

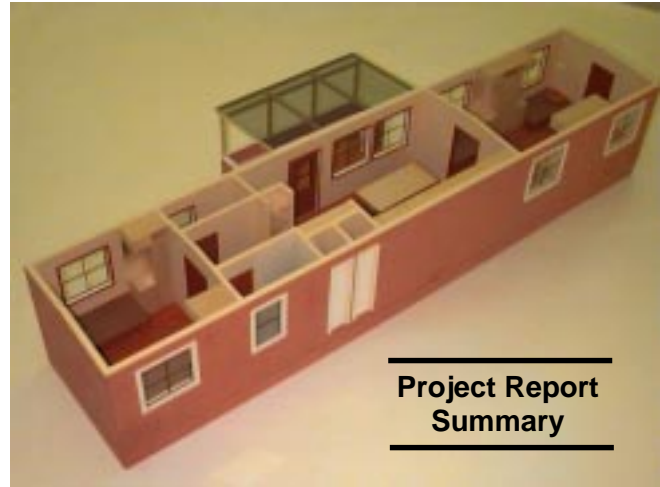
Labor Management Decisions

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The ALRA in 1997

News coverage of union efforts to organize in the strawberry industry this year have revisited a national spotlight on relations between agricultural employers and production workers in California. Often missing from public accounts of related events and issues is consideration of the Agricultural Labor Relations Act, which since 1975 has provided a unique legal structure here, regulating farm employee discussion with managers about terms of employment and the process for workers to choose whether or not to be represented. On page 12, Paul Richardson, General Counsel of the Agricultural Labor Relations Board, places the challenges facing farm labor market participants and the Board itself in the context of 21 years of experience under the Act. Mr. Richardson will also be one of the featured speakers at a one-day seminar, "Observing the ALRA in 1997," in Salinas on Monday, June 9 (details on page 13).



Project Report Summary

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Model Unit to Help Meet the Need for Farm Worker Housing

Patricia Harrison and Gary Johnston

Patricia Harrison is Associate Professor, Department of Environmental Design, University of California, Davis, and Gary Johnston is County Director, UC Cooperative Extension, San Joaquin County, Stockton.

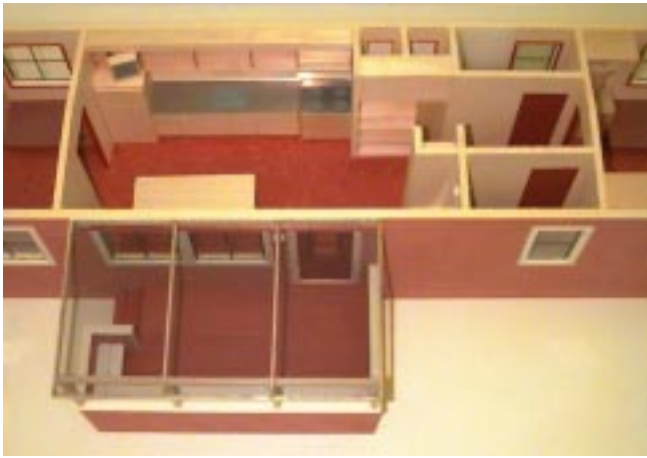


The APMP Welcomes A New Farm Advisor

Brian K. Linhardt joined the University of California in December 1996 as Agricultural Personnel Management Farm Advisor for the Sacramento Valley Area. Based in the Butte County Cooperative Extension office, Oroville, Brian will provide farm operators and other agricultural labor managers with practical, re-

Continued on page 4

The recent winter floods in the Sacramento and San Joaquin Valleys have again brought attention to the serious housing shortages experienced by farm workers and their families. Many lost their homes, both in grower-operated bunk housing and in rental units in Central Valley communities. In several areas, donated assistance in the form of food, clothing, and household items relieved the immediate hardships that farm workers faced, but replacement housing has been extremely difficult to find. As large numbers of migrant workers and families arrive for the major work season



this summer, the shortage of housing opportunities will be even further exacerbated. It is time for the state as a whole to address the need for affordable housing for this important population group and to look for new ways to create clean, affordable, attractive dwellings and housing environments.

Various aggravations of operating farm housing for single men have contributed to the decline in availability of employer-managed dwellings. Neighbors complain about (or sometimes simply fear) workers' behavior, noise, and traffic. Government inspections, regular and deferred maintenance, calls from or regarding tenants during their non-work hours, and liability issues all represent unwanted concerns and costs for growers. Housing facilities that cannot withstand heavy use or are not vandal resistant may be cited for regulatory violations that carry substantial penalties. Even minor violations of the housing code, such as torn window screens, can result in large fines.



Nevertheless, growers and labor contractors have shown renewed interest in housing as an important factor in their ability to attract and retain their best workers. If workers can look forward to returning to an area without the stress and insecurity of having to search for lodgings, they are more likely to show up as a dependable, experienced labor force.

Can communities, growers, and farm workers themselves cooperate to create standards for affordable housing, allocate land for it, and find methods to better weave seasonal as well as year-round workers and their families into the overall community fabric? The recent flood crisis could be a catalyst for joint ventures of growers and communities to develop facilities that meet concerns for housing quality, economic viability, and community safety.

Basic Considerations

A research and design project to develop plans for a cost-effective, durable, and legal unit to house either six or eight seasonal workers was recently completed at the University of California, Davis, Department of Environmental Design. Sponsored by the UC Division of Agriculture and Natural Resources and the Agricultural Personnel Management Program, the dwelling design offers a realistic approach to housing farm workers either on individual growers' properties or in housing centers that are community-operated or privately owned. Key design principles were that the dwelling had to:

- conform to all state and federal requirements for housing seasonal farm workers;
- be durable, easy to maintain, and energy efficient;
- be factory built for portability and ease of acquisition;
- provide a decent, residential-quality environment compatible with community housing standards; and
- be reasonably priced.

Conformance with all state and federal standards for agricultural worker housing was a primary concern. Within the complex regulatory environment, the basic requirements are in the federal Migrant and Seasonal Agricultural Worker Protection Act and the California Health and Safety Code, the California Code of Regulations, Title 24 and 25, and the Code of Federal Regulations, Title 29. The California Department of Housing and Community Development (HCD) has prepared a helpful summary of these rules.

The most fundamental design requirements are that the unit provide each worker 50 square feet of floor area in sleeping quarters and at least one toilet and one shower per ten residents. Additionally, there are requirements for light and ventilation, heat, ceiling heights, space between beds (and bunks), clean water, and heated showers. If workers are permitted to pre-

pare their own meals, a residential quality kitchen may be provided. However, if workers' meals are to be prepared by a cook, then a more costly, commercial kitchen must be supplied, and regular health department inspections are required. Kitchen and dining spaces must be separate from sleeping spaces, and bathrooms must be directly accessible to all residents.

Construction Standards

In general, the regulations demand that the dwelling be well constructed and sanitary, and that normal precautions for safety be maintained. Beyond the basic requirements are building specifications related to format of construction. Depending on whether the dwelling is site-constructed, a mobile home, or a manufactured dwelling, specifications for such features as the number of exits, minimum room sizes, and exit windows on second floors may come into play.

We decided to use a factory-constructed format for the dwelling, both to capitalize on economies of mass production, including relatively low labor costs and standardization of construction materials, and to ensure uniformity of construction method and quality. Manufactured housing is often confused with mobile home and recreational vehicle construction, but there are differences in the regulatory requirements and quality of materials used. The manufactured housing standard selected for the seasonal dwelling unit is that of the Multi-Unit Manufactured Housing label. The choice was based on the consideration that, if purchased by a public agency and rented to seasonal workers, the unit could also be used "off season" for short-term emergency housing for families.

Controversy in farm worker housing often arises over the quality of materials used for long-term maintenance of the housing environment. However, basic regulations for construction of housing are reasonable. Heavy use of bathroom and kitchen facilities necessitates high-quality construction and institutional-quality finish materials. Light-weight window screens, mildew on walls of under-ventilated showers, and deteriorated flooring are common problems in bunk houses.

In cooperation with manufactured-housing industry representatives, we developed an upgraded specification that meets site-built (house) standards: 2x6 exterior walls with R-19 insulation, 2x4 interior walls, R-30 insulation in floors and ceiling, and double-paned vinyl-framed windows. Units built to these standards through cost-effective factory methods promise to be strong, energy efficient, and relatively fast to produce.

The design complements the substantial insulation with provision for cross-ventilation and a building orientation that minimizes both water heating expenses and unwanted heat transfer between interior and exterior. The unit has a central furnace and optional air conditioning. If the windows and shades are closed during the day and then opened during cool evenings,



residents will be able to maintain comfortable temperatures with very little use of cooling or heating appliances. The unit plan includes a "low-tech" approach to water pre-heating that will make sufficient warm water ready for peak shower use periods.

Recommended furnishings for the dwelling unit are built by a non-profit company in Oakland, California. The beds and closets are constructed of 3/4-inch-thick, medium-density fiberboard, one of the strongest and most dimensionally stable materials used in furniture. Doors and drawers are fitted with lock hardware with which residents can use their own padlocks. A cleanable, inexpensive, institutional-quality mattress produced for single-resident-occupancy hotels was selected to complete the interior furnishing of the unit.

Portability

The dwelling is a long, narrow building measuring 14 feet wide by 58 feet long for the six-person unit or 14 feet by 68 feet for the eight-person version. It is designed either to be placed on a permanent perimeter foundation or to be set on temporary piers and surrounded with a screening skirt. The unit can be moved without significant structural damage.

This portability offers several benefits. The unit can be temporarily situated in flood plain areas and moved in periods of emergency. It can be brought into a community on a short-term, provisional basis, and then removed if the arrangement proves unsatisfactory. On the other hand, if the dwelling is placed on a permanent foundation, it can function as well as a site-constructed building and can provide years of use and an attractive appearance.

While the dwelling is not designed to be moved frequently, it can be relocated and set on piers or a foundation at moderate cost. A specialized towing truck and road pilot cars are required for the move. One estimate for moving the unit from the factory to a site



about 75 miles away and setting it on temporary piers was nearly \$1,000.

Designing for Environmental Quality

Within the restrictions of law and manufacturing technology, we obtained and heavily used guidance from many personal interviews in the California agricultural community, especially with workers. While sleeping space, bathroom facilities, and the kitchen were designed at the required minimum areas to keep construction costs as low as possible, the overall environment that they are part of has a residential character and meets residents' needs for privacy, cleanliness, and a home-like setting.

The kitchen is the main "living" area of the dwelling, and its extension to a large outdoor deck provides for comfortable, uncrowded, shared use. There is a television hook-up over the refrigerator for easy viewing by all. On the deck are hook-ups for a washer and dryer. Many of the growers, farm workers, and health professionals interviewed in the project stressed the need for a convenient place to regularly launder clothes.

Many farm workers interviewed stated they would readily pay to live in the unit as designed. They suggested that a rate of \$5 per day would be reasonable for a place to sleep, shower, do laundry, and prepare food. Workers suggested that a pay telephone be installed to provide for communication with contractors and growers and timely reporting of any emergencies. They also expressed a need for good exterior lighting on both sides of the unit to help them see their cars and observe potential intruders.

From Concept to Reality

The biggest question at this point in the project is about the price of the unit. Since the dwelling is not yet

in production, the accuracy of cost estimates cannot be established. The upgraded handicapped-accessibility specification, low-maintenance finish materials, and vandal-resistant lighting and other fixtures have introduced new vocabulary and costs to the manufactured housing industry.

Currently, a migrant center for 64 men is being planned in Riverside County. It will use eight of the dwelling unit prototypes, and when this project is bid, a clearer picture of production costs will appear. If the dwelling cost approaches \$40 per square foot, site construction may become a more attractive alternative in some locations. However, the dwelling designed in this prototype has met all standards in California, and its use will be approved by the state Department of Housing and Community Development for all localities. The advantages of a well-designed "off the shelf" dwelling unit that growers and community groups can purchase with pre-approval from the state may outweigh even a small cost disadvantage.

State legislators are proposing bills that will offer tax credits to both public agencies and private individuals who wish to create new farm worker housing. Perhaps the tremendous suffering experienced by both farm workers and farmers during the winter floods will, ironically, accelerate innovation in approaches to developing farm worker housing, funding arrangements, and collaborations between growers and communities. □

New APMP Farm Advisor *(continued from page 1)*

search-based education in personnel management, as well as information about relevant labor laws and regulations. Although he is working primarily in the six-county area of Butte, Colusa, Glenn, Sutter, Yuba, and Tehama, Brian also collaborates with the other three academic staff members of the Agricultural Personnel Management Program in serving clientele statewide.

Originally from south-central Kansas, Brian acquired some hands-on farm labor experience while working at a dairy and beef operation as well as a small peach and apple orchard near Kansas City, Missouri. More recently, Brian has been living in Ohio, where he completed his M.A. degree in Industrial/Personnel Psychology with an emphasis in organizational development, employee selection, and compensation systems at the University of Akron. During the four years

between receiving his B.A. in Psychology from the University of Kansas and entering graduate school, he was employed by a research organization working as an associate on several projects ranging from employee wage and job satisfaction surveys to workplace violence prediction, sexual harassment/diversity awareness training, and employee assistance program evaluation. Additionally, Brian has worked in a human resources consulting firm, where he was actively involved in the design of testing and selection systems and job evaluation in compliance with employment laws.

“We are extremely pleased to have Brian join our program group,” said APMP Director Howard Rosenberg upon Linhardt’s arrival. “With a strong technical background in the field of personnel management, he will be not only a terrific asset to the agricultural community in the Sacramento Valley but also a resource to APMP clientele and Cooperative Extension colleagues throughout the state. Brian clearly recognizes the vast opportunities to apply his skills in agriculture, and I expect that he will soon be meeting a heavy demand for help in developing job descriptions, recruitment strategies, employee training plans, pay rate structures, personnel policies, and more. The growers who find him early will be most fortunate.”

“I am excited and honored to join the University of California Cooperative Extension working in the Agricultural Personnel Management Program,” Linhardt said. “I am fortunate to work with three well-established colleagues in the APMP who have built successful educational and research programs. I have much to learn from them, and also look forward to working with other extension advisors and with clientele. It is an interesting and challenging time to be in agricultural labor management, with the many recent changes in labor law and shifts in the economy and population. California farmers continue to adapt to technological innovations and social changes as they supply the state and the world with quality agricultural products. I will enjoy the opportunity to be a part of that process.”

“We have needed extension work in this field for a long time in the Sacramento Valley, and Brian’s arrival culminates a three-year effort to get it,” says Bill Olson, Butte County Cooperative Extension Director. “The other two personnel management Farm Advisors in California have been very helpful to their grower clientele, and we expect that Brian will develop an equally effective program here. He will be a valuable member of our local Cooperative Extension staff and contributor to the agricultural community.”

Now significantly closer to many family members in the Sacramento area, Brian and his wife, Elizabeth, have moved to Chico with their two-year old daughter and lazy black Lab. Brian can be reached at the Butte County office at (916) 538-7201, or by email to bklinhardt@ucdavis.edu. □

Continuing Forum for Farm Labor Contractors

Stephen R. Sutter

In 1995 a farm labor contractor asked me to initiate and facilitate an informal forum at which FLCs could discuss issues of common concern, share ideas, and keep up with relevant information from the University. Since then I have arranged five meetings for the group at the Fresno UC Cooperative Extension office, sent invitations to licensed contractors in the Fresno area, and served as moderator and advisor. Attendance so far has ranged from three to seventeen FLCs. Tape recordings of the sessions help in subsequent preparation of written minutes.

Much debate has focused on the determination of equitable and viable commission rates. Among other topics of discussion have been: DIR delays in processing annual license renewals, former licensees working under a relative’s license after having their own revoked, competitive disadvantage of complying with employment and safety regulations in relation to contractors who don’t, interest in basic business education, and the future of this FLC meeting group itself.

A consensus of farm labor contractors in attendance is that operation in full compliance with labor laws generally requires costs 30 percent or more above gross wages. In the March 1997 meeting, one participant said, “I charge 36 percent in vineyards to cover my costs.” Another FLC observed that, “Probably there’s very few farmers on the Valley’s west side that will pay 36 percent for truck [vegetable] farms. You won’t get a job at that rate. There is always someone who is going to do it anyway.”

Some contractors complained about both their relative share of inspections under the Targeted Industries Partnership Program and how they were treated during inspections. One told a particularly ironic story:

“We had a case last year where we were working in a field with two other contractors. We had ladders, two toilets for every crew, water, the whole works. The second day, an OSHA inspector comes out. They write us for four violations on four trailers — one didn’t have water, one didn’t have toilet paper, one didn’t have soap, and one didn’t have hand towels. We were hit with four \$750 fines. The guy next to us didn’t have

any facilities at all, not a toilet, nothing! He got a single \$750 fine.”

The contractor sitting next to him had also received multiple \$750 fines. He said, “Cal/OSHA wrote me a letter, and I’ve got the letter. And if I contest it . . . they’re actually telling me that it can be a little bit more difficult for me in the future. So I just paid the fine.” Another FLC told of overhearing one state inspector say to another, “Remember — citation, citation, citation.”

Barely one month after this a contractor called to say that it was about time for another meeting. This Farm Labor Contractor Advisory Group convened again in Fresno on May 13, 1997. □

bor Management Decisions (Fall 1996). Educational articles, legal and government guides, teaching materials, data bases, research reports, newsletters, advice, and other resources from APMP staff are available through the Web more readily and broadly than ever.

Agricultural managers and others can use their computers to draw from a rich and growing stock of labor management references on such topics as employee recruitment and selection, supervision, farm workplace safety, wages and incentive pay, discipline, interpersonal relations on the job, and labor law. Of special interest to many farm employers and service providers are frequently updated links to government agency publications, databases, and compliance tools. Educators can download slide sets, cases, and exercises assembled by APMP staff. Information is available in Spanish to interested visitors.

As resources are added to the APMP site, they are highlighted on the “News and Current Site Selections” page. One recent addition, for example, is the final California pesticide safety regulations, as revised and officially adopted early this year in accord with federal Worker Protection Standard requirements. Other featured links take visitors to information on California’s ergonomics regulation; the concept of “joint employment” under MSPA; the federal and state minimum wage increases; model Injury and Illness Prevention Programs; and pesticide safety — all 11 leaflets in the state agricultural Pesticide Safety Information Series (PSIS), in English and Spanish.

APMP project reports, back issues of newsletters (including this one, as well as Steve Sutter’s *Agricultural Personnel Management Program Newsletter*), and other publications, previously available only in printed form, are gradually coming on-line. Among features soon to be added by our expanded website development team are a visitor registration and comment form, an automatic site-update notification service, a search engine, and a calendar of events.



Visitors are encouraged to contact staff through the website with comments, questions, and suggestions. Through the “Electronic Farm Call” page, people throughout the state can reach any academic member of the APMP group or link to the overall DANR directory. Anyone interested may join AG-HRnet, a group sharing announcements, practical questions, and views on various topics in agricultural human resource management. Likewise, the site includes a gateway to the WPS-Forum, an active discussion network focusing on the federal worker protection standard and related pesticide safety regulations. A clickable list of the 109 files in the Forum reference archive provides immediate access to them.

Access to all these web pages is through two interconnected WWW locations: <http://are.berkeley.edu/APMP/> and <http://www.cnr.Berkeley.edu/ucce50/7grisha.htm>. □

Update:

Ag Labor Management on the World-Wide Web

Content on the Agricultural Personnel Management Program (APMP) Internet site and links to other sources continue to expand since our last report in *La-*

APMP

**Welcome to the site of the
UC Agricultural Personnel Management Program**

Management of human resources in production agriculture is a complex practical activity, professional area, and subject of study that both draws from and contributes to several more established fields. This site is an information center on farm labor management and related issues for practitioners, educators, service providers, students, and researchers. Assembled here is a wealth of material and structured links to educational articles, legal and government references, news, data bases, research findings, advice, and other pertinent resources.

The site is maintained at UC Berkeley by the Agricultural Personnel Management Program (APMP). We hope that you will find it worth visiting regularly and using as a gateway to whatever you need to know. Please tell us of any suggestions you have for additional content or links.

- News and Current Site Selections
- A World of Useful Links
- APMP Information and Projects
- Talk with Us and Others

Crew Workers Divide Evenly in Views on Hourly vs. Piece-rate Pay

Gregory Encina Billikopf

This is an abridged version of "Crew workers split between hourly and piece-rate pay, published in California Agriculture, Volume 50, Number 6, November-December 1996. Copies of the original version, as well as other articles by Billikopf published in California Agriculture, are on-line at: <http://www.CNR.Berkeley.EDU/ucce50/research/7research.htm>.

Piece-rate pay is the most common incentive offered to crew workers. It can result in higher wages for crew workers and increased productivity for growers. These gains are not always achieved, however. Many farm employers are concerned that quality suffers when workers are paid by the piece. Even when quality concerns can be overcome, there may be other challenges. Why is it, for instance, that some workers do not seem motivated by piece-rate work? Do worker attitudes about the pay basis affect their productivity?

Despite the potential benefits of piece rate, crew workers often prefer hourly pay. I personally interviewed 211 workers in 1995 who were evenly divided between those favoring hourly pay and those preferring piece rate. The most common reason for preferring piece-rate pay was increased earning potential. Workers could earn more in fewer hours of work, even though it took more effort to do so. Workers also liked being able to work at their own pace without being externally pressured. One said that piece-rate work was more exciting and less boring. But many crew workers expressed concern about how piece rates are determined.

Workers preferring hourly pay spoke of three general reasons (from most to least frequently mentioned): (1) the piece rate is unfair, (2) the pace of hourly paid work is better; and (3) other benefits are associated with hourly pay.

While growers feel that workers are generally pleased with incentives, they are often disappointed in or frustrated by the quality of work that results, the lack of any change in worker performance, and even their own difficulty in setting standards. These factors



are closely related. The main reason workers prefer piece-rate pay is a desire to get the work done quicker and earn more. A secondary reason is to escape the nagging or *carrilla* that sometimes accompanies hourly work. Another reason cited in one case was the use of "rabbits" — that is, the practice of paying a couple of workers under the table to work faster in an effort to get more out of an hourly crew without having to pay more.

But workers are hesitant to give their all when they fear that piece rates are not firm. "If I knew what I was being paid by the tree thinned, I would have already finished this row," a crew worker explained in an earlier study (*California Agriculture*, January-February 1995). Complicating the task of setting fair rates is the variability of crop conditions from year to year. Employers who fail to do their homework in setting piece rates sometimes ask workers to go ahead and work for a rate that will be announced later, or they have workers perform by the hour for a couple of days and then set the piece rate. In either case, workers soon learn that the faster they perform during these initial periods, the lower the rate will be for the rest of the job.

At times, employers make a mistake in gauging pay standards and end up paying more than they think

they should. Some have reduced the piece rates after realizing this. In doing so they lose employees' trust and make workers hold back, fearful that superior performance will bring down their wages — if not immediately, maybe next season. Other employers set piece rates too low to begin with, so crew workers don't think the work is worth their effort.

Workers who prefer hourly pay like to avoid the games associated with piece-rate pay and feel more comfortable in slower paced hourly working conditions. Laboring by the hour can be substantially calmer, and breaks can be more enjoyable. Although in theory piece-rate workers can take a break whenever they want, in practice they often forgo breaks because they are not compensated for break time.

Worker differences accounted for some of the variance in workers' desire for piece rate or hourly pay. Both gender and age were somewhat related to preference; males and younger workers were more likely to prefer piece rate. However, it is important not to generalize about either gender or age in terms of individual employee abilities.

Recommendations

Here are a few recommendations for farm employers who would like to consistently achieve higher worker performance under piece-rate pay:

- Think more in terms of how much it should cost to do a job, rather than how much to pay a worker per hour. In a properly constructed incentive pay system, the more the worker earns, the better off the employer is as well.
- Set standards carefully and inform workers of the piece rate ahead of time. Fair piece-rate formulas can be developed taking into consideration crop density and (where records exist) labor costs.
- Once a pay level is set, it should not be reduced.
- Provide training and performance appraisal early on, when workers change from one task to another. Even better, crew workers should earn the right to work on piece rate when they have proven their full understanding of expected quality, and not before.
- Add quality incentives to piece-rate pay to reward employees who consistently achieve high quality. Additional training or corrective action can be implemented when employees consistently perform below quality standards.
- Where weather and crop conditions permit, hire fewer workers, so they can work over a longer season.
- Encourage workers to take breaks. This may take some creativity, such as bringing in warm bread or cold sodas.
- Make sure that workers are paid regularly.

- Consider offering health insurance for year-round employees, whether they are paid on an hourly or a piece-rate basis.
- Where possible, provide hourly paid jobs for workers who prefer hourly pay over piece-rate pay.

New Overtime Rules for Some Nonagricultural Workers

Steve Sutter

In April 1997, the California Industrial Welfare Commission amended the state's overtime regulations to require that, in some nonagricultural occupations and industries, overtime be paid only after 40 hours in a week, rather than after 8 hours in a day, as is currently mandated. The amended regulation, which takes effect January 1, 1998, brings state overtime regulations into conformance with federal rules. It covers manufacturing (Wage Order No. 1-89); hotels, restaurants, and hospitals (5-89); retail, wholesale, and sales (7-80); transportation (9-90); and mechanical, clerical, technical, and professional occupations (4-89). Employees covered under Wage Order 4-89 include bookkeepers, clerks, computer programmers, secretaries, and typists.

Workers covered by Wage Orders 14-80 (agricultural occupations), 8-80 (handling products after harvest), 13-80 (preparing agricultural products on the farm for market), and 3-80 (canning, freezing, and preserving industry) remain unaffected by the Commission's adoption of a more flexible work-week. Wage Order 3-80 applies to any industry, business, or establishment operated for the purpose of canning soups, or of cooking, curing, freezing, pickling, salting, bottling, preserving or otherwise processing any seafood, meat, poultry, rabbit product, or fruits or vegetables (including manufacture of fruit juice concentrates), when the purpose of processing is the preservation of the product. All operations incidental to that preservation are included.

What may become confusing is that, after the change in overtime rules becomes effective in the nonagricultural industries mentioned above, workers in industries handling and preserving agricultural products after harvest must still receive overtime pay after 8 hours per day; those in agricultural occupations, after 10 hours per day.

Groping for Handles on the Elephant: Where the Farm Jobs Are and How Much They Pay in California

Howard R. Rosenberg

Sizing up the agricultural labor market in California, no less comprehending all its dynamics, is fraught with complications and uncertainty. In seeking to understand and describe it, we often speak in terms of measurable dimensions, such as total payroll, number of jobs, and wage rate. Though numerical indicators of these concepts convey an illusory sense of clarity, confidence in what they represent is tempered by problems of data specification, accuracy, and comparability.

Many of us who rely, even cautiously, on numbers to help deal with complex phenomena have found ourselves having to defend the very use of statistics, countering charges that they are natural accomplices to "lies and darn lies." No doubt this burden has been increased by none other than the estimable *New York Times*, which on March 31 carried a front page article ("U.S. Surveys Find Farm Worker Pay Down for 20 Years") that may well have confused or misled readers with its use of figures from a host of sources, not all of which it identifies.

Writing from Salinas two weeks before a well planned and publicized union demonstration in nearby Watsonville, the author mentions "a United States Department of Agriculture study [that] found a 7 percent drop, to \$6.17 an hour" in farm workers' wages over the past 20 years. What kind of study, and which farm workers? Lost to the casual reader is that this \$6.17 represents an overall U.S. average for field and livestock workers in July 1996, as published in the USDA's quarterly *Farm Labor* bulletin, and that it was not part of any attempt by USDA to assess the course of farm wages. While USDA has long published wage and employment data collected from farmers, changes in its methodology and classification schemes over the years render comparisons across two decades rather problematic.

Each issue of *Farm Labor* presents not only national averages but also comparable figures for several groups of states and individual states, including California. The average hourly pay rate reported for California field and livestock workers in July 1996 is \$6.42. That same issue of the report also shows averages for all directly hired farm workers of \$6.82 in California and \$6.55 nationwide. Further, it has a surprising \$7.17 average rate of earnings for "agricultural service workers" (mainly employees of farm labor contractors and custom harvesters) in California, which is not easy to reconcile with the *Times* author's assertion that farm labor contractors pay about 20 percent less than farmers who hire directly. The most recent issue of *Farm Labor*

shows April 1997 rates in all these classifications higher than last July. It reports field and livestock workers earning \$6.63 in the U.S. overall and \$6.99 in California, all directly hired workers making \$7.10 in the U.S. and \$7.35 in California, and agricultural service workers at \$7.21 per hour in California (no comparable U.S. rate).

Despite implying that most of his data are from USDA, and using USDA's nationwide data instead of its state figures in a discussion mainly about California, the *Times* author, to his credit, acknowledges pluralism in the farm employment statistics business. On a continuing page he notes, "Farm wage studies often reach different conclusions because some are based on surveying farmers, some on farm workers, and some on census data."

The California Employment Development Department (EDD), source of probably the best time series on agricultural employment and pay in this state, has two particularly useful data bases that, like the USDA survey, draw their information from farm employers. One of them is built on the monthly survey of Current Employment Statistics for Agriculture, conducted by the EDD Labor Market Information Division. The survey sample of 4,000 agricultural employers, about 14 percent of all in the state but having more than 40 percent of all ag jobs on their payrolls, is composed to be statistically representative of the employer population by size, geographic location, and industry (mostly crop-based) categories.

EDD reports summary findings of this survey monthly in its *California Agricultural Bulletin*. Results are aggregated for the state as a whole and for six regions (groups of counties). They are shown, by industry, in five tables: (A) Number of Wage and Salary Workers (all who receive compensation from employers); (B) Number of Agricultural Production Workers (about 92.5 percent of those in A; excludes managers, supervisors, office, and other staff not involved in production); (C) Average Weekly Earnings of Production Workers; (D) Average Hours Worked by Production Workers; and (E) Average Hourly Earnings of Production Workers.

According to the *Times* article, the average hourly wage for strawberry workers in Watsonville has dropped from \$6.55 in 1985 to \$6.25 this year. EDD's year-end *Bulletin*, however, shows berry production workers making an average of \$6.76 statewide and

Continued on page 12

Employment, Payroll, and Production Value in California Agriculture, By County, 1995
(All Agricultural Commodities/Services*)

County	Average Firms Reporting		Number of Jobs			Annual Payroll# \$1,000	Payroll/Average Jobs Dollars	Agricultural Production Value** \$1,000	% Share of California Total	
	Number	Annual Average	Monthly Maximum	Monthly Minimum	Ag Production Value %				Payroll %	Jobs %
California Total	25,169	380,231	486,961	270,174	5,335,274	14,032	24,982,231	100.00	100.00	100.00
Fresno	3,668	58,539	91,713	37,449	621,909	10,624	3,167,157	12.68	11.66	15.40
Kern	1,065	41,001	59,809	27,856	522,395	12,741	1,978,319	7.92	9.79	10.78
Tulare	1,814	31,859	41,715	23,209	380,289	11,936	2,610,290	10.45	7.13	8.38
Monterey	643	31,678	41,240	16,902	588,262	18,570	2,028,492	8.12	11.03	8.33
Riverside	662	17,227	27,410	12,933	251,942	14,625	1,163,430	4.66	4.72	4.53
Ventura	678	17,120	21,994	12,494	276,664	16,161	921,744	3.69	5.19	4.50
San Joaquin	1,543	15,071	22,525	8,356	208,004	13,801	1,222,600	4.89	3.90	3.96
Santa Barbara	702	14,033	17,814	10,096	207,760	14,805	533,803	2.14	3.89	3.69
Imperial	450	14,027	18,052	9,797	159,666	11,383	1,008,653	4.04	2.99	3.69
Stanislaus	1,503	13,963	19,853	8,966	186,809	13,379	1,115,489	4.47	3.50	3.67
Santa Cruz	585	11,710	17,040	4,607	184,747	15,777	235,047	0.94	3.46	3.08
Merced	1,194	10,944	15,057	6,329	152,763	13,959	1,220,175	4.88	2.86	2.88
San Diego	969	10,219	10,936	8,815	151,499	14,825	1,048,721	4.20	2.84	2.69
Madera	644	9,779	16,895	6,251	105,377	10,776	598,565	2.40	1.98	2.57
Los Angeles	476	8,782	9,930	6,946	156,884	17,864	222,725	0.89	2.94	2.31
Kings	517	7,211	10,751	4,376	109,761	15,222	837,899	3.35	2.06	1.90
Orange	212	6,150	7,367	4,940	96,114	15,628	234,015	0.94	1.80	1.62
Sonoma	743	5,364	7,267	4,252	82,876	15,450	342,550	1.37	1.55	1.41
Yolo	442	4,730	7,405	1,835	93,621	19,793	297,200	1.19	1.75	1.24
San Bernardino	443	4,475	4,667	4,151	83,833	18,733	607,607	2.43	1.57	1.18
Santa Clara	388	4,459	5,704	3,141	75,589	16,951	159,686	0.64	1.42	1.17
Sutter	704	4,175	7,117	1,966	59,149	14,167	328,925	1.32	1.11	1.10
Napa	355	3,498	5,578	2,309	59,036	16,876	150,405	0.60	1.11	0.92
San Benito	212	3,075	5,704	1,391	40,958	13,322	160,474	0.64	0.77	0.81
San Luis Obispo	355	2,974	3,753	2,110	45,475	15,292	321,598	1.29	0.85	0.78
Sacramento	355	2,910	4,602	2,131	40,132	13,791	228,761	0.92	0.75	0.77
Butte	571	2,884	3,981	2,053	49,153	17,044	260,273	1.04	0.92	0.76

San Mateo	137	2,675	2,875	2,350	52,151	19,496	194,752	0.78	0.98	0.70
Collusa	408	2,363	3,177	877	40,735	17,242	304,900	1.22	0.76	0.62
Yuba	203	2,224	3,600	1,531	27,663	12,437	120,776	0.48	0.52	0.58
Solano	224	1,738	2,575	934	26,094	15,010	180,387	0.72	0.49	0.46
Mendocino	240	1,723	3,410	1,111	19,386	11,252	89,220	0.36	0.36	0.45
Glenn	370	1,687	2,424	1,263	25,069	14,859	237,048	0.95	0.47	0.44
Tehama	223	1,226	2,005	936	19,849	16,189	96,738	0.39	0.37	0.32
Alameda	117	1,115	1,454	793	21,856	19,602	44,001	0.18	0.41	0.29
Contra Costa	157	1,008	1,333	570	16,966	16,829	75,818	0.30	0.32	0.27
Lake	155	876	2,398	469	10,519	12,008	41,832	0.17	0.20	0.23
Siskiyou	175	864	1,281	571	10,659	12,337	120,784	0.48	0.20	0.23
Shasta	109	803	2,607	312	13,300	16,569	46,305	0.19	0.25	0.21
Marin	73	716	810	550	12,239	17,087	50,731	0.20	0.23	0.19
Humboldt	158	446	566	253	5,882	13,186	67,151	0.27	0.11	0.12
Del Norte	18	363	584	202	4,551	12,551	19,178	0.08	0.09	0.10
Placer	82	341	416	305	5,399	15,853	48,283	0.19	0.10	0.09
Modoc	94	300	477	178	3,926	13,100	64,253	0.26	0.07	0.08
Lassen	42	267	659	123	3,973	14,902	47,156	0.19	0.07	0.07
El Dorado	89	258	463	136	2,440	9,460	14,872	0.06	0.05	0.07
Amador	34	150	249	63	1,481	9,880	16,047	0.06	0.03	0.04
Tuolumne	24	82	104	40	1,097	13,329	13,607	0.05	0.02	0.02
Inyo	19	51	78	33	763	14,844	8,988	0.04	0.01	0.01
Nevada	21	44	59	24	537	12,257	5,746	0.02	0.01	0.01
Mono	11	32	48	17	388	12,070	13,357	0.05	0.01	0.01
Mariposa	13	23	29	18	229	10,044	16,237	0.06	0.00	0.01
Plumas	11	22	40	12	332	15,312	14,592	0.06	0.01	0.01
Calaveras	20	17	25	14	214	12,258	16,530	0.07	0.00	0.00
Trinity	11	16	35	5	148	9,566	1,476	0.01	0.00	0.00
San Francisco	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	1,793	0.01	N.A.	N.A.
Sierra	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	5,070	0.02	N.A.	N.A.

* Excludes cotton ginning (0724), vet. services (0741 & 0742), nonvet. services (0751 & 0752), landscaping (0781), lawn & garden services (0782), and shrub & tree services (0783).

Elements of the total for some counties were estimated to fill gaps due to EDD non-disclosure of small numbers.

** Based on County Agricultural Commissioners' Reports.

Source for Employment and Payroll Data: Special Printout for California Agriculture, Labor Market Information Division, Employment Development Department.

Prepared by Vijay Pradhan and Howard Rosenberg, May 1997.

\$6.70 in the Central Coast Region over the whole of 1996, more than \$7 statewide during the high-activity months of April through August. The reported pay for all agricultural production workers during 1996 averaged \$6.71 across the state, ranging geographically from a low of \$6.45 in the San Joaquin region to \$7.55 in the North Coast region. This figure is a bit lower than USDA's \$6.82 for all directly hired farm workers in California during July 1996.

Estimates of overall California farm employment reported in USDA's *Farm Labor* (total of 333,000 in July 1996) and EDD's *Bulletin* (monthly average of 377,200 in 1996) are similarly closer to each other than either is to the 700,000 given in the *Times* article.

The second EDD information base on agricultural employment and pay is derived from unemployment insurance (UI) filings, and the sample for this "survey" is close to 100 percent of the population. Virtually all employers in the state are required to submit quarterly with their UI tax payments a form identifying all persons on the payroll during a given pay period each month, and the earnings of each during the quarter. From this input EDD creates both employer and employee data files. Every employer is assigned a single 4-digit standard industrial classification (SIC) code corresponding to its main line of business (e.g., 0131 for cotton, 0241 for dairy farms). Information in the UI employer file can be sorted and aggregated by SIC code, location, number of employees, and payroll size, to support a variety of analyses.

On pages 10 – 11 is a table presenting one simple yet informative arrangement of selected data from the 1995 UI employer file, supplemented by production data from Agricultural Commissioner reports. It describes the distribution of agricultural jobs, payroll, and production value in California, county by county. The statewide average agricultural employment shown here is very close to that reported in the *California Agricultural Bulletin*, though the two estimates are made through different methods.

Counties are listed in descending (rank) order with respect to the average number of farm jobs they contain. This average is based on the twelve monthly sums of jobs indicated in the filings by all employers from each respective county. Job totals for the months with highest and lowest employment in each county are also shown, and they provide an indication of how much agricultural activity varies by season in each county. While Fresno County tops the list in terms of jobs, payroll, and production, most counties do not rank the same along all these three size dimensions, in large part because of differences in the labor intensiveness of crop production technologies, types of jobs associated with them, and local economic conditions.

Some geographic misclassification of employment activity is inherent in the UI data collection methodology, which assigns jobs and payroll reported by an employer to the county in which the employer is located.

If administrative offices and record keeping for a large Kern County operation are in Los Angeles, for example, the UI data base (and our table here) would understate the actual jobs and payroll in Kern and overstate them in Los Angeles.

Considerably more serious problems attend the use of UI data to estimate agricultural employment in various commodity sectors. A presentation and discussion of job and payroll data sorted by SIC code will be in a future issue of *LMD*.

Both the USDA's *Farm Labor* and the EDD's *California Agricultural Bulletin* are now available on the World Wide Web. Readers who promise to cautiously interpret and responsibly use the data in these publications are encouraged to access them through links on the Public Data page in the APMP website, at <http://are.berkeley.edu/APMP/data.html>. □

New Chapter in Agricultural Labor Relations about to Be Written

Paul Richardson

Mr. Richardson is General Counsel of the Agricultural Labor Relations Board and has served as the elected District Attorney of Placer County. He will be a featured speaker at the seminar, "Observing the ALRA in 1997," in Salinas on June 9, 1997. An earlier version of this article appeared in the Los Angeles Times on April 7, 1997.

A new chapter in agricultural labor relations history is being played out in the strawberry fields along California's Central Coast.

Under new leadership, the United Farm Workers of the late Caesar Chavez has joined forces with a reinvigorated AFL-CIO in the second year of a campaign to unionize California's strawberry workers. Strawberry farmers have mobilized to respond with a large and vocal number of strawberry workers who are decidedly anti-union.

These developments seem more typical of a bygone era, yet it's very different this time around. Labor unions in this fight are acting more in concert. Twenty years go Chavez could not always count on the active support of the AFL-CIO, and he was often at war with the Teamsters' Union.

Today, the AFL-CIO has signaled a return to its organizing roots with the UFW at the center of its plans.

President John Sweeney granted the UFW a seat on his Executive Council and pledged the union's prestige and resources behind the UFW's organizing drive. Rallies, demonstrations, and picketing are planned jointly by the AFL-CIO and the UFW to educate consumers, pressure growers, and increase union membership.

For its part, the UFW has also shown signs of change. Though its mission remains constant since Chavez's death in 1993, the UFW is using a more pragmatic approach in its dealings.

Before, the UFW showed greater success in winning elections than in achieving collective bargaining agreements for its workers. Of late, it has demonstrated increasing flexibility in its negotiations, allowing it to secure contracts with, among others, Myers Tomatoes, St. Supery Vineyards, and even its historic antagonist, Bruce Church, Inc.

For the grower community, these tactical adjustments by the UFW are small consolation. Farmers feel badly burned by the UFW, and their distrust is bone-deep. It is a distrust rooted deeply in events surrounding then Governor Jerry Brown's formation of the Agricultural Labor Relations Board (ALRB) in 1975. The farming community grudgingly accepted the Board's creation and maintained a guarded hope that this "experiment" in farm labor relations would provide a fair and even-handed forum for the resolution of farm labor disputes. The ALRB was viewed as a hopeful alternative to the work stoppages, boycotts, and labor strikes common then to California agriculture.

Within a few months of the ALRB's formation, however, the farming community quickly sensed it was sadly mistaken. Almost immediately, the new ALRB put farmers on the defensive. Far from providing a balanced representation of the agricultural community, a necessity if the new Board was to gain acceptance from the parties in conflict, Board appointees reflected an overwhelmingly pro-union slant.

In quick order, the Board on its own, without guidance or direction from the legislature, approved an "access rule," which for the first time allowed organizers to trespass on private property to recruit union workers. Though unions in other industrial sectors have long lobbied for such entree, to this day only farm labor organizers in California enjoy such access. For those who place a premium on private property rights, an uncompromising principle among farmers, the "access rule" went down hard. It is still a bitter pill for them today.

The Board also began to flesh out a little-understood feature of the new law, the "make-whole remedy," which assessed farmers heavy financial penalties if found to have bargained in bad faith with labor unions.

As the Board, General Counsel, and ALRB staff set about their work in those early days, the state's farming community felt besieged. The ALRB was labeled

unapologetically pro-union. To say that farmers in California were disappointed with these developments is a severe understatement. Their profound sense of betrayal has colored their view of cooperation and accommodation with labor and the ALRB ever since.

The UFW sees the ALRB and its 21-year history quite differently, particularly since 1983 as Republicans have controlled the appointment process. It believes that the balance of economic and political power favors the grower community, whose viewpoint, it contends, dominates ultimate ALRB decision-making.

These perceptions and this history are important for us to understand, particularly as events play out along the Central Coast this year. The lives of farmers and farm workers alike are important. One cannot exist or function without the other. Also important to the state's economy is the health of agriculture, California's number one industry.

In the tumult of debate on farm labor issues, we often fail to recognize that farmers and farm workers share certain common fundamentals. Both appreciate the land and what it provides. Both know what it is like to work hard. Both desire a fair shake for themselves and their families.

As events unfold in the coming weeks, the ALRB will be asked once again to respond. How we do will say much about what we have learned in 20 years. If the promise of the ALRB is to be realized, we must provide all parties a forum and a process consistently balanced, even-handed, and fair.

For our part, the ALRB will be judged one case and one event at a time. The manner of our response will determine the legacy we leave behind. □

Events

Observing the ALRA in 1997. *Monday, June 9, 1997, 9:30 a.m. – 4:00 p.m.* Salinas, California: Monterey County Agricultural Center Conference Room, 1432 Abbott Street. This all-day seminar, co-sponsored by Monterey County Cooperative Extension and the Agricultural Personnel Management Program, will examine basic provisions and current issues in interpretation of the California Agricultural Labor Relations Act. The meeting is designed to broaden and enhance understanding of the ALRA among all those to whom it pertains — growers, farm labor contractors, field supervisors, human resource managers, workers, employee representatives, and professional service providers. Speakers will include ALRB officials, the local Labor Commissioner, attorneys who have practiced under the Act, and UCCE staff. A \$10 registration

charge covers all sessions, handouts and resource materials, a hot lunch, and refreshments. For more information, phone 408/759-7350.

The National Institute for Farm Safety 1997 Summer Meeting. "Teaming Up for Safety at Indy." *Sunday–Thursday, June 21–26, 1997.* Indianapolis, Indiana. The conference will feature displays, technical sessions, and educational programs addressing injury and illness prevention, emergency response, and accommodating disability in the agricultural workplace. For more information, visit the conference website (<http://pasture.ecn.purdue.edu/~agsafety/NIFS97.html>) or contact Bill Field, Planning Committee Chair (phone: 317/494-1191; e-mail: field@ecn.purdue.edu).

WPS Fieldworker Train-the-Trainer workshop (in English). *Saturday, June 28, 1997, 8:00 a.m.–noon.* Oxnard Pest Control Association Office in Oxnard, California. For more information or to preregister for this free workshop, contact Steve Sutter by phone (209/456-7560), fax (209/456-7575), or email (srsutter@ucdavis.edu). □

Resources

California pesticide safety regulations, as revised in accord with federal Worker Protection Standard requirements and officially adopted early this year, are part of a 29-page booklet, *California Pesticide Worker Safety Regulations — Revised 1997*, prepared by Steve Sutter. The booklet includes (1) these regulations ("Subchapter 3 - Pesticide Worker Safety," California Code of Regulations), (2) definitions of selected terms in the regulations, and (3) a directory of County Ag Commissioners. The regulations are now on-line, as well, in the website of UC Ag Personnel Management Program at <http://are.Berkeley.EDU/APMP/choice.html>, the "News and Current Site Selections" page. The printed version is available for \$4 (payable to *County of Fresno*) from Steve Sutter, UC Area Farm Advisor, 1720 S. Maple Ave., Fresno, CA 93702.

ALRA information packet. The Agricultural Labor Relations Board has published brochures and a handbook on the California Agricultural Labor Relations Act in clear, reader-friendly format for employers and employees. Contained in a colorful folder, the brochures cover farm workers' rights, as well as employer questions and answers on compliance, access, remedies/settlements, elections, and unfair labor practices. The 34-page handbook on the ALRA gives more detailed information on the Act, whom it applies to, definitions of terms, and the functions and procedures of the Board. The information packet can be obtained by phoning the ALRB at 800/449-3699.

California Department of Industrial Relations 1994-95 Biennial Report. *A Tradition of Innovation*, now available on DIR's home page (<http://www.dir.ca.gov>) as well as in printed form, describes the activities, accomplishments, and services of each area of the department, as well as information on specific DIR initiatives. Printed copies may be requested from: Department of Industrial Relations, Office of the Director, P.O. Box 420603, San Francisco, CA 94142, Attention: Biennial Report. Or phone 415/972-8844.

Use of Public Assistance and Private Aid by Legal and Unauthorized Immigrants Who Work in Agriculture. Working Paper 806, October 1996, by Enrico Moretti, Graduate Student, Department of Economics, and Jeffrey M. Perloff, Professor, Department of Agricultural and Resource Economics, University of California, Berkeley. The 34-page report is based on data from the U.S. Department of Labor National Agricultural Workers Survey (NAWS). The paper can be read and printed out as a PDF file on the World-Wide Web through the University of Minnesota AgEcon Search database at: <http://agecon.lib.umn.edu/ucb/wp806.pdf>.

Human Resource Management for Golf Course Superintendents, by Robert A. Milligan and Thomas R. Maloney, Department of Agricultural, Resource, and Managerial Economics, Cornell University, discusses management style, planning and goal setting, organizational structures, control standards, recruiting, employee selection, training, performance management, and leadership. It serves as the reference for the organizational management section of the Golf Course Superintendents Association of America (GCSAA) Certification exam. The book, Ref. No. 50705, is available for \$35 (\$20 to GCSAA members) from GCSAA Distribution Center, 1650 Bluegrass Lakes Pkwy., Alpharetta, GA 30201-7714; fax, 770/442-9742; phone, 800/974-2722.

Voices of California Farmers: Effects of Regulations is a 150-page report of a 1995 telephone survey in which 263 growers were asked 83 questions about government regulations and regulatory enforcement. The report concentrates on farmers' perceptions of and attitudes about (1) attributes and impacts of the regulatory system and (2) possibilities for improvement. The report (VOI-1) can be obtained from Agricultural Issues Center, University of California, Davis, CA 95616; fax, 916/752-5451; phone, 916/752-2320. Price: \$15 by check (payable to *UC Regents*) or credit card.

National Pesticide Telecommunications Network. NPTN is a pesticide information service available toll-free to callers in the United States, Puerto Rico, and the Virgin Islands. It is co-sponsored by Oregon State University and the U.S. Environmental Protection Agency to provide objective, science-based information about pesticide-related subjects including pesticide products, pesticide poisonings, toxicology, and environmental chemistry to the general public, as well as to profes-

sionals. NPTN pesticide specialists, who have toxicology and environmental chemistry training, receive more than 2,000 calls per month, primarily from homeowners requesting information about pesticides for home use. In pesticide emergencies, NPTN connects callers directly to the Oregon Poison Control Center or the National Animal Poison Control Center. NPTN also directs callers to information for pesticide incident investigations, safety practices, cleanup and disposal, and laboratory analyses. Sources include EPA documents, USDA Cooperative Extension publications, the scientific literature, and a pesticide product database. Non-copyrighted materials are mailed or faxed for a nominal fee. Information is also available through the NPTN Internet site at: <http://ace.orst.edu/info/nptn/>. NPTN can be reached from 6:30 a.m. to 4:30 p.m. Pacific Time, Monday through Friday, excluding holidays. Telephone: 800/858-7378. Fax: 541/737-0761. Email: nptn@ace.orst.edu.

Pesticide Safety Information Series (PSIS) leaflets now on-line. All 11 agricultural PSIS leaflets are now available, in English and Spanish, through the website of the Department of Pesticide Regulation. Recently revised to meet state and federal regulatory changes, these references are used in the pesticide handler and field worker training required by California. The downloadable files are in Adobe Acrobat PDF format, so screen displays and printouts have the same look as hard copies available from DPR and county agricultural commissioners. The on-line versions are in the "Current DPR Publications" section of the website (<http://www.cdpr.ca.gov>). □

Profile of Hired Farmworkers

An average of 779,000 persons 15 years of age and older in the United States performed hired farm work each week as their primary job in 1994, according to *A Profile of Hired Farmworkers, 1994 Annual Averages*, Agricultural Economic Report No. 748, by Jack L. Runyan, U.S. Department of Agriculture, Economic Research Service, Rural Economy Division. An additional 66,000 persons did hired farm work each week as their secondary job (a new classification for hired farm workers in 1994).

Hired farm workers were more likely than all U.S. wage and salary workers to be male, Hispanic, younger, less educated, never married, and non-U.S. citizens. They continued to have earnings well below those of all wage and salary workers, although the wage gap has narrowed since 1990. After controlling for the effects of inflation, the analysis showed that hired farm workers' median earnings increased 5 percent between 1990 and 1994, but median weekly earn-

ings for all wage and salary workers decreased about 2 percent. Almost 40 percent were employed in the South census region, and 36 percent in the West census regions.

The 18-page report (February 1997, \$9.00) examines regional and structural patterns of farm labor use, and demographic and employment characteristics of hired farmworkers, using data from the 1992 Census of Agriculture and the 1994 Current Population Survey (CPS) earnings microdata file. It may be ordered from ERS-NASS, 341 Victory Drive, Herndon VA 20170. Phone: 800/999-6779, toll-free, 8:30 a.m.-5 p.m. eastern time. Fax: 703/834-0110. Information on this and other ERS publications on farm workers and employment is also available on the Internet at: <http://www.econ.ag.gov/Prodsrvs/rept-ffe.htm>. □

TIPP Fourth Annual Report

In 1996, the Targeted Industries Partnership Program (TIPP) increased its efforts in California's garment and agriculture industries with 1,197 inspections, a 12 percent increase over the previous year. Total citations issued in both industries rose to 1,036, a jump of 28 percent over 1995. According to the *TIPP Fourth Annual Report, 1996*, just released by the California Department of Industrial Relations (DIR), these activities resulted in recovery of more than \$4.6 million in back wages for garment and agricultural workers, along with notable labor law compliance improvement in some areas in 1996.

The TIPP combines and coordinates resources from state, federal and local agencies to enforce labor laws and educate employers and employees about those laws. The California Employment Development Department joined the program as a lead agency in 1996.

According to the DIR, the program targeted employers who had violated minimum wage laws, ignored registration and permit requirements, and failed to pay overtime wages. Child labor violations dropped significantly in the garment industry during 1996 to 24, down from 41 in 1995, but remained relatively level in the agricultural industry at 65, compared with 64 in 1995. Workers' compensation violations decreased from 99 to 94 in the garment industry but increased from 23 to 59 violations in agriculture. "Cash pay" violations saw a marked increase in both industries, from 74 in 1995 to 172 in 1996 in the garment sector, and from 9 to 25 in agriculture. Minimum wage violations increased in 1996, from 25 to 54 violations in the garment industry, and from 15 to 19 in agriculture.

A copy of the Fourth Annual Report can be obtained by phoning the Department of Industrial Relations at 415/972-8835. □



Agricultural Personnel Management Program
 University of California
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Contributors

Special Contributors to This Issue:

Patricia Harrison, Associate Professor, Department of Environmental Design, University of California, Davis, CA 95616 (916/752-6411) (page 1).

Gary Johnston, County Director, UC Cooperative Extension, San Joaquin County, 420 S. Wilson Way, Stockton, CA 95205 (209/468-2085) (page 1).

Paul Richardson, General Counsel, Agricultural Labor Relations Board, 915 Capitol Mall, 3rd Floor, Sacramento, CA 95814 (916/653-3699) (page 9).

Agricultural Personnel Management Program Staff

Gregory Encina Billikopf, Area Agricultural Personnel Management Farm Advisor (Stanislaus, Merced, and San Joaquin counties), UC Cooperative Extension, 733 County Center III Court, Modesto, CA 95355. Phone 209/525-6654. Fax: 209/525-4969. E-mail: gebillikopf@ucdavis.edu.

Brian K. Linhardt, Area Agricultural Personnel Management Farm Advisor (Butte, Colusa, Glenn, Sutter, Yuba, and Tehama counties), UC Cooperative Extension, 2279-B Del Oro Ave., Oroville, CA 95965. Phone: 916/538-7201. Fax: 916/538-7140. E-mail: bklinhardt@ucdavis.edu.

Howard R. Rosenberg, Director, APMP, and Cooperative Extension Specialist, Department of Agricultural and Resource Economics, 320 Giannini Hall, University of California, Berkeley, CA 94720-3310. Phone: 510/642-7103. Fax: 510/642-6108. E-mail: howardr@are.berkeley.edu).

Stephen R. Sutter, Area Agricultural Personnel Management Farm Advisor (Fresno, Kings, Madera, and Tulare counties), UC Cooperative Extension, 1720 S. Maple Ave., Fresno, CA 93702. Phone: 209/456-7560. Fax: 209/456-7575. E-mail: srsutter@ucdavis.edu.

Betsey H. Tabraham, Coordinator, Agricultural Personnel Management Program, 319 Giannini Hall, University of California, Berkeley 94720-3310. Phone 510/642-2296. Fax: 510/642-6108. E-mail: tabraham@are.berkeley.edu.

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