |

Office Use Only Use – Completion Code - Usability

1 – Incomplete, Has Labor  
2 – Incomplete, Unknown  
3 – No Labor

698

### Section 3 - PAID WORKERS in 2018

1. During 2018, what was or will be 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:**

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers.....278

None

| Largest Number of<br>Workers in 2018 |
|--------------------------------------|
| 277                                  |

277

2. During 2018, did or will this operation have any H-2A temporary agricultural workers on the payroll?

*The H-2A program allows agricultural employers who anticipate a shortage of domestic workers to bring non immigrant foreign workers to the U.S. to perform agricultural labor or services of a temporary or seasonal nature.*

279  1 Yes

3 No

2 Don't Know

### Section 4 - VALUE of SALES

1. Please classify this operation in terms of total gross value of sales (Be sure sales represent only 2017 and earlier years' production.)

- Considering:
- Sales of all crops, livestock, poultry, and livestock products (milk, eggs, etc.) sold in 2017.
  - The value of product removed for all crops, livestock, and poultry produced under contract in 2017.
  - Sales of all miscellaneous agricultural products in 2017.
  - All government agricultural payments received in 2017.
  - Landlord's share of government payments and crops sold in 2017.

a. What code represents total gross value of sales, including government agricultural payments?

| Total Value                          | GVS Code |                          |
|--------------------------------------|----------|--------------------------|
| 'None' during 2017.....              | 99       | <input type="checkbox"/> |
| \$ 1 ---- \$ 999 .....               | 1        | <input type="checkbox"/> |
| \$ 1,000 ---- \$ 2,499 .....         | 2        | <input type="checkbox"/> |
| \$ 2,500 ---- \$ 4,999 .....         | 3        | <input type="checkbox"/> |
| \$ 5,000 ---- \$ 9,999 .....         | 4        | <input type="checkbox"/> |
| \$ 10,000 ---- \$ 24,999 .....       | 5        | <input type="checkbox"/> |
| \$ 25,000 ---- \$ 49,999 .....       | 6        | <input type="checkbox"/> |
| \$ 50,000 ---- \$ 99,999 .....       | 7        | <input type="checkbox"/> |
| \$ 100,000 ---- \$ 249,999 .....     | 8        | <input type="checkbox"/> |
| \$ 250,000 ---- \$ 499,999 .....     | 9        | <input type="checkbox"/> |
| \$ 500,000 ---- \$ 999,999 .....     | 10       | <input type="checkbox"/> |
| \$ 1,000,000 ---- \$ 2,499,999 ..... | 11       | <input type="checkbox"/> |
| \$ 2,500,000 ---- \$ 4,999,999 ..... | 12       | <input type="checkbox"/> |
| \$ 5,000,000 and over .....          | 13       | <input type="checkbox"/> |

|                 |
|-----------------|
| <b>GVS Code</b> |
| 550             |

b. Does the GVS (gross value of sales) Code in Code Box 550 equal to '1' or '99'?

- Yes - (Continue)                       No - (Go to page 10, Item 2.)

c. Record all 2018 crops, land uses, and livestock or poultry now on the total acres operated, then go to page 10, Item 2.

| Land Use                       | ACRES                | Field Crops Intended For Harvest | ACRES        | Other Crops           | ACRES         |
|--------------------------------|----------------------|----------------------------------|--------------|-----------------------|---------------|
| CRP/WRP .....                  |                      | .....                            |              | Cut Christmas Trees   |               |
| Idle Cropland .....            |                      | .....                            |              | .....                 |               |
| Summer Fallow .....            |                      | .....                            |              | .....                 |               |
| .....                          |                      | .....                            |              | .....                 |               |
|                                |                      |                                  |              | <b>Livestock</b>      | <b>NUMBER</b> |
| <b>Government Payments</b>     | <b>WHOLE DOLLARS</b> | <b>Fruits/Nuts</b>               | <b>ACRES</b> | Cattle – Dairy.....   |               |
| CRP/WRP Payments .....         |                      | .....                            |              | Cattle – Other.....   |               |
| Other Gov't Payments .....     |                      | .....                            |              | Chickens.....         |               |
|                                |                      | .....                            |              | Hogs.....             |               |
| <b>Pasture/Rangeland</b>       | <b>ACRES</b>         | .....                            |              | Horses.....           |               |
| Cropland Used Only For Pasture |                      | .....                            |              | Mules/Burros .....    |               |
| Permanent Pasture .....        |                      | .....                            |              | .....                 |               |
| Woodland Pasture .....         |                      | .....                            |              | .....                 |               |
|                                |                      | .....                            |              | .....                 |               |
| <b>Aquaculture</b>             | <b>NUMBER</b>        | .....                            |              | .....                 |               |
| Acres of Ponds in Use .....    |                      | .....                            |              | .....                 |               |
| Foodsize/Stockers .....        |                      | .....                            |              | .....                 |               |
| Fingerlings/Broodfish .....    |                      | .....                            |              | .....                 |               |
| Trout Eggs .....               |                      | .....                            |              | .....                 |               |
|                                |                      |                                  |              | <b>Office Use</b>     |               |
|                                |                      |                                  |              | <b>TOTAL POINTS</b>   |               |
|                                |                      |                                  |              | 552                   |               |
|                                |                      |                                  |              | <b>PASTURE POINTS</b> |               |
|                                |                      |                                  |              | 554                   |               |

**Section 4 - VALUE of SALES (continued)**

2. Of the farm or ranch income reported, which of these categories represents the largest portion of the gross income from this operation?

**Code**

- 1 – **Grains, Oilseeds, Dry Beans, and Dry Peas** ..... 1   
(corn, flaxseed, grain silage and forage, grains and oilseeds, popcorn, rice, small grains, sorghum, soybeans, sunflowers, straw, etc.)
- 2 – **Tobacco** ..... 2
- 3 – **Cotton and Cottonseed** ..... 3
- 4 – **Vegetables, Melons, Potatoes and Sweet Potatoes** ..... 4   
(beets, cabbage, cantaloupes, pumpkins, sweet corn, tomatoes, watermelons, vegetable seeds, etc.)
- 5 – **Fruit, Tree Nuts and Berries** ..... 5   
(almonds, apples, blueberries, cherries, grapes, hazelnuts, kiwifruit, oranges, pears, pecans, strawberries, walnuts, etc.)
- 6 – **Nursery, Greenhouse, Floriculture and Sod** ..... 6   
(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** ..... 7
- 8 – **Other Crops and Hay, CRP and Pasture** ..... 8   
(grass seed, hay and grass silage, hops, maple syrup, mint, peanuts, sugarcane, sugarbeets, CRP, etc.)
- 9 – **Hogs and Pigs** ..... 9
- 10 – **Milk and Other Dairy Products from Cows** ..... 10
- 11 – **Cattle and Calves** ..... 11   
(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** ..... 12   
(wool, mohair, milk and cheese)
- 13 – **Horses, Ponies, and Mules** ..... 13   
(burros and donkeys)
- 14 – **Poultry and Eggs** ..... 14   
(broilers, chickens, turkeys, ducks, eggs, emus, geese, hatchlings, ostriches, pigeons, pheasants, quail, poultry products, etc.)
- 15 – **Aquaculture** ..... 15   
(catfish, trout, ornamental and other fish, mollusks, crustaceans, etc.)
- 16 – **Other Animals and Other Animal Products** ..... 16   
(honey bees, honey, rabbits, fur-bearing animals, semen, manure, other animal specialties, etc.)

|                       |
|-----------------------|
| <b>Farm Type Code</b> |
| 551                   |



## Section 5 - CHANGE in OPERATOR

Complete this section only if you answered "NO" for all questions in item 2 on the face page.

1. Has the operation named on the label been sold, rented, or turned over to someone else?

- Yes - (Go to item 2)       No - (Go to a.)

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

- Yes       Don't Know       No

(Regardless of answer to above, write a note to explain the situation, then go to page 12.)

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2. Please provide the following information for the operation that has taken over the land:

Operation Name: \_\_\_\_\_

Operator Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: (\_\_\_\_\_) - \_\_\_\_\_

3. Was this new operation, reported in item 2, in business before June 1, 2018?

- Yes - [Go to page 12.]       No - [Continue.]

4. Is this new operation managed?

- Yes - [Go to page 12.]       No - [Continue.]

5. Were any individuals associated with the new operation, reported in item 2 above, operating land individually before June 1, 2018?

- Yes - [Go to page 12.]       No - [Go to page 12.]

**Section 6 - CONCLUSION**

1. Do you (the operator named on the label) make any day-to-day decisions for another farm or ranch?

- Yes - Continue                       No - Go to Item 3

a. What is the name of the other operation(s)? .....

|                                     |
|-------------------------------------|
| Operation Name: _____               |
| Address: _____                      |
| City: _____ State: _____ ZIP: _____ |
| Phone: (____) _____                 |

[ENUMERATOR NOTE: IF ADDITIONAL OPERATION IS INDIVIDUAL OR PARTNERSHIP, answer item 2 below and complete a separate questionnaire for the additional operation.]

2. Was this additional operation in business before June 1, 2018?

- Yes - Continue                       No - Continue

**Comments:**

---



---



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3. **Survey Results:** To receive the complete results of this survey on the release date go to [www.nass.usda.gov/Surveys/Guide\\_to\\_NASS\\_Surveys/](http://www.nass.usda.gov/Surveys/Guide_to_NASS_Surveys/)

To have a brief summary emailed to you at a later date, please enter your email address.

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

- 1  Yes      3  No

|                  |                |       |    |    |    |
|------------------|----------------|-------|----|----|----|
| Respondent Name: | 9911<br>Phone: | 9910  | MM | DD | YY |
|                  |                | Date: |    |    |    |

**Thank you for your help**

**OFFICE USE ONLY**

| Response  |      | Respondent  |      | Mode  |      | Enum. | Eval. | Change | Office Use for POID |      |      |      |
|---|------|---|------|---|------|-------|-------|--------|---------------------|------|------|------|
| 1-Comp<br>2-R<br>3-Inac<br>4-Office Hold<br>5-R – Est<br>6-Inac – Est<br>7-Off Hold – Est | 9901 | 1-Op/Mgr<br>2-Sp<br>3-Acct/Bkpr<br>4-Partner<br>9-Oth | 9902 | 1-PASI (Mail)<br>2-PATI (Tel)<br>3-PAPI (Face-to-Face)<br>6-e-mail<br>7-Fax<br>19-Other | 9903 | 9998  | 9900  | 9985   | 9989                |      |      |      |
|   |      |   |      |   |      |       |       |        | _ _ _ _ _           |      |      |      |
|   |      |   |      |   |      |       |       |        | <b>Optional Use</b> |      |      |      |
|   |      |   |      |   |      |       |       |        | 9907                | 9908 | 9906 | 9916 |
| S/E Name  |      |   |      |   |      |       |       |        |                     |      |      |      |

## APPENDIX B: ROUND 2 QUESTIONNAIRE

# AGRICULTURAL LABOR SURVEY – OCTOBER 2018 9/27/18v2

OMB No. 0535-0109  
 Approval Expires: 3/31/2021  
 Project Code: 956  
 SurveyId: 4012



National Operations Division  
 9700 Page Avenue, Suite 400  
 St. Louis, MO 63132-1547  
 Phone: 1-888-424-7828  
 Fax: 1-855-415-3687  
 E-mail: [nass@nass.usda.gov](mailto:nass@nass.usda.gov)

Please make corrections to name, address and ZIP Code, if necessary.

The information you provide will be used for statistical purposes only. Your responses will be kept confidential and any person who willfully discloses ANY identifiable information about you or your operation is subject to a jail term, a fine, or both. This survey is conducted in accordance with the Confidential Information Protection provisions of Title V, Subtitle A, Public Law 107-347 and other applicable Federal laws. For more information on how we protect your information please visit: <https://www.nass.usda.gov/confidentiality>. Response to this survey is **voluntary**.

According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a valid OMB control number. The valid OMB control number is 0535-0109. The time required to complete this information collection is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information.

| State | POID  | Tract | Subtr. |
|-------|-------|-------|--------|
| __    | _____ | __    | __     |

1. [Verify name and mailing address of this operation. Make any corrections necessary (including the correct operation name) on the label and continue.]  [Check if name label verified]
2. Since June 1, 2018 have you or will you (name on label)--
  - a. 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 [Go to page 2]                      3  No [Continue]
  - b. 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 [Go to page 2]                      3  No [Continue]
  - c. sell any agricultural products?
 

1  Yes [Go to page 2]                      3  No [Continue]
  - d. receive government agricultural payments?
 

[EXCLUDE government payments received as a landlord.]

1  Yes [Go to page 2]                      3  No [Continue]
  - e. have more than 19 acres of idle cropland or more than 99 acres of pastureland?
 

1  Yes [Go to page 2]                      3  No [Go to page 11]



3. Are the day-to-day decisions for this operation made by one individual, a hired manager, or partners? [Check one]

- One individual - [Go to Section 1 on page 3.]
- A hired manager - [Go to Section 1 on page 3.]
- Partners - (Continue)

| For Office Use Only |
|---------------------|
| <b>R. Unit</b>      |
| 9921                |
| <b>June 1</b>       |
| 9930                |
| <b>Subst</b>        |
| 9941                |

|               |
|---------------|
| <b>Number</b> |
|               |

How many individuals are involved in the day-to-day decisions of this operation?  
 (Enter the number of partners.) .....

Include the partner named on the label. Partners jointly operate land and share in decision making. Do not include landlords and tenants as partners.

4. Please identify the other person(s) in this partnership, then go to Section 1, page 3.  
 [Verify partners' names and make necessary corrections if names have already been entered.]

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Phone: (     ) - \_\_\_\_\_  
 Did this partner also operate land individually on June 1, 2018?  
 Yes                       No

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Phone: (     ) - \_\_\_\_\_  
 Did this partner also operate land individually on June 1, 2018?  
 Yes                       No

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Phone: (     ) - \_\_\_\_\_  
 Did this partner also operate land individually on June 1, 2018?  
 Yes                       No

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Phone: (     ) - \_\_\_\_\_  
 Did this partner also operate land individually on June 1, 2018?  
 Yes                       No

| For Office Use Only |
|---------------------|
| <b>Stratum</b>      |
| 9922                |
| <b>Ind. Op.</b>     |
| 9924                |

| For Office Use Only |
|---------------------|
| <b>Stratum</b>      |
| 9923                |
| <b>Ind. Op.</b>     |
| 9924                |

| For Office Use Only |
|---------------------|
| <b>Stratum</b>      |
| 9927                |
| <b>Ind. Op.</b>     |
| 9924                |

| For Office Use Only |
|---------------------|
| <b>Stratum</b>      |
| 9928                |
| <b>Ind. Op.</b>     |
| 9924                |

## Section 1 - PAID WORKERS for October

October 2018

| S        | M        | T        | W         | Th        | F         | S         |
|----------|----------|----------|-----------|-----------|-----------|-----------|
|          | 1        | 2        | 3         | 4         | 5         | 6         |
| <b>7</b> | <b>8</b> | <b>9</b> | <b>10</b> | <b>11</b> | <b>12</b> | <b>13</b> |
| 14       | 15       | 16       | 17        | 18        | 19        | 20        |
| 21       | 22       | 23       | 24        | 25        | 26        | 27        |
| 28       | 29       | 30       | 31        |           |           |           |

1. Did this operation have anyone on the payroll to do agricultural work the week of October 7th through October 13th?

**INCLUDE:**

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

**EXCLUDE:**

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers

600

1  Yes [Continue]

3  No [Go to page 6]

2  Don't Know [Go to page 6]

2. How many workers did you have on payroll to do agricultural work the week of October 7th through October 13th?.....

| TOTAL NUMBER |
|--------------|
| 660          |

3. In 2018, how many of these total paid workers for that week will be paid by this operation for 150 days or more of work?.....

| NUMBER OF WORKERS |
|-------------------|
| 700               |

|                 |           |
|-----------------|-----------|
| Office Use Only | 599       |
|                 | <b>10</b> |

**Section 1 - PAID WORKERS for October (continued)**

4. Fill out the table below for the workers paid to do agricultural work the week of October 7th through October 13th. Report workers who fall under the same worker code on a single line.

- Record each worker only once
- Report only one week of hours and wages for the reference week
- Base wages are the minimum amount paid excluding bonus and overtime pay
- Bonus pay includes performance pay, hazard pay, other regularly paid bonuses, etc. that are paid in addition to the base wages

**INCLUDE:**

- Workers directly hired and paid by the farm operation, regardless of method of pay (salaried, hourly, piece rate, etc).
- Part-time workers, paid family members, and hired managers
- Workers on paid leave (sick or vacation) (include typical hours and wages for the week)

**EXCLUDE:**

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers

| Enter the Worker Code from Page 5 | Number of Paid Workers That Week | Total Hours Worked That Week | How many of the Total Hours Worked that week were.... |                      | Total Gross Wages paid that week (Dollars) | How much of the Total Gross Wages Paid that week were... |                   |                      |
|-----------------------------------|----------------------------------|------------------------------|---|----------------------|--|--|-------------------|----------------------|
|                                   |                                  |                              | Total Base Hours                                      | Total Overtime Hours |  | Total Base Wages   | Total Bonus Wages | Total Overtime Wages |
| <b>Examples:</b>                  |                                  |                              |   |                      |  |  |                   |                      |
| 12                                | 60                               | 3,000                        | 3,000   | 0                    | 42,000                                     | 36,000   | 6,000             | 0                    |
| 31                                | 1                                | 40                           | 40  | 0                    | 800  | 800  | 0                 | 0                    |
| 32                                | 2                                | 100                          | 90  | 10                   | 1,630                                      | 1,395  | 0                 | 235                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |

Office Use Only Use – Completion Code - Usability

|  |     |
|--|-----|
| 1 – Incomplete, Has Labor<br>2 – Incomplete, Unknown<br>3 – No Labor | 698 |
|--|-----|

## Worker Code for Sections 1 and 2

| Code                     | Work Hired to Do  |
|--------------------------|---|
| <b>FIELD WORKERS</b>     |   |
| 11                       | <b>Agricultural Equipment Operators - Crop, Nursery and Greenhouse:</b><br>Drive and control farm equipment to till soil and to plant, cultivate, and harvest crops.  |
| 12                       | <b>Farmworkers - Crop, Nursery and Greenhouse:</b><br>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. |
| 13                       | <b>Graders And Sorters - Crop, Nursery and Greenhouse Products:</b><br>Grade, sort, or classify agricultural crops by size, weight, color or condition.   |
| 14                       | <b>Hand Packers And Packagers - Crop, Nursery and Greenhouse Products:</b><br>Pack or package by hand a wide variety of products and materials.   |
| 15                       | <b>All Other Field Workers:</b><br>All agricultural workers working with crops, nursery or greenhouse products not included in codes 11-14.   |
| <b>LIVESTOCK WORKERS</b> |   |
| 20                       | <b>Agricultural Equipment Operators – Farm, Ranch, and Aquacultural Animals:</b> Drive and control heavy farm equipment while attending to live farm, ranch, or aquacultural animals and in harvest of unprocessed animal products.   |
| 21                       | <b>Farmworkers - Farm, Ranch, and Aquacultural Animals:</b> 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.   |
| 22                       | <b>Graders And Sorters - Farm, Ranch, and Aquacultural Animal Products:</b><br>Grade, sort, or classify unprocessed food and other agricultural products by size, weight, color, or condition.  |
| 23                       | <b>Hand Packers And Packagers - Farm, Ranch and Aquacultural Animal Products:</b><br>Pack or package by hand a wide variety of products and materials.  |
| 24                       | <b>All Other Livestock Workers:</b><br>All agricultural workers working with farm, ranch and aquacultural animals or products not included in codes 20 – 23.  |
| <b>SUPERVISORS</b>       |   |
| 31                       | <b>Farmers, Ranchers and Other Agricultural Managers:</b><br>Plan, direct, or coordinate the management or operation of farms, ranches, greenhouses, aquacultural operations, nurseries, tree farms, or other agricultural establishments.  |
| 32                       | <b>First-Line Supervisors of Farm Workers:</b><br>Directly supervise and coordinate the activities of agricultural, aquacultural, and related workers.  |
| <b>OTHER WORKERS</b>     |   |
| 41                       | <b>Agricultural Inspectors:</b><br>Inspect agricultural commodities, processing equipment and facilities, and aquacultural operations, to ensure compliance with regulations and laws governing health, quality, and safety.  |
| 42                       | <b>Animal Breeders:</b><br>Select and breed animals according to their genealogy, characteristics, and offspring.   |
| 43                       | <b>Pesticide Handlers and Sprayers:</b><br>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.  |
| 44                       | <b>Any Other Worker Not Listed Above:</b><br>Including, but not limited to, mechanics, shop workers, truck drivers, accountants, bookkeepers, office workers. Excluding contract & custom workers, retail workers, and "value-added" workers.   |

## Section 2 - PAID WORKERS for July

### July 2018

| S        | M        | T         | W         | Th        | F         | S         |
|----------|----------|-----------|-----------|-----------|-----------|-----------|
| 1        | 2        | 3         | 4         | 5         | 6         | 7         |
| <b>8</b> | <b>9</b> | <b>10</b> | <b>11</b> | <b>12</b> | <b>13</b> | <b>14</b> |
| 15       | 16       | 17        | 18        | 19        | 20        | 21        |
| 22       | 23       | 24        | 25        | 26        | 27        | 28        |
| 29       | 30       | 31        |           |           |           |           |

1. Did this operation have anyone on the payroll to do agricultural work the week of July 8th through July 14th?

**INCLUDE:**

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

**EXCLUDE:**

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers

600

1  Yes [Continue]

3  No [Go to page 8]

2  Don't Know [Go to page 8]

2. How many workers did you have on payroll to do agricultural work the week of July 8th through July 14th?.....

| TOTAL NUMBER |
|--------------|
| 660          |

3. In 2018, how many of these total paid workers for that week will be paid by this operation for 150 days or more of work?.....

| NUMBER OF WORKERS |
|-------------------|
| 700               |

|                 |          |
|-----------------|----------|
| Office Use Only | 599      |
|                 | <b>7</b> |

## Section 2 - PAID WORKERS for July (continued)

4. Fill out the table below for the workers paid to do agricultural work the week of July 8th through July 14th. Report workers who fall under the same worker code on a single line.

- Record each worker only once
- Report only one week of hours and wages for the reference week
- Base wages are the minimum amount paid excluding bonus and overtime pay
- Bonus pay includes performance pay, hazard pay, other regularly paid bonuses, etc. that are paid in addition to the base wages

**INCLUDE:**

- Workers directly hired and paid by the farm operation, regardless of method of pay (salaried, hourly, piece rate, etc).
- Part-time workers, paid family members, and hired managers
- Workers on paid leave (sick or vacation) (include typical hours and wages for the week)

**EXCLUDE:**

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers

| Enter the Worker Code from Page 5 | Number of Paid Workers That Week | Total Hours Worked That Week | How many of the Total Hours Worked that week were.... |                      | Total Gross Wages paid that week (Dollars) | How much of the Total Gross Wages Paid that week were... |                   |                      |
|-----------------------------------|----------------------------------|------------------------------|---|----------------------|--|--|-------------------|----------------------|
|                                   |                                  |                              | Total Base Hours                                      | Total Overtime Hours |  | Total Base Wages   | Total Bonus Wages | Total Overtime Wages |
| <b>Examples:</b>                  |                                  |                              |   |                      |  |  |                   |                      |
| 12                                | 60                               | 3,000                        | 3,000   | 0                    | 42,000                                     | 36,000   | 6,000             | 0                    |
| 31                                | 1                                | 40                           | 40  | 0                    | 800  | 800  | 0                 | 0                    |
| 32                                | 2                                | 100                          | 90  | 10                   | 1,630                                      | 1,395  | 0                 | 235                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |
| 611                               | 612                              | 613                          | xxx   | xxx                  | 614  | 620  | 627               | 628                  |

Office Use Only Use – Completion Code - Usability

|  |     |
|--|-----|
| 1 – Incomplete, Has Labor<br>2 – Incomplete, Unknown<br>3 – No Labor | 698 |
|--|-----|

### Section 3 - PAID WORKERS in 2018

1. During 2018, what was or will be the largest number of hired workers on the payroll on any one day?

**INCLUDE:**

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

**EXCLUDE:**

- H-2A workers
- Contract and custom workers
- Retail workers and "value-added" workers.....278

None

| Largest Number of<br>Workers in 2018 |
|--------------------------------------|
| 277                                  |

2. During 2018, did or will this operation have any H-2A temporary agricultural workers on the payroll?

*The H-2A program allows agricultural employers who anticipate a shortage of domestic workers to bring non immigrant foreign workers to the U.S. to perform agricultural labor or services of a temporary or seasonal nature.*

279  1 Yes

3 No

2 Don't Know

### Section 4 - VALUE of SALES

1. Please classify this operation in terms of total gross value of sales (Be sure sales represent only 2017 and earlier years' production.)

- Considering:
- Sales of all crops, livestock, poultry, and livestock products (milk, eggs, etc.) sold in 2017.
  - The value of product removed for all crops, livestock, and poultry produced under contract in 2017.
  - Sales of all miscellaneous agricultural products in 2017.
  - All government agricultural payments received in 2017.
  - Landlord's share of government payments and crops sold in 2017.

a. What code represents total gross value of sales, including government agricultural payments?

| Total Value                          | GVS Code |                          |
|--------------------------------------|----------|--------------------------|
| 'None' during 2017.....              | 99       | <input type="checkbox"/> |
| \$ 1 ---- \$ 999 .....               | 1        | <input type="checkbox"/> |
| \$ 1,000 ---- \$ 2,499 .....         | 2        | <input type="checkbox"/> |
| \$ 2,500 ---- \$ 4,999 .....         | 3        | <input type="checkbox"/> |
| \$ 5,000 ---- \$ 9,999 .....         | 4        | <input type="checkbox"/> |
| \$ 10,000 ---- \$ 24,999 .....       | 5        | <input type="checkbox"/> |
| \$ 25,000 ---- \$ 49,999 .....       | 6        | <input type="checkbox"/> |
| \$ 50,000 ---- \$ 99,999 .....       | 7        | <input type="checkbox"/> |
| \$ 100,000 ---- \$ 249,999 .....     | 8        | <input type="checkbox"/> |
| \$ 250,000 ---- \$ 499,999 .....     | 9        | <input type="checkbox"/> |
| \$ 500,000 ---- \$ 999,999 .....     | 10       | <input type="checkbox"/> |
| \$ 1,000,000 ---- \$ 2,499,999 ..... | 11       | <input type="checkbox"/> |
| \$ 2,500,000 ---- \$ 4,999,999 ..... | 12       | <input type="checkbox"/> |
| \$ 5,000,000 and over .....          | 13       | <input type="checkbox"/> |

|                 |
|-----------------|
| <b>GVS Code</b> |
| 550             |

b. Does the GVS (gross value of sales) Code in Code Box 550 equal to '1' or '99'?

- Yes - (Continue)                       No - (Go to page 10, Item 2.)

c. Record all 2018 crops, land uses, and livestock or poultry now on the total acres operated, then go to page 10, Item 2.

| Land Use                       | ACRES                | Field Crops Intended For Harvest | ACRES        | Other Crops           | ACRES         |
|--------------------------------|----------------------|----------------------------------|--------------|-----------------------|---------------|
| CRP/WRP .....                  |                      | .....                            |              | Cut Christmas Trees   |               |
| Idle Cropland .....            |                      | .....                            |              | .....                 |               |
| Summer Fallow .....            |                      | .....                            |              | .....                 |               |
| .....                          |                      | .....                            |              | .....                 |               |
|                                |                      |                                  |              | <b>Livestock</b>      | <b>NUMBER</b> |
| <b>Government Payments</b>     | <b>WHOLE DOLLARS</b> | <b>Fruits/Nuts</b>               | <b>ACRES</b> | Cattle – Dairy.....   |               |
| CRP/WRP Payments .....         |                      | .....                            |              | Cattle – Other.....   |               |
| Other Gov't Payments .....     |                      | .....                            |              | Chickens.....         |               |
|                                |                      | .....                            |              | Hogs.....             |               |
| <b>Pasture/Rangeland</b>       | <b>ACRES</b>         | .....                            |              | Horses.....           |               |
| Cropland Used Only For Pasture |                      | .....                            |              | Mules/Burros .....    |               |
| Permanent Pasture .....        |                      | .....                            |              | .....                 |               |
| Woodland Pasture .....         |                      | .....                            |              | .....                 |               |
|                                |                      | .....                            |              | .....                 |               |
| <b>Aquaculture</b>             | <b>NUMBER</b>        | .....                            |              | .....                 |               |
| Acres of Ponds in Use .....    |                      | .....                            |              | .....                 |               |
| Foodsize/Stockers .....        |                      | .....                            |              | .....                 |               |
| Fingerlings/Broodfish .....    |                      | .....                            |              | .....                 |               |
| Trout Eggs .....               |                      | .....                            |              | .....                 |               |
|                                |                      |                                  |              | <b>Office Use</b>     |               |
|                                |                      |                                  |              | <b>TOTAL POINTS</b>   |               |
|                                |                      |                                  |              | 552                   |               |
|                                |                      |                                  |              | <b>PASTURE POINTS</b> |               |
|                                |                      |                                  |              | 554                   |               |



**Section 4 - VALUE of SALES (continued)**

2. Of the farm or ranch income reported, which of these categories represents the largest portion of the gross income from this operation?

**Code**

- 1 – **Grains, Oilseeds, Dry Beans, and Dry Peas** ..... 1   
(corn, flaxseed, grain silage and forage, grains and oilseeds, popcorn, rice, small grains, sorghum, soybeans, sunflowers, straw, etc.)
- 2 – **Tobacco** ..... 2
- 3 – **Cotton and Cottonseed** ..... 3
- 4 – **Vegetables, Melons, Potatoes and Sweet Potatoes** ..... 4   
(beets, cabbage, cantaloupes, pumpkins, sweet corn, tomatoes, watermelons, vegetable seeds, etc.)
- 5 – **Fruit, Tree Nuts and Berries** ..... 5   
(almonds, apples, blueberries, cherries, grapes, hazelnuts, kiwifruit, oranges, pears, pecans, strawberries, walnuts, etc.)
- 6 – **Nursery, Greenhouse, Floriculture and Sod** ..... 6   
(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** ..... 7
- 8 – **Other Crops and Hay, CRP and Pasture** ..... 8   
(grass seed, hay and grass silage, hops, maple syrup, mint, peanuts, sugarcane, sugarbeets, CRP, etc.)
- 9 – **Hogs and Pigs** ..... 9
- 10 – **Milk and Other Dairy Products from Cows** ..... 10
- 11 – **Cattle and Calves** ..... 11   
(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** ..... 12   
(wool, mohair, milk and cheese)
- 13 – **Horses, Ponies, and Mules** ..... 13   
(burros and donkeys)
- 14 – **Poultry and Eggs** ..... 14   
(broilers, chickens, turkeys, ducks, eggs, emus, geese, hatchlings, ostriches, pigeons, pheasants, quail, poultry products, etc.)
- 15 – **Aquaculture** ..... 15   
(catfish, trout, ornamental and other fish, mollusks, crustaceans, etc.)
- 16 – **Other Animals and Other Animal Products** ..... 16   
(honey bees, honey, rabbits, fur-bearing animals, semen, manure, other animal specialties, etc.)

|                       |
|-----------------------|
| <b>Farm Type Code</b> |
| 551                   |



## Section 5 - CHANGE in OPERATOR

Complete this section only if you answered "NO" for all questions in item 2 on the face page.

1. Has the operation named on the label been sold, rented, or turned over to someone else?

- Yes - (Go to item 2)       No - (Go to a.)

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

- Yes       Don't Know       No

(Regardless of answer to above, write a note to explain the situation, then go to page 12.)

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2. Please provide the following information for the operation that has taken over the land:

Operation Name: \_\_\_\_\_

Operator Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: ( \_\_\_\_\_ ) - \_\_\_\_\_

3. Was this new operation, reported in item 2, in business before June 1, 2018?

- Yes - [Go to page 12.]       No - [Continue.]

4. Is this new operation managed?

- Yes - [Go to page 12.]       No - [Continue.]

5. Were any individuals associated with the new operation, reported in item 2 above, operating land individually before June 1, 2018?

- Yes - [Go to page 12.]       No - [Go to page 12.]

**Section 6 - CONCLUSION**

1. Do you (the operator named on the label) make any day-to-day decisions for another farm or ranch?

- Yes - Continue                       No - Go to Item 3

a. What is the name of the other operation(s)? .....

|                                     |
|-------------------------------------|
| Operation Name: _____               |
| Address: _____                      |
| City: _____ State: _____ ZIP: _____ |
| Phone: (____) _____                 |

[ENUMERATOR NOTE: IF ADDITIONAL OPERATION IS INDIVIDUAL OR PARTNERSHIP, answer item 2 below and complete a separate questionnaire for the additional operation.]

2. Was this additional operation in business before June 1, 2018?

- Yes - Continue                       No - Continue

**Comments:**

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3. **Survey Results:** To receive the complete results of this survey on the release date go to [www.nass.usda.gov/Surveys/Guide\\_to\\_NASS\\_Surveys/](http://www.nass.usda.gov/Surveys/Guide_to_NASS_Surveys/)

To have a brief summary emailed to you at a later date, please enter your email address.

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

- 1  Yes      3  No

|                  |                |                                 |
|------------------|----------------|---------------------------------|
| Respondent Name: | 9911<br>Phone: | 9910    MM    DD    YY<br>Date: |
|------------------|----------------|---------------------------------|

**Thank you for your help**

**OFFICE USE ONLY**

| Response  |      | Respondent  |      | Mode  |      | Enum. | Eval. | Change | Office Use for POID |      |      |      |
|---|------|---|------|---|------|-------|-------|--------|---------------------|------|------|------|
| 1-Comp<br>2-R<br>3-Inac<br>4-Office Hold<br>5-R – Est<br>6-Inac – Est<br>7-Off Hold – Est | 9901 | 1-Op/Mgr<br>2-Sp<br>3-Acct/Bkpr<br>4-Partner<br>9-Oth | 9902 | 1-PASI (Mail)<br>2-PATI (Tel)<br>3-PAPI (Face-to-Face)<br>6-e-mail<br>7-Fax<br>19-Other | 9903 | 9998  | 9900  | 9985   | 9989                |      |      |      |
|   |      |   |      |   |      |       |       |        | _ _ _ _ _           |      |      |      |
|   |      |   |      |   |      |       |       |        | <b>Optional Use</b> |      |      |      |
|   |      |   |      |   |      |       |       |        | 9907                | 9908 | 9906 | 9916 |
| S/E Name  |      |   |      |   |      |       |       |        |                     |      |      |      |