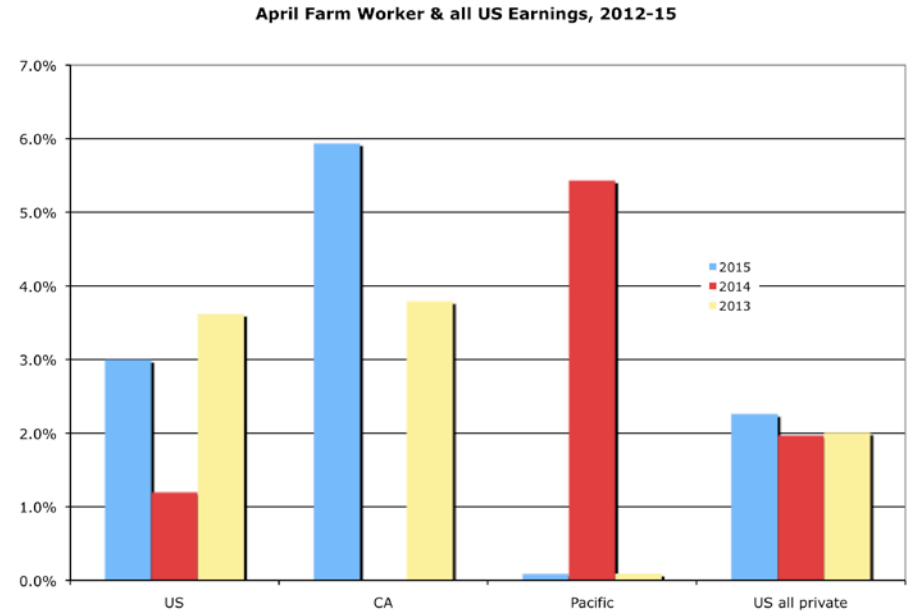
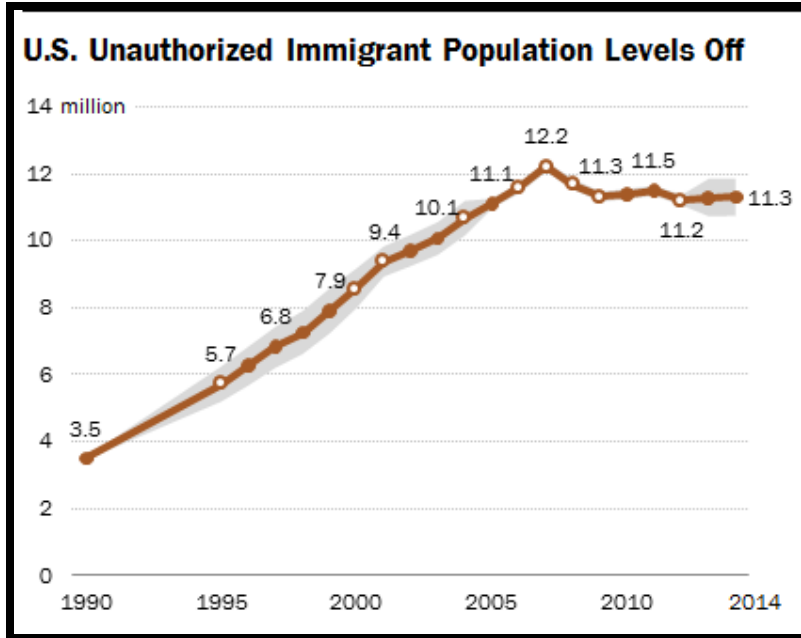


Farm Labor: 2015

Philip Martin: plmartin@ucdavis.edu

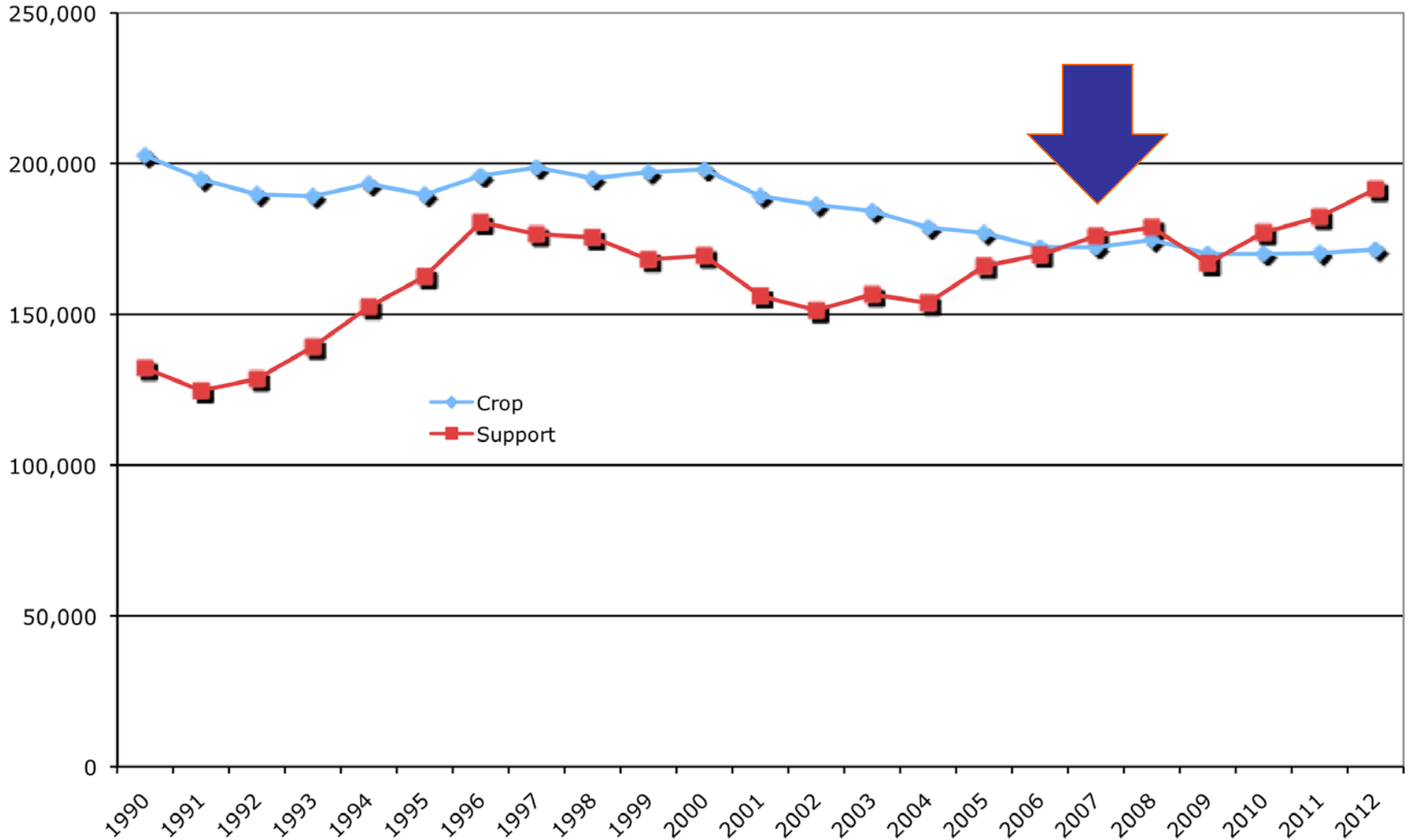


Highlights

- **Average employ, unique workers, peak/trough**
- **Ave ag employ:** US 1.2 million; CA 400,000
- **CA: 2 farm workers for each FTE ag job**, so 400,000 FTE jobs = 800,000 California workers. 2/3 of CA FWs = foreign born, & 2/3 of FB farm workers = unauthorized, so CA 2/3 unauthorized
- **Employer 4 S responses to tight labor**
 - **Satisfy:** wages, super training—growers think not much
 - **Stretch:** mechanical aids, change production practices
 - **Substitute:** labor-saving mechanization
 - **Supplement:** H-2A workers, but housing
 - Most employers do all 4—no one knows best combination

CA since 2007: more workers brought to farms by crop support (FLCs) than hired directly. Gap is widening

CA: Average Crop & Crop Support Employment, 1993-2012





**Crop support:
\$4.5 billion or
43% of \$10.5
billion in CA ag
wages paid in
2012 (QCEW);
55% of crop
support wages
paid by FLCs**



**Fruit: \$2.5 billion or
24% of California
ag wages paid in
2012**



Vegetables: \$1 billion or 10% of ag wages paid





Nursery: \$800 million or 8%
Dairy: \$600 million or 6%
Big 5 = 95% of CA ag wages



Hired Crop Workers

- **Young, male & born in Mexico, but changing**
 - Fewer newcomers (workers in US less than 1 year). From 20% in 2000 to 2% today. Result: average age (37) & weeks of farm work (35) up
 - 50% of all crop workers, & **2/3 of foreign born farm workers**, are unauthorized. CA has > % unauthorized because more CA farm workers are foreign born, 98%, versus rest of US, 58%
- **Employ and earns: more weeks, higher wages**
 - Average \$9.31/hour across US; \$9.22 in CA in 2012
 - 35 weeks of farm work + 7 weeks of nonfarm work: 42 weeks, or close to 48 weeks full-time
 - Annual earnings average \$15,000-\$17,000/year
- **Farm work more like nonfarm work: live off the farm, commute to work, have 1 farm employer**


Employers 2015: 4 S' s

- **Satisfy** current farm workers with higher wages, improved benefits and better trained supervisors. *Attract new workers or shift workers between farms?*
- **Stretch** the current labor force with mechanical aids that increase productivity: conveyor belts in fields, dwarf trees. *How fast to deploy?*
- **Substitute**: labor-saving mechanization in raisins, olives, pre-harvest thinning and weeding, new seeds: high-stalk broccoli. *Will wages keep rising to justify investments that take time to perfect?*
- **Supplement** the labor force with H-2As, especially multi-area growers who use H-2As in border areas. *Why invest in housing if Congress may enact a no-housing program?*

Satisfy: wages, benefits, supervisor training & respect

Most farmers: satisfy will not ENLARGE labor force

Sexual Harassment Training for Supervisors



SEXUAL HARASSMENT TRAINING for **Agricultural SUPERVISORS**

FELS
Farm Employees Labor Service

Employers with 10 or more employees are now required to provide their supervisors with sexual harassment training. The training must be at least two hours of classroom or other effective interactive training.

Locations and Times



Farm Labor Supervisor Training Program (FLS)

UF UNIVERSITY of FLORIDA
IFAS Extension

Farm Labor Supervisor Training Program

Certificate of FARM LABOR MANAGEMENT

Awarded to
Jose Smith

For successful completion of required coursework and testing in the Farm Labor Supervisor Training Program

Date _____



Fritz M. Roika
FLS Program Director
University of Florida-IFAS

Stretch: mechanical aids to raise worker productivity



Substitute: mechanization in lives, carrots, tomatoes, nursery



Supplement with H-2A workers: 75,000 FY07, 130,000 FY15

OFFICE OF FOREIGN LABOR CERTIFICATION

H-2A Temporary Agricultural Labor Certification Program - Selected Statistics, FY 2015 YTD

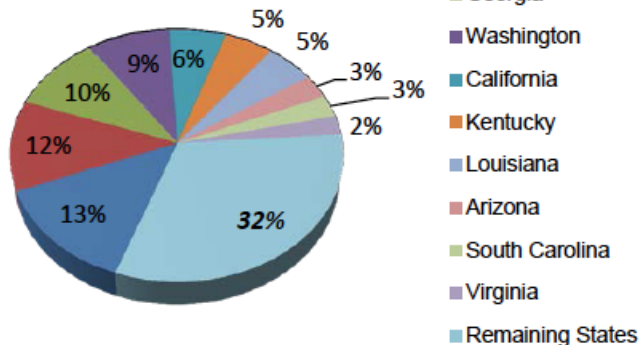
Applications Received

YTD	Q1	Q2	Q3	Q4
6,752	1,570	3,359	1,823	

Applications Processed

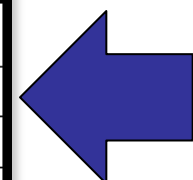
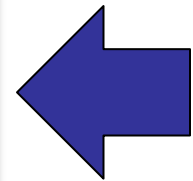
Determination	YTD	Q1	Q2	Q3	Q4
Total Determinations	6,559	1,022	3,404	2,133	
- Certified	6,269	955	3,299	2,015	
- Denied	159	38	57	64	
- Withdrawn	131	29	48	54	
Positions Requested	117,432	22,938	45,313	49,181	
Positions Certified	112,851	22,020	43,638	47,193	
Processed Timely¹	97.2%	98.3%	96.5%	96.2%	

Top States



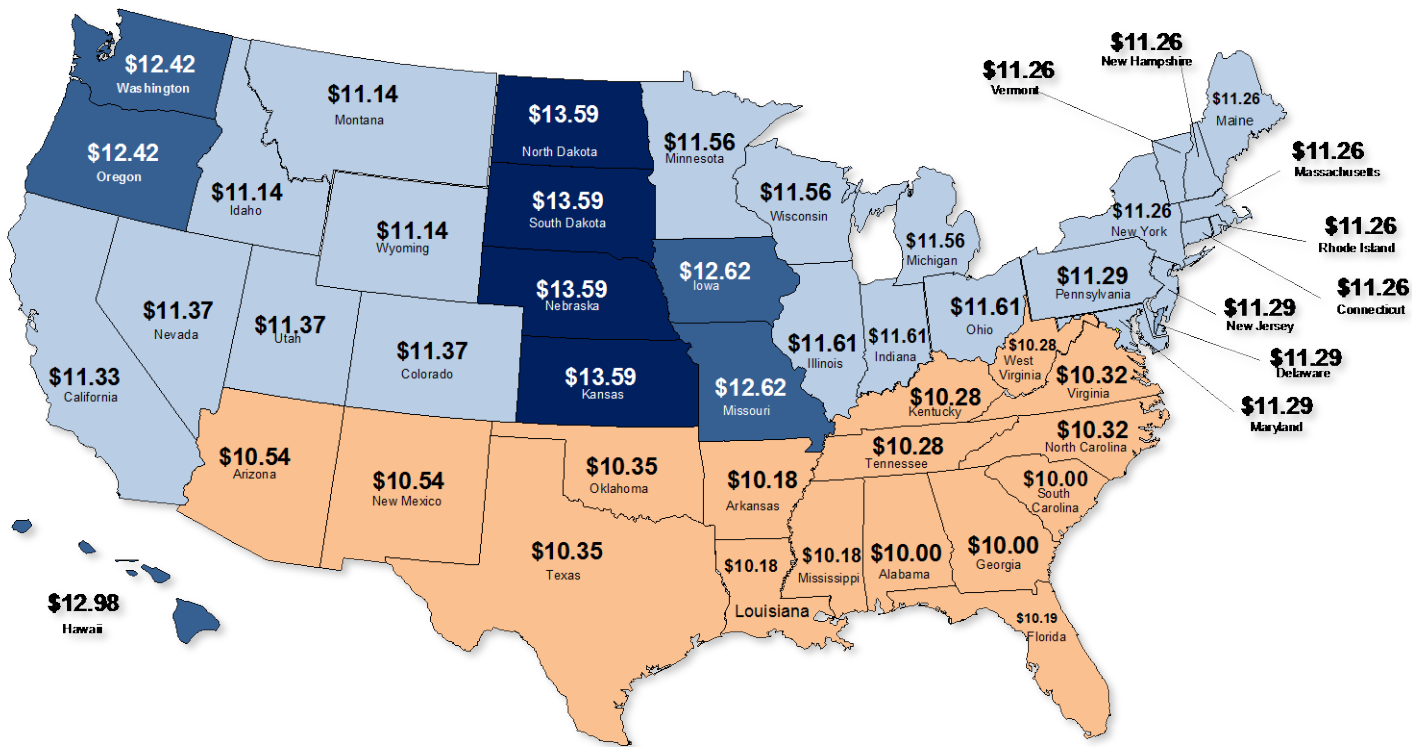
Selected Statistics by Worker Positions Certified

Top 10 States	North Carolina	15,138
	Florida	13,057
	Georgia	11,089
	Washington	9,907
	California	6,858
	Kentucky	5,879
	Louisiana	5,862
	Arizona	3,437
	South Carolina	3,150
	Virginia	2,740
Top 10 Employers	North Carolina Growers Association, Inc. (NCGA)	10,191
	Washington Farm Labor Assn.	6,317
	Fresh Harvest, Inc.	2,990
	Zirkle Fruit Company	2,889
	Rodrigo Gutierrez-Tapia	1,968
	Virginia Agricultural Growers Assn., Inc. (VAGA)	1,626
	R & R Harvesting, Inc.	1,528
	Peri & Sons Farms, Inc.	1,360
	Foothill Packing, Inc.	1,175
	Del Monte Fresh Production, Inc.	997
	Tobacco ³	13,082
	Berries ⁴	10,643
	Hay and Straw ⁵	6,722



AEWRs 2015: \$10.32 in NC, \$12.42 in WA, \$11.33 in CA H-2As concentrated in brown states with lowest AEWRs

FY 2015 Adverse Effect Wage Rates



WA H-2As: 4,400 in 2012; 9,000 in 2014

- **H-2A program:** employers must (1) try to recruit US workers, (2) provide housing, (3) pay AEWR
- **WFLA:** employer association = co-employer of H-2As. Shift H-2As between employers
 - WA: direct hires, easier to build & operate housing
 - Saddle labor demand: June-July peak for cherries & Sept-Oct apples; average farm employment of 88,000, or ¼ average of California
- **2014 Apples:** 140 million 40-lb boxes (130 mil in 2012). Pickers average 6,000 pounds or 150 boxes/day for 65 days. Perhaps 20,000 to 25,000, & H-2A = up to half of apple pickers (*not all apple pickers are H-2A, but almost all H-2As pick apples*)
- Spring 2015: destroy \$100 million worth of apples

CA H-2As: 3,000 in 2012, 6,000 in 2014

- **CA:** many vegetable firms operate year-round. Leafy green vegetables in Yuma, SJV, & Salinas
 - Border labor force is legal
 - Bring H-2As to Salinas: move from motels to FW housing? (T&A: \$8 million for housing for 800 workers in Spreckels, \$10,000 per bed)
 - Largest CA H-2A user: Sierra-Cascade strawberry nursery (1,300 H-2As in Tulelake)
- **H-2A expansion:** led by coastal vegetable growers, not SJV fruit industry. Half of CA farm labor is in SJV, where fruit industry is concentrated, & there is less grower-shipper integration
- **Some shippers:** increase imports, esp of Mexican berries

Summary 1

- Average farm employment up as expansion offsets mechanization. Berries up as raisins mechanize
- Farm workers: fewer new entrants & aging, settled farm workforce
- Employer responses to fewer newcomers
 - **Satisfy**: stay longer vs new workers
 - **Stretch**: Labor-stretching mechanical aids
 - **Substitute**: Labor-saving mechanization
 - **Supplement**: H-2A workers; try to change rules
- Drought 2015: ag water use down
 - from 33 mil acre feet to 30 million acre feet, down 10%
 - irrigated acreage down 7%, ag job *growth* slows

Summary 2

- Farming for workers versus farming for yield
 - Re-organize work to attract & keep workers versus maximize production & assume seasonal workers will be available
 - Change crop characteristics to make farm work easier, talk-stalk broccoli, Frescada lettuce, brilliant White Cauliflower
- H-2A = “loyal workers.” H-2As do not switch employers to earn 5 cents more. E-Z H-2A could “lock-in” labor supply at cost of transport, housing etc
- Which of the 4 S’ s takes priority? What variance by commodities and areas?