



**WORKFORCE SYSTEMS LETTER NO.: 04-19**

**DATE:** June 18, 2004

<b>EFFECT:</b>	<b>ACTION</b> [X]	<b>INFO</b> [X] SWAs	<b><u>WITH ATTACHMENT</u></b> [X]
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**SUBJECT:** Prevailing Wage Determination for Agricultural Wage Surveys (ETA-232 Report) Conducted in 2003 in Connecticut

1. **Purpose.** To announce approved prevailing wage rates for agricultural job orders subject to the Agricultural Recruitment System (Clearance System) during calendar year 2004/5. These approved prevailing wage rates apply only to the State of CT.

2. **References.** ETA Handbook Numbers 385 and 398, and 20 CFR 653.500 - 503 Subpart F.

3. **Background.** The State Workforce Agency (SWA) submitted ETA-232 prevailing wage survey reports covering agricultural wages. These surveys are required in order to comply with the regulations governing agricultural clearance orders at 20 CFR 653, Subpart F.

4. **Action Required.** The state should distribute the attached wage rate findings, and related information, to staff involved in handling agricultural activities.

5. **Inquiries.** Please direct inquiries regarding this issuance to Mr. Shane Barbour at (617) 788-0126

Holly C. O'Brien  
 Director  
 Office of Discretionary Programs and Foreign Labor Certification

Attachment

## APPROVED PREVAILING WAGES

The following wages have been confirmed by the National Office of the United States Department of Labor and are in effect as of the date indicated on the cover page of this issuance. The State must compare these prevailing wages against the AEWB when reviewing H-2A applications.

### Connecticut

#### WAGE REPORTING AREA: 01-09-MS-00 Statewide:

Broadleaf Tobacco Worker	No Finding <a href="#">1/</a>	06/01/2004
Shade Tobacco, General Field Worker	No Finding <a href="#">1/</a>	06/01/2004
Shade Tobacco, Shed Hanger	No Finding <a href="#">1/</a>	06/01/2004
Shade Tobacco, Shed Sewer	No Finding <a href="#">1/</a>	06/01/2004
Vegetable, Farm Machine Operator	\$8.00 Per Hour	06/03/2003
Vegetable, General Labor	\$8.00 Per Hour	06/01/2004
Vegetable, Tractor Driver	No Finding <a href="#">1/</a>	06/03/2003
Christmas Tree, Farm Machine Operator	No Finding <a href="#">1/</a>	06/01/2004
Christmas Tree, General Labor	\$10.00 Per Hour	06/01/2004
Dairy Farm Worker	\$10.00 Per Hour	06/01/2004
Diversified Crop Worker	\$7.50 Per Hour	06/01/2004
Diversified Crop, Tractor Driver	\$15.00 Per Hour	06/03/2003
Egg and Poultry General Worker	No Finding <a href="#">1/</a>	06/03/2003
Fruit, Farm Machine Operator	\$8.00 Per Hour	06/03/2003
Fruit, General Worker	\$7.25 Per Hour	06/03/2003
Fruit, Blueberry Harvester	\$0.80 Per Pound	06/03/2003
Fruit, Harvester	\$7.25 Per Hour	06/03/2003
Fruit, Tractor Driver	No Finding <a href="#">1/</a>	06/03/2003
Greenhouse General Labor	\$8.50 Per Hour	06/01/2004
Nursery General Worker	\$8.00 Per Hour	06/01/2004
Nursery, Machine Digger	\$15.00 Per Hour	06/01/2004
Nursery, Field Supervisor	\$13.00 Per Hour	06/03/2003
Sod, Farm Machine Operator	No Finding <a href="#">1/</a>	06/01/2004

## WAGES

These wages are in effect until other prevailing wage surveys are confirmed or, as applicable, superseded by the last publication of an Adverse Effect Wage Rate (AEWR).

The above rates or the appropriate AEWR should be applied when evaluating all agricultural job orders scheduled for 2003. Any clearance orders already accepted at a lower wage must be modified to reflect these wages or the appropriate AEWR.

***H-2A job order:*** Employers will pay the State or Federal minimum wage, prevailing wage or the AEWR, whichever is highest.

***Non H-2A (only) job orders:*** Employers will pay the State or Federal minimum or the prevailing wage, whichever is highest.

### **(PIECE RATE)**

***H-2A job orders:*** If the piece rate basis (at the end of the each pay period) does not result in average hourly rate earnings, at least equal to the amount the worker would have earned with the highest hourly rate, the worker's pay should be supplemented, so that the earnings are as much as the worker would have earned with the highest hourly wage.

***Non H-2A (only) job orders:*** If the employer pays on a piece rate basis, the piece rate will be at least the prevailing rate for such activity in the area of intended employment.

(No Finding Determination)

***H-2A job orders with a "NO FINDING" determination:*** If the employer pays a piece rate for the activity or per hour, earnings must not be less than the hourly AEWR rate of pay.

***Non H-2A (only) job orders with a "NO FINDING" determination:*** If the employer pays a piece rate for the activity, or per hour, the Fair Labor Standard Act (FLSA) minimum wage is the guaranteed minimum rate of pay.

## HOUSING

Additionally, employers with H-2A job orders must also offer housing and board at no cost to the worker in accordance with "ETA Handbook 398" and 20 CFR 655 (H-2A Regulations).

Regarding non H-2A (only ) job orders, employers should offer free housing and or board if they are a prevailing working condition, in accordance with 20 CFR 653 MSFW (Migrant and Seasonal Farmworker) regulations.