

Prevailing And Common Practices Survey For Agricultural Employment



In accepting agricultural job orders for seasonal farm workers, the Virginia Employment Commission (VEC) must make determinations about prevailing and common practices in order to know when a job order and its requirements are acceptable, as outlined in 20 CFR 653.501 and 20 CFR 655.122. This survey is meant to collect those practices. Your participation in this survey is voluntary and your name will not be released by the VEC.

Date: _____

1. Employer's name and location (County or City):

2. Crops Grown: Tobacco Apples Peaches Vegetables Nursery Stock Sod/Turf Grapes
 Hay/Grain Other _____

3. Do you hire temporary seasonal labor? If yes, how many? _____

When is your peak season? _____ to _____

4. What is the job title given to temporary seasonal workers? (If employer hires more than one job classification, for example, farmworkers and agricultural operators, a separate survey must be completed for each job classification.)

What are the duties and job description for the workers hired in the above mentioned job title?

5. If you provide housing, is it for:

- Single workers only
- Families
- Both families and single workers
- Do not provide housing

6. Do you provide transportation advances to workers who cannot reasonably commute from their residences? Yes No

7. How often do you pay?

- Weekly
- Semi-Monthly
- Monthly
- Other (please explain) _____

8. Do you participate in the H-2A Program? Yes No

If yes, please list the number of foreign H-2A workers and the number of U.S. workers you employ at peak need.

Number of H-2A workers _____

Number of U. S. workers _____

9. Do you use a farm labor contractor (crew leader)? Yes No

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10. If you use a crew leader, do you pay the crew leader an override? Yes No
If yes, please explain the payment and what services are rendered for the override:

11. Do you provide all necessary tools and equipment to perform the necessary work?
 Yes No

If no, please list any items you charge for:

12. Do you require workers to maintain productivity standards (so many bushels per hour, buckets, rows per hour, etc.)?
 Yes No If yes, please describe your standards:

13. Do you require workers to maintain a quality standard? (For example, no excessive bruising of fruit/vegetables, or damaging of plants when handling, harvesting or pruning.)

Yes No

If yes, please explain your quality standard(s):

14. How do you recruit for workers?

Place a job order with the VEC

Word of mouth

Place a help wanted ad in the newspaper

Hire returning workers

Use a farm labor contractor

Other (please explain) _____

15. What is the minimum amount of experience you require for workers?

None

1-3 weeks

1 month

2-3 months

6 months

1 year

More than 1 year

If the worker has not worked for you before, do you require a reference to verify experience? Yes No

16. Do you require workers to have specific skills, for example: ability to work on ladders, ability to use specific tools or equipment, etc.? Yes No

If yes, please briefly describe what skills you require:

17. Do you require criminal background checks or disclosure of convictions for workers you hire? Yes No

If yes, what convictions prohibit you from hiring a worker or would be cause for termination?

Driving under the influence (DUI) or driving while intoxicated (DWI)

Reckless driving

Drug-related convictions

Misdemeanor convictions

Felony convictions

Other (please explain) _____

18. Do you require workers as a condition of employment to agree to any grievance and/or arbitration agreements? Yes No