

**Division of Workforce Solutions –
Agricultural Services**
P.O. Box 27625, Raleigh, NC 27611



**NC DEPARTMENT
of COMMERCE**
WORKFORCE SOLUTIONS

The North Carolina Department of Commerce’s Agricultural Services & Foreign Labor section has started conducting the 2022/2023 Prevailing Wage and Practice Surveys. The results will provide an inside look at North Carolina’s prevailing wages and employment practices for agricultural jobs within the state by sector, which is useful information for those employers preparing agricultural job offers.

Agricultural employment is a complex undertaking that requires employers to consider not only which wage to offer, but also to factor in other services, such as providing transportation and housing, using farm labor contractors, etc. Access to prevailing wage and practice data can help farm employers competitively recruit and retain the best workers. Likewise, producers who are looking to expand their operation or diversify can benefit from reviewing survey reports to understand the regional employment trends they will need to conform with, in order to provide attractive employment opportunities.

The Agricultural Wage and Practice Surveys are typically done in person, but in hopes of reaching more respondents, we are partnering with NC State Extension to have a wider outreach. Below are a list of crops and crop activities that we currently survey:

<u>AREA</u>	<u>CROP ACTIVITY</u>	<u>BEGIN/ENDING DATES</u>	<u>PEAK DATES</u>
Statewide	Cabbage Harvesting	5/15 – 6/25	6/5
Statewide	Strawberry Harvesting	4/15 - 7/1	5/15
Statewide	Cucumber Harvesting	6/1 - 7/20	6/25
Statewide	Bell Pepper Harvesting	6/15 - 10/15	8/1
Statewide	Banana Pepper Harvesting	6/1 - 10/1	7/15
Statewide	Squash Harvesting	5/20 - 7/1	6/10
Statewide	Grape Harvesting	9/1 – 10/15	9/15
Statewide	Burley Tobacco Harvesting	8/20 – 11/1	10/1
Statewide	Watermelon Harvesting	7/1 – 8/15	7/20
Statewide	Sweet Corn Harvesting	6/15 – 7/30	7/7
Statewide	Long Green Cucumber Harvesting	5/25 – 7/15	6/14
Statewide	Jalapenos Pepper Harvesting	6/20 – 10/20	8/1
Statewide	Onion Harvesting	6/15 – 7/31	7/1
Statewide	Cantaloupe Harvesting	7/1 – 8/15	7/15
Statewide	Pumpkin Harvesting	9/1 – 10/30	10/12
Statewide	Blackberry Harvesting	6/1 – 8/11	7/14
Statewide	Sweet Potato Transplanting	4/15 - 6/15	5/15
Statewide	Sweet Potato Harvesting	8/20 – 11-10	10/1
Northeast	Tobacco Transplanting	4/10 – 5/10	5/1
Northeast	Tobacco Topping/Suckering	6/15 – 7/1	6/30
Northeast	Tobacco Harvesting	7/5 – 10/05	8/20
Northeast	Horticultural Cultivating	1/5 – 10/10	4/23
Piedmont	Tobacco Transplanting	4/15 – 6/15	5/15

AREA	CROP ACTIVITY	BEGIN/ENDING DATES	PEAK DATES
Piedmont	Tobacco Topping/Suckering	7/1 - 8/1	7/10
Piedmont	Tobacco Harvesting	7/5 – 10/15	8/20
Piedmont	Horticultural Cultivating	1/5 – 10/10	5/1
Southeast	Blueberry Harvesting	5/15 – 8/15	6/5
Southeast	Tobacco Transplanting	4/1 – 5/1	4/15
Southeast	Tobacco Topping/Suckering	6/1 – 6/30	6/15
Southeast	Tobacco Harvesting	7/1 – 10/1	8/15
Southeast	Horticultural Cultivating	1/1 – 10/31	5/1
Western	Horticultural Cultivating	3/1 – 10/1	4/1
Western	Christmas Tree Harvesting	10/1 – 12/15	11/15
Western	Christmas Wreath	10/1 – 11/30	11/1
Western	Christmas Roping	10/1 – 11/30	11/1
Western	Apple Harvesting	8/15 – 11/1	9/15
Western	Roma Tomato Harvesting	7/1 – 8/30	8/1
Western	Grape Tomato Harvesting	7/1 – 9/7	8/8
Western	Tomato Harvesting	7/1 – 9/30	8/15

The North Carolina Department of Commerce’s Agricultural Services & Foreign Labor Certification section helps collect prevailing wages and practice information about the number of U.S. workers; average productivity and earnings of piece rate workers; variables affecting rates and hiring practices; experience standards, and more. Prevailing practices are those practices engaged in by employers, that 50 percent or more of employers in an area and for an occupation engage in the practice or offer the benefit, which can include the provision of family housing, frequency of wage payments, providing advance transportation, and the utilization of labor contractors.

Sometimes, it can be a challenge to get farmers to participate in this survey. However, when there is sufficient participation, the results can offer producers meaningful insight into what their regional hiring trends are and help them know when a job order, wage, and position requirements will be acceptable under the federal Foreign Labor Certification program requirements.

Successful survey efforts depend on farmer participation; the greater the participation, the better the results. You can help us protect the integrity of our foreign labor certification program and provide a true representation of prevailing wages and practices in North Carolina.

Thank you in advance for your participation. For more information or to submit questions, contact us at AgWageSurveys@commerce.nc.gov.

You can find more information about North Carolina Department of Commerce/NCWorks workforce services at www.commerce.nc.gov/business/workforce-development.

Note: some of this material is adapted from an article originally posted to the UMD Risk Management Blog, [Prevailing Wages and Practices - Maryland Agricultural Employment Surveys](#), by Megan Todd (May 18, 2021).

Prevailing Wage & Practice Survey

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Agricultural Services/Seasonal/Temporary Worker Wages (Non-H2A)

This Survey will help the North Carolina Department of Commerce better understand conditions of employment in your industry. All personally identifiable information submitted will be kept confidential.

In the wage chart below, please list the number of seasonal/temporary U.S. workers (including permanent residents) and their wages. Please **do not** include supervisors or foreign workers in the H2A program. We are only requesting information on laborers who have worked on a temporary basis or seasonal basis within the past 12 months.

If you have no seasonal or temporary workers, please skip to question 8.

When reporting rate of pay and number of workers, do not use ranges (for example, "5-10"). Use precise numbers.

Crops that are used to measure Wage:

- Apples
- Banana Peppers
- Bell Peppers
- Blackberries
- Blueberries
- Burley Tobacco
- Cabbage
- Cantaloupe
- Christmas Trees
- Cucumber
- Grapes
- Grape Tomatoes
- Horticulture
- Jalapeño Peppers
- Long Green Cucumbers
- Onions
- Pumpkins
- Roma Tomatoes
- Squash
- Strawberries
- Sweet Corn
- Sweet Potato
- Tobacco
- Tomatoes
- Watermelon

1. Please fill this out with your Crops from the list above:

Crop	# of Seasonal or Temporary workers	Rate of Pay	Unit (hour, bushel, box, etc.)	Number of Units Harvested	Hours worked per day
Apples (example)	4 (example)	\$ 0.50	Bushel	100 Bushels	8

2. Acreage

How many active acres do you currently have?

Number of acres:

3. Housing

Is housing provided for workers in this occupation? Yes No

If yes: Is there family housing? Yes No

What is family Housing Occupancy?

4. Transportation	
Did employer provide transportation assistance from the last place of employment? <input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes , how many workers received assistance? Number of workers:	
What assistance was provided? Check all that apply:	
<input type="checkbox"/> Cash <input type="checkbox"/> Employer provided transportation <input type="checkbox"/> Bus Tickets <input type="checkbox"/> Reimbursement upon arrival <input type="checkbox"/> Reimbursement upon 50% of employment period <input type="checkbox"/> Other:	
5. Production	
Is there a minimum standard of production for workers in this crop occupation to continue the job? <input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes , Production number?	
Production Unit? Ex. 5/8 Bushel, Bushel, Pint, Pound, Tree, Barn, Other	Production Period? Ex. Hour, Day, Week
6. How often are worker(s) paid?	
<input type="checkbox"/> Day <input type="checkbox"/> Week <input type="checkbox"/> Month <input type="checkbox"/> Year <input type="checkbox"/> Other:	
7. Contractors	
Are farm labor contractors or crew leaders used? <input type="checkbox"/> Yes <input type="checkbox"/> No	
a. What is total amount received by crew leader?	
b. Pay Amount: Enter in \$ amount	Pay Unit: (Hour, Day, Head, Pint, Pound, 5/8 Bushel, Bushel, Tree, Barn, etc.)
c. Does the crew leader pay employees from the money they received? <input type="checkbox"/> Yes <input type="checkbox"/> No	
d. Pay Amount: Enter in \$ amount	Pay Unit: (Hour, Day, Head, Pint, Pound, 5/8 Bushel, Bushel, Tree, Barn, etc.)
8. Seasonal Workers	
I do not have seasonal or temporary workers. Please provide your info below to be removed from the list.	
Name:	Email Address:
Phone Number:	Address:

Thank you for taking the time to complete this survey!

HOW TO RETURN THIS SURVEY: Save a copy of this document to your own files, and attach it to an email to: AgWageSurveys@commerce.nc.gov.