

NORTH CAROLINA LABOR SURVEY

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Please make corrections to name, address and ZIP Code, if necessary.

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1. In 2022 did you use any paid or unpaid workers on this operation to grow/produce/raise any CROPS on this operation?

- *INCLUDE workers that are directly hired by the operation.*
- *INCLUDE workers that are indirectly hired through a contractor.*
- *INCLUDE part-time workers, paid family members, hired managers, and workers on paid leave.*
- *INCLUDE workers regardless of method of pay (hourly, salaried, piece rate, etc.).*
- *DO NOT INCLUDE custom workers (workers hired to use their machines to perform a service on the farm e.g., combining, fertilizing), retail workers, or value-added workers (workers who materially alter the form of the product produced e.g., winery, dairy manufacturing plant workers).*

- ☐ Yes, Continue to Item 2.
- ☐ No, go to Conclusion page 9.
- ☐ Don't Know – Go to Item 9 - Trainings Provided.

2) In 2022, what was the total acreage on this operation (include owned and/or rented)?

- a. Of the total acres operated, how many acres did you grow/produce/raise crops?

- 3) In 2022, were any PAID directly hired or contract labor workers used on this operation to grow/produce/raise any CROPS on this operation?
- *Directly hired labor is labor hired and paid directly by the operator including year-round, seasonal, H2A, and/or family.*
 - *Contract labor is hired and paid indirectly using the services of a Farm Labor Contractor (FLC) including an H2A contractor or another source.*
- If yes, continue.
- If no paid directly hired or contract labor used, go to Item 8.

**Check all appropriate boxes corresponding to crops and labor types*

	Directly hired workers (workers paid directly by the operator)	Contract labor workers (workers paid indirectly, using Farm Labor Contractor or another source)
Berries	<input type="checkbox"/>	
Christmas trees		
Cotton		
Floriculture		
Fruits		
Hemp		
Peanuts		
Sweet potatoes		
Tobacco		
Vegetables & melons		
Other crops		
If box checked for “other crops”, specify crop(s).		

- 4) For each commodity listed below, enter the total acres which directly hired and/or contract labor was used to grow/produce/raise the commodity in 2022?
- *Exclude acres if only unpaid workers were used*

	acres
Berries	
Christmas trees	
Cotton	
Floriculture	
Fruits	
Hemp	
Peanuts	
Sweet Potatoes	

Tobacco	
Vegetables and melons	
Other -specify crop _____	
Other -specify crop _____	
Other -specify crop _____	

*Total acres should be equal to crops acres reported in Item 2a.

5) For each commodity listed below that used directly hired and/or contract labor what percentage did the crop’s labor cost contribute to this operation’s overall **TOTAL** labor cost in 2022?

- *Total labor cost would also include, but not limited to, any hired and/or contract labor used to raise livestock, aquaculture, bees, etc.*

	Percentage of total labor cost
Berries	
Christmas trees	
Cotton	
Floriculture	
Fruits	
Hemp	
Peanuts	
Sweet Potatoes	
Tobacco	
Vegetables and melons	
Other -specify crop _____	
Other -specify crop _____	
Other -specify crop _____	
	100%

6) In 2022, please indicate the number of directly hired and/or contract labor workers by type used to grow/produce/raise crops on this operation.

- Include paid family members
- Exclude unpaid workers
- If actual number of contract workers is not known, please enter your estimated number in column 2.
- If you can not estimate number of contract workers, then enter “DK” for don’t know in column 2.
- H-2A information can be found on the U.S. Department of Labor website by searching H-2A Temporary Agricultural Program.

	Directly hired workers	Number of Contract labor workers	Check this box if the number of contract workers is an estimate
	<i>See instructions above</i>		<input type="checkbox"/>
Year-round workers age 18 and over			<input type="checkbox"/>
Year-round workers under age 18			<input type="checkbox"/>
H-2A migrant age 18 and over			<input type="checkbox"/>
Non- H-2A seasonal migrant workers over 18			<input type="checkbox"/>
Non- H-2A seasonal non-migrant workers over 18			<input type="checkbox"/>

Non-family workers under age 18 (seasonal or migrant, but do not include year-round workers)			<input type="checkbox"/>
Other: specify			<input type="checkbox"/>
Prefer Not to Answer			

If contract workers were listed above in question 6, please list each contract including the amount of money paid for the contract and the types of activities the contract covered.

7) Which of the following practices do you use on your farm for contract labor workers (workers paid indirectly) in 2022?
(Check all that apply)

-
- ☐ Not applicable, there were no contract labor workers on my farm in 2022.
- ☐ Observe contract labor workers in the field to ensure that there are no underage workers present.
- ☐ Employ designated field supervisor to supervise and protect underage workers
- ☐ Employ designated staff person to manage human resources (HR) matters
- ☐ Conduct I-9 verification
- ☐ Check alternate identification documents for proof of age
- ☐ Provide mechanism for workers to report concerns/complaints
- ☐ These are the responsibility of the contractor
- ☐ Other (specify): _____
- ☐ Prefer not to answer

Unpaid Workers

8) For 2022, please indicate the number of unpaid workers used to grow/produce/raise crops on this operation.

	Number of unpaid workers age 18+	Number of unpaid workers under age 18
Family members		
Non-family members		

Paid and Unpaid Workers

9) Check the appropriate boxes to indicate the training programs that each type of worker (paid and unpaid) received in the past 24 months on your operation.

	Emergency notification & response	Green tobacco sickness	Heat stress	Machinery safety	Worker Protection Standard (WPS) (pesticide safety)	U.S. Wage & Hour	Other types of training – specify _____
Year-round workers age 18 and over	<input type="checkbox"/>						
Year-round workers under age 18							
H-2A migrant age 18 and over							
Non- H-2A seasonal migrant workers over 18							
Non- H-2A seasonal non-migrant workers over 18							
Non-family, youth under age 18 (migrant or seasonal) (not year-round worker) Other: <i>specify</i>							
Other							
Prefer Not to Answer							

10) Which of the following training programs were provided to supervisors, farm managers, farm labor contractors in the past 24 months?

- ☐ Not applicable, do not have supervisors, managers, or contractors, skip to Item 11.
- ☐ None, did not provide training to supervisors, managers, or contractors, skip to Item 11.

Check the appropriate boxes to indicate the training programs that each type of worker received in the past 24 months on your operation.

	AgSafety4U	National Safe	Safety Guidelines	U.S. Wage	GAP Connections	Other training,
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		Tractor and Machinery Operation Program (NSTMOP)	for Hired Adolescent Farm Workers	and Hour		please specify _____
Farm Supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Farm Manager						
Farm Labor Contractor						

11) Which of the following safeguards are in place to protect the safety of workers?
(check all that apply)

- ☐ Locked Pesticide storage
- ☐ Pesticide container disposal
- ☐ Pesticide label / Safety Data Sheet (SDS) available in central area
- ☐ Written health and safety policies including farm emergency plan
- ☐ Other safeguards, please specify _____
- ☐ None

12) Did you directly hire H2A workers?

- ☐ yes, continue
- ☐ no, skip to Item#

- a.) Do you make the H-2A workers aware that they may be eligible for health insurance through the Affordable Care Act (ACA)?
 - ☐ yes, how many hired H-2A workers enrolled?
 - ☐ # workers
 - ☐ none
 - ☐ don't know
 - ☐ no

- b.) Do you assist the H2A workers with obtaining a North Carolina driver's license?
 - ☐ yes, how many hired H-2A workers received a driver's license?
 - ☐ # workers
 - ☐ none
 - ☐ don't know
 - ☐ no

13) Were workers under age 18, paid or unpaid, reported in Item #6?

☐ Yes, continue ☐ No, skip to Conclusion, Item # X

a.) Which of the following training programs were provided to paid and unpaid workers under age 18 in the past 24 months? *(check all that apply)*

- ☐ AgSafety 4U Certificate Course
- ☐ CareerSafe OSHA 10-Hour General Industry Course
- ☐ National Safe Tractor and Machinery Operation Program (NSTMOP)
- ☐ Safety Guidelines for Hired Adolescent Farm Workers (under age 18)
- ☐ Other training for those under age 18– please specify _____
- ☐ No training provided

b.) Which of the following does your farm use to protect workers under age 18?
(Check all that apply)

- ☐ Adult supervision
- ☐ Delineation and assignment of age-appropriate work tasks
- ☐ I-9 verification of age (paid workers only)
- ☐ Youth assigned to work in groups of 2 or more
- ☐ Youth not permitted to engage in hazardous activities as defined by U.S. Department of Labor
- ☐ Youth not permitted to work in isolated areas
- ☐ Other protections for workers under age 18 – please specify _____
- ☐ None

14) Which of the following programs are available within your community and which ones are you or your farmworker families currently using?

	Is this program available to you and your farmworker families?	Is this program currently being used by you or your farmworker families?	Is the reason this program is being used by you or your farmworker families to keep workers under 18 from being in the field?	Would you like to have this program more readily available in your community for you or farmworker families to use as an alternative for keeping workers under age 18 out of the field?
Before and/or after school programs	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Don't know	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Don't know		
Licensed Daycare				

K-12 (public or private)				
Migrant Education (public school)				
Migrant Head Start				
Regular Head Start				
Summer Youth Programs (including camps, sports programs and YMCA)				
Workforce development and vocational training initiatives				
Specify other available programs:				

16) Which of the following programs do you currently use for agricultural skill development of your workers and which would you use if the programs were available? (Check all that apply)

- Include family and non-family

Check appropriate boxes corresponding type of skill development and program used or would use.

	Program Currently Used	Would Use if Available
4-H	<input type="checkbox"/>	<input type="checkbox"/>
FFA		
Supervised Agriculture experience (SAE); also known as Home Farm Project		
Classroom Instruction – Middle School Agriculture (ages 11-13)		
Classroom Instruction – High School Agriculture (ages 14-18)		
Advanced Classroom Instruction (dual enrollment, community college course, high school academy) (ages 16-18)		
Other specify:		
None		

This completes the survey. Thank you for your help!

Respondent Name: _____

9911	9910	MM	DD	YY
Phone: (_____) _____--_____	Date:	__	__	__

Response		Respondent		Mode		Enum.	Eval.	Change	Office Use for POID				
1-Comp 2-R 3-Inac 4-Office Hold 5-R – Est 6-Inac – Est 7-Off Hold – Est	9901	1-Op/Mgr 2-Sp 3-Acct/Bkpr 4-Partner 9-Oth	9902	1-Mail 2-Tel 3-Face-to-Face 4-CATI 5-Web 6-E-mail 7-Fax 8-CAPI 19-Other	9903	9998	9900	9985	9989				
							Optional Use						
							9921		9907	9908	9906	9916	
S/E Name													