Appendix B: Contacting and Selecting Farm Workers

A. A FARM WORKER QUALIFIES TO PARTICIPATE IN THE NAWS (ELIGIBLE), IF HE/SHE …

1. **WORKS IN** any type of crop agriculture in the United States. This includes "crops" produced in nurseries.
2. **WORKS IN** the production of plants or flowers (including work done in nurseries like planting, cultivating, fertilizing, grafting and seeding).
3. has worked in the last 15 days, at least 4 hours per day, for the contacted employer, and meets any of the criteria mentioned above.

B. A WORKER <u>CANNOT</u> PARTICIPATE IN THE NAWS (INELIGIBLE) IF HE or SHE:

1. Was interviewed by NAWS within the last 12 months in the same location.
2. Is an "H-2A worker." H-2A is a program similar to the "braceros". An H-2A worker is a foreigner who is in the United States on a temporary work visa to work for a specific agricultural employer or association of agricultural employers for a specific period of time (less than a year). At the end of the period, the worker returns to his/her respective country.
3. Works exclusively with livestock (animals: such as bees, horses, fishes, pigs, cows, etc).
4. Hasn't worked for the contacted grower at least one day for 4 hours or more in the last 15 days.
5. Does "non-farm work" for the employer (mechanic, sales, office, etc).
6. Is a family member of the grower or employer and doesn't draw a salary like other farm workers.
7. Is the grower or employer or contractor.
8. Is a sharecropper that makes all operational decisions such as when, where and how to plant, harvest, etc.
9. Works for a packing house or cannery (packing or canning agricultural products) outside of the ranch. **Note:** Workers who are packers or caners <u>can be eligible</u> for the NAWS study <u>if they satisfy the following two requisites</u>:
    - **a)** the canning or packing plant is adjacent or located on the farm, **AND**
    - **b)** at least 50 percent of the produce being packed or canned originated from the ranch of the contacted grower.
10. Works for a landscaping company that just sells, installs, maintains or preserve trees or plants; this includes the planting of ornamental plants and placement of sod.

Whenever a worker doesn't qualify to participate, be gracious and thank him/her for their time and proceed to the next worker.

C. NUMBER OF INTERVIEWS PER GROWER

The Grower Lists indicates the total number of interviews allocated for your assigned county. **NEVER** can the ***total county*** allocation be completed by interviewing workers from ***one single employer***. If this appears likely to happen, call the office for instructions.

Refer to the table below, and find the number of interviews per employer based on the number of workers at the employer on the day visited

Number of workers	Number of Interviews
1 - 2	1
3 - 6	2
7 to 12	3
13-20	4
21-30	5
31-42	6
43-56	7
57-72	8
73-90	9
91-110	10
111-132	11
133 or more	12

Note: Sample the allocated number of workers at the grower (interviewing those that agree to participate) and if the county allocation is not complete, continue onto the next grower. At the last employer complete the number of interviews allocated to that grower on the chart – EVEN IF YOU EXCEED THE COUNTY ALLOCATION.

D. LOCATING THE WORKERS

Once you get permission from the Grower/Employer (and you have documented the number of employed workers) ask the Grower/Employer where you can find the workers. If they are in different locations ask the Grower/Employer: “how many workers are in each location?” Also ask the Grower/Employer (or supervisor assigned by employer) for the best time and location to meet with them.

WORKERS' LOCATIONS

The best time to contact workers
Unless the Grower/Employer gives you permission to speak with his/her employees during working hours, do not make any contacts or appointments or try to interview the workers during their work hours.

Changing work locations
Once the Grower/Employer gives you permission to contact the workers, try to complete your contacts and interviews on the same day the grower gave you permission. You should be aware that from day to day it is common to find that workers in the field change location; and new workers can be in the same field on a different day.

The location of the field is not in the assigned county
If the location of the field or operation of the farm is located outside of the designated county, you **cannot interview** those workers. The farm workers must be physically working in the NAWS assigned county for the particular cycle. That is, it is not unusual that the same Grower/Employer may have farm land and workers in two different counties.

E. HOW TO CHOSE ELIGIBLE WORKERS FOR THE STUDY

Selecting workers located in different areas
If the Grower/Employer informs you that his employees are distributed over more than one fields/crew (in the same county), do the following. Use the table below to identify the number of crews and then randomly select the crews.

Number of crews	Number to select randomly
1 to 2	1
3 to 6	2
7 or more	3

Once you have selected the crews, use the proportional formula, below, to calculate how many from each field/crew you need to interview. The same proportional formula should be used if you locate workers in different residencies. **For example**, if the workers live in two different labor camps or housing then find out how many live in each dwelling and calculate proportionately how many you should interview from each dwelling.

Proportional selection of workers
When you find that workers are divided into different areas, randomly sampling from each group will be necessary to maintain equal likelihood of selection for

everyone. The following formula serves as a guide to calculate the number of workers that should be selected when you find that workers are divided into different areas. In this example, there are 3 sampled fields and you are allowed to conduct 12 interviews for this grower.

a	b	c
Number of workers per location	**Number of workers per location ÷ Total of workers**	**%X# total of interviews = 12**
Field A = 20	20 ÷ 30 = 66.6%	.666 **x** 12 = 08 interviews
Field B = 05	05 ÷ 30 = 16.6%	.166 **x** 12 = 02 interviews
Field C = 05	05 ÷ 30 = 16.6%	.166 **x** 12 = 02 interviews
Workers total = 30		**Total = 12 interviews**

Random Selection

As a sample of workers from a grower/employer is needed, the workers are to be chosen at random. All eligible workers of the grower/employer must have an equal chance of being chosen. Everyone has a chance when selecting crews. Then everyone in the selected crews must have an equal chance of selection. The following are the instructions provided to interviewers:

Random Sampling Instructions for NAWS sampled worksites

Before you go to the site, make sure you have:

- A set of tags with colored stickers on them (at least 12 for each site you expect to visit)
- A set of tags with no stickers (at least 50 for each site you expect to visit)
- A bag (or some other dark container to use to hand out the tags, so that workers can pull the tags without seeing what they're getting)
- Sufficient supplies to carry out surveys with the workers that are selected
- A Sampling Tracking Sheet for each site you expect to visit

Once you have gotten permission from the grower to interview, identify the number of workers on site for that day. Record that number in **Line 1** on the Sampling Tracking Sheet.

NOTE-If the number of workers on the site is less than or equal to the cluster, skip the sampling process and ask all workers to complete the interview. Record the number of workers asked to interview on Line 6 of the Sampling Tracking Sheet and the number completing interviews on Line 7. Leave lines 2-5 blank.

NOTE-for any of these approaches, if any sampled workers refuse the interview-DO NOT REPLACE THEM- move on to the next grower if additional interviews are needed to complete the cluster allocation.

Use the chart above to determine the correct number of interviews to be done; this will be the same number of stickered tags to put into the bag: Record the number of stickered tags you put in the bag on **Line 2** on the Sampling Tracking Sheet.

Next, put enough tags without stickers into the bag so that the total number of tags in the bag equals the number of workers at the site. (For example, if there are 20 workers at the site, and you put 5 stickered tags in the bag, then add another 15 tags.) Record the number of unstickered tags you put in the bag on **Line 3** on the Sampling Tracking Sheet.

One interviewer will go around to each worker and have them pull a tag from the bag, while the other speaks to the group.

At the end of the introduction, the speaker will ask everyone to look at their tags, and ask those who have stickers to come up. Record the number of workers who come up to you with stickered tags, who you ask for an interview on **Line 6** on the Sampling Tracking Sheet.

Carry out the interviews and record the completed number of interviews on **Line 7** of the Sampling Tracking Sheet.

Continue, using the same bag, until you've talked to all workers in the group.

When you have time, count the number of tags left in the bag (if any) and record this number on **Line 4** in the Sampling Tracking Sheet. Count the number of stickered tags left in the bag (if any) and record this number in **Line 5** in the Sampling Tracking Sheet.

Sample Tracking Sheet

County Name_____ Date Visited_____
Grower/Farm name_____ Grower ID_____
Allocation (circle 1) 5 8 10 12

Line	Number of:	
1)	Workers (from employer)	
2)	Stickered tags put in bag(s)	
3)	Unstickered tags put in bag(s) (lines 2+3 should equal line 1)	
4)	Tags left in bag(s) at end (after all groups/after all workers have been offered a tag)	
5)	Stickered tags left	
6)	Workers asked for interview ("contacted" in current system)	
7)	Workers completing interview	

Were there more than one crew: ___ YES ___NO
If yes:
How many crews: _____ How many in each crew (list):
_____
From how many crews did you "randomly" select workers (list):
____