ORGANIC AGRICULTURE WAGE AND BENEFITS SURVEY

1. INTRODUCTION

Hello, my name is __________________________. I’m calling from the California Institute for Rural Studies regarding a wage and benefit survey that we’re conducting among organic farmers in California. We recently sent you a letter explaining this study, that you have hopefully received by now.

This is the only wage and benefit survey being conducted in the organic sector that we are aware of. It will provide organic farmers with useful management information and will help identify technical assistance or informational needs organic farmers may have. The survey takes about 20 minutes and is completely confidential. We will be sharing the findings with everyone that participates in the survey.

Are you interested in participating in this survey?

Is this a good time for you?  **IF NO, NOTE BETTER TIME IN LOG & CALL BACK!**

If asked how we got their name and contact information: From the CDFA organic program records, which are public information.

2. SCREENERS

Before we go on, I’d just like to confirm that you are an organic farmer. Is that correct?

☐ YES
☐ IF NO, THANK RESPONDENT AND END SURVEY

Also, I would like to verify whether you had any field employees on your payroll in 2006. Did you hire any field workers directly last year?

☐ YES
☐ IF NO, ASK: Did you contract with any farm labor contractors or custom service providers in 2006?
   ☐ IF YES, THEN GO TO FLC SURVEY

Finally, we’re interested in speaking with someone from the farm - the main farmer or farm manager - that can give us information about employees and other farm related information. Would you be the best person to talk to?

☐ YES
☐ IF NO, MAKE SURE TO GET CORRECT CONTACT INFO FOR THE BEST PERSON TO TALK TO; ENTER THAT INFO IN THE LOG; THANK RESPONDENT AND END SURVEY

name(s) / position(s)__________________________________________________________________________________________
3. DISCLAIMERS

Before we start, I’d just like to remind you that this survey is completely confidential. Your name will not appear anywhere on the survey or in our database of survey responses. Participation in this survey is also completely voluntary. You can refuse to answer any questions or stop the survey at any time.

Please note that - unless indicated - all of the following questions refer to fieldworkers that were on your payroll in 2006, including irrigators, tractor drivers, etc. as well as supervisors that work in the fields. That is, anyone that gets their feet dirty. The questions do not refer to office or management staff or to contract labor, unless specified.

SECTION I: BACKGROUND INFORMATION

Let's start with a few questions about your farm.

1. INTERVIEWER: PLEASE ENTER FARM ID NUMBER FROM CONTACT LOG:

2. What is your position on this farm?
   - Farmer/Owner
   - Hired Farm Manager
   - Human Resources Manager
   - Other (please specify) ____________________________

3. How many years have you/the farmer been farming? This refers to your/the farmer’s years of farming experience and not to how long the farm has been in operation historically.

   ____________________________

   NOTE TO INTERVIEWER: IF RESPONDENT IS NOT THE OWNER/ FARMER, FILL IN THE NUMBER OF YEARS THAT THE OWNER/ FARMER HAS BEEN FARMING.

   FOR THIS AND ALL SUBSEQUENT QUESTIONS, THE "YOU" REFERS TO THE FARMER/ OWNER.

4. How many years have you/the farmer been farming organically? ____________

5. Comments:
6. How many acres do you farm organically? ____________

7. How many organic crops do you grow for marketing purposes? ____________

8. What are your three most important organic crops, in terms of sales?
   1. ________________________________________________
   2. ________________________________________________
   3. ________________________________________________

9. Comments:

10. Do you have any land that is currently in transition to organic?
    □ Yes
    □ No → **SKIP TO Q13**

11. Comments:

12. How many acres? ____________
13. Do you have any land in conventional production?
   □ Yes
   □ No → SKIP TO Q19

14. Comments:

15. How many acres?______________

16. How many conventional crops do you grow for marketing purposes? ____________

17. What are your three most important conventional crops, in terms of sales?
   1. ________________________________
   2. ________________________________
   3. ________________________________

18. Comments:

19. How many of the acres that you farm do you own?
   □ None/Zero
   □ All
   □ Other amount (please specify) ________________

20. Comments:
21. How many field workers were on your payroll in 2006, i.e., that were directly hired by you? Please include all direct hire permanent and seasonal employees, as well as supervisors that work in the fields. Do not include office staff or workers hired through Farm Labor Contractors or custom service providers.

NOTE TO INTERVIEWER: IF THEY HAVE SEPARATE ORGANIC AND CONVENTIONAL WORK FORCES, ASK ONLY ABOUT ORGANIC WORKFORCE. IF MIXED, ASK ABOUT ENTIRE WORKFORCE.

22. How many permanent (9 months or more) fieldworkers were on your payroll in 2006?

23. How many seasonal (less than 9 months) fieldworkers were on your payroll 2006?

24. How many of the people on your payroll in 2006 were supervisors, foremen, or crew leaders?

25. Did you contract with any Farm Labor Contractors or custom service providers during 2006?
   - Yes
   - No → **SKIP TO Q30**

26. Comments:
27. Thinking about peak season in 2006, how many fieldworkers did you hire through Farm Labor Contractors?

____________________

28. Did you do any of the following when contracting with Farm Labor Contractors?

READ AND CHECK ALL THAT APPLY

☐ Specify a wage or piece rate for the Farm Labor Contractor to pay contract workers

IF SO, ASK WHAT WAGE THEY SPECIFY AND NOTE BELOW:

☐ Consider a Farm Labor Contractor's reputation regarding labor conditions

☐ Specify other conditions that the Farm Labor Contractor should provide for contract workers. Please specify:

29. Comments:

SECTION II: BENEFITS

I’m going to mention some benefits that some farms provide for their direct hire employees. We realize that not everyone can provide these benefits. Our goal is just to understand which benefits are being provided.

30. Do you provide health insurance for any of the workers that you hire directly?

☐ Yes

☐ No → SKIP TO Q38

31. Comments:

32. How many of the permanent and how many of the seasonal fieldworkers on your payroll receive health insurance?

Permanent Employees____________________
Seasonal Employees____________________
33. Does the health insurance you offer cover...
   - Employees only
   - Employees and family members
   - Other (please specify)______________________________

34. Do you pay the full premium or a portion of the health insurance premium?
   - Full premium
   - Portion --> What % or $ amount? ______________

35. Does your insurance plan include...? **READ AND CHECK ALL THAT APPLY**
   - Dental
   - Vision
   - Chiropractic
   - Other (please specify)______________________________

36. How long must employees work for you to be eligible for health insurance?
   - Weeks
   - Months
   - Other (please specify)______________________________

37. Comments:

38. Do you provide paid time off (for example, vacation, holidays, and/or sick days) for any of the workers that you hire directly?
   - Yes
   - No → **SKIP TO Q43**

39. Comments:

40. How many of the permanent and how many of the seasonal fieldworkers on your payroll receive paid time off?
   - Permanent Employees__________________________
   - Seasonal Employees____________________________

41. How many paid time off days per year do you provide?____________

42. Comments:
43. Do you provide a retirement plan, such as a 401K, for any of the workers that you hire directly?
   □ Yes
   □ No → **SKIP TO Q47**

44. Comments:

45. How many of the permanent and how many of the seasonal fieldworkers on your payroll participate in the retirement plan?
   Permanent Employees______________
   Seasonal Employees______________

46. Comments:

47. Do you provide life insurance for any of the workers that you hire directly?
   □ Yes
   □ No → **SKIP TO Q51**

48. Comments:

49. How many of the permanent and how many of the seasonal fieldworkers on your payroll receive life insurance?
   Permanent Employees______________
   Seasonal Employees______________

50. Comments:
51. Do you provide any bonuses or profit sharing to the workers that you hire directly?
   □ Yes
   □ No → **SKIP TO Q55**

52. Comments:

53. Please describe the kinds of bonuses that you offer and/or your system for profit sharing.

54. Comments:

55. Do you provide any type of housing or assistance with housing for any of the workers that you hire directly?
   □ Yes
   □ No → **SKIP TO Q59**

56. Comments:

57. What type of housing or assistance do you provide? **DO NOT READ, CHECK ALL THAT APPLY**
   □ Free housing
   □ Subsidized housing
   □ Rent housing to employees
   □ Assistance finding a place to live
   □ Assistance providing a down payment on a house
   □ Assistance paying utilities
   □ Other (please specify) ________________________________

58. Comments:
59. Do you provide any of the following additional benefits for any of the workers that you hire directly? **READ AND CHECK ALL THAT APPLY**
- [ ] Opportunities for professional development other than trainings required by law (i.e. training, workshops, conferences, etc.)
- [ ] Allowing social service providers to conduct outreach on the farm
- [ ] Personal loans
- [ ] Access to land to farm
- [ ] Allowing workers to take home food produced on the farm
- [ ] Free meals
- [ ] Free or subsidized transportation to and from the farm
- [ ] Other (please specify) _________________________________

60. Comments:

61. As you know, many farmworkers do not have year-round employment. Do you do anything to increase opportunities for year-round work for your employees?
- [ ] Yes
- [ ] No → **SKIP TO Q65**

62. Comments:

63. What do you do? **DO NOT READ, CHECK ALL THAT APPLY**
- [ ] Winter cropping schemes
- [ ] Labor-sharing with other farms or businesses
- [ ] Other on farm tasks – painting, carpentry, repairs, etc.
- [ ] Added value activities
- [ ] Other (please specify) _________________________________

64. Comments:
SECTION III: WAGES

I have a few questions about wages. Please note that these refer only to your direct hire fieldworkers.


65. What was the starting hourly wage for entry level field workers on your farm in 2006?

________________________(IF FARM HAS NO ENTRY LEVEL WORKERS, CAN LEAVE BLANK)

66. Do you have a system for providing wage increases?
   □ Yes
   □ No
   □ Other (please specify)______________________________

67. IF YES, What is your system?

68. What was the hourly wage of the fieldworkers with the most seniority on your farm in 2006, not including those in supervisory positions?________________

69. What was the hourly or salary range for supervisors/foremen/crew leaders on your farm in 2006?
   Low____________________
   High____________________

(IF JUST ONE SUPERVISOR, CAN ENTER IN EITHER CATEGORY)

70. Comments:
SECTION IV: SUPERVISION AND MANAGEMENT

71. Do you have any of the following policies and procedures? READ AND CHECK ALL THAT APPLY

- Employee manual
- Formal job descriptions
- Employment contracts or letters of agreement laying out the terms of employment
- Policies for advancement and promotions
- Grievance procedures
- Discipline and termination policies
- Other (please specify) _____________________________________________________________________

72. IF YES TO ANY OF THE ABOVE, Are they available in Spanish?

- Yes
- No
- Other (please specify) _____________________________________________________________________

73. What are your main strategies for sharing farm-related information and getting feedback from fieldworkers?

74. Does your farm provide supervisors with any specific guidelines or training to ensure respectful treatment of fieldworkers?

- Yes
- No
- Other (please specify) _____________________________________________________________________

75. IF YES, What are they?

76. Comments:
SECTION V: HEALTH AND SAFETY

77. Do you do employ any of the following strategies to reduce accidents and injuries?

READ AND CHECK ALL OPTIONS
☐ Paying by the hour to avoid speed-related accidents associated with piece work (CHECK ONLY IF PAY BY HOUR SPECIFICALLY FOR SAFETY REASONS)
☐ Incentives (i.e. bonuses and raffles) for remaining accident free
☐ Reduce the height of trees
☐ Limit handweeding or stoop labor to a set number of hours each day
☐ Reducing repetitive motions through diverse tasks or frequent breaks
☐ Other (please specify) ________________________________

78. How many person/days were lost due to accidents and injuries in 2006?________

79. Comments:

SECTION VI: SALES AND REVENUE

80. What were your farm's gross sales in 2006? You can give me an approximate figure, or I can read some ranges to you.

☐ approximate figure ________________

OR

☐ $0 - $9,999
☐ $10,000 - $49,999
☐ $50,000 - $99,999
☐ $100,000 - $249,999
☐ $250,000 - $499,999
☐ $500,000 - $999,999
☐ $1,000,000 - $4,999,999
☐ $5,000,000 and over
☐ refuse
☐ don't know
81. What percent of your 2006 revenue was from organic sales? __________

82. In 2006, what percentage of your total sales (organic and conventional) were derived from...
   Wholesale? __________
   Direct sales? __________
   (i.e. stores and restaurants, farmers’ markets, CSAs, etc.)

83. Comments:

SECTION VI: LABOR COSTS

84. Approximately, what percent of your farm's total expenses do labor costs represent? __________

85. Comments:

SECTION VII: RECRUITMENT AND RETENTION

86. How many of the direct hire permanent and seasonal employees on your payroll have been working for you for more than...
   5 years? __________
   10 years? __________

87. How many permanent workers did you replace in 2006? This refers to positions which were vacated and not to new positions that were added. __________

88. How many seasonal workers did you replace in 2006? Again, this refers to positions which were vacated and not to new positions that were added. __________
89. Was there any time during 2006 that you did not have access to sufficient labor?
☐ Yes
☐ No
☐ Other (please specify)________________________________________________________

90. Thinking about your particular farm operation, how important would you say worker retention is for you? Would you say it is...
☐ Very important
☐ Somewhat important
☐ Not very important

91. Do you have a sense of what it costs you to recruit and train new field workers in terms of either money or your time?
  Time _________________________________
  Money_______________________________
  Other (please specify)_________________

92. About how long does it take for new field workers to get up to speed on your farm?

93. Comments:

SECTION VII: ATTITUDES

94. How useful would information and training about farm labor management be to your farm operation?
  ☐ Very useful
  ☐ Somewhat useful
  ☐ Not very useful

95. IF VERY OR SOMEWHAT USEFUL, Is there any particular information you would find useful?
96. There is talk of creating a “fair labor” certification and labeling program that would provide price premiums and market differentiation for growers offering good farm labor conditions. This would be a separate program from the USDA Organic label. How interested would you be in participating in such a program?
   □ Very interested
   □ Somewhat interested
   □ Not interested → SKIP TO Q100

97. Comments:

98. How much do you think you might be willing to pay for that type of certification, per year? (IF NOT SURE, READ RANGES)

   □ approximate figure ____________________

   OR

   □ Less than $50
   □ $50 - $99
   □ $100 - $249
   □ $250 - $499
   □ $500 or more
   □ Don’t know
   □ Other (please specify)______________________

99. Comments:
100. Finally, please tell me if you strongly agree, agree, disagree or strongly disagree with each of the following statements:

The success of my farm depends on skilled and dedicated fieldworkers
- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not sure

Providing good conditions for my fieldworkers will result in benefits for my farm
- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not sure

I think that consumer interest in food from farms with good labor conditions is growing
- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not sure

I’d like to provide better conditions for my fieldworkers, but can’t afford to do so
- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not sure

I’d like to provide better conditions for my fieldworkers, but don’t know how to do so
- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not sure

101. Comments:

102. Those are all the questions I have for you. Do you have any additional comments or questions regarding anything we discussed in this survey?
103. Would you like to receive a copy of our findings when they are available?  
☐ Yes  
☐ No  

**IF YES,** I’d just like to confirm that we have the right address for you. To ensure confidentiality, your contact information is kept separate from the survey responses. Is your address... **SWITCH OVER TO CALL LOG TO CONFIRM**

**TO BE COMPLETED BY INTERVIEWER**

104. Interviewer Name_____________________________________________________________________

105. Do you believe that the survey responses were accurate? If not, please indicate why in the comments section below.  
☐ Yes  
☐ No  
☐ Other (please specify)______________________________________________________

106. Additional Comments: