

WAGE FINDING PROCESS

Domestic Agricultural In-season Wage Finding Process. Accurate farm wage data are essential to the effective operation of the Public Employment Service in serving farm employers and farm workers and in implementing the Secretary's regulations on the intra/interstate recruitment of farm workers. (20 CFR 653.501)

Included in this process is the planning of surveys, the actual surveys, the compilation of data gathered and the prevailing wage findings.

This Section includes:

- . Special definitions relating to the wage finding process.
- . Standards for preparation of agricultural wage surveys.
- . Information on the collection of wage information.
- . Standards for making the prevailing wage rate findings.
- . Applicability of prevailing wage rates to employer orders.
- . Information on the plan for agricultural wage surveys.
- . Instructions for the completion of the Wage Survey Interview Record. (ETA 232A)
- . Instructions for the completion of the Domestic Agricultural In-season Wage Report. (ETA 232)

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I. SPECIAL INSTRUCTIONSA. Definitions

1. Crop Activity. This refers to the job actually being performed in a specific crop at time of survey. A single job title, such as "harvest", may apply to the entire crop activity. On the other hand, different stages of the harvest, such as "cotton, 1st pick, 2nd pick, and strip", may be involved; or, a different use of the commodity such as "tomatoes, fresh" or "tomatoes, canning." In such cases, the important consideration is whether the work is different enough to cause the wage structure to be different.

Some crop activities involve a number of separate and distinct operations. Thus, in harvesting tomatoes, some workers pick the tomatoes and place them in containers while others load the containers into trucks or other conveyances. Separate wage rates are usually paid for individual operations or combinations of operations. For the purposes of this report, each operation or job related to a specific crop activity for which a separate wage rate is paid should be identified and listed separately.

2. Wage Reporting Area. The agricultural reporting area as defined for the purpose of ETA-223 reports will be used as the basic unit in making wage surveys. In some instances, it may be found that subareas are justifiable because of substantial dissimilarities in crop or related conditions within the agricultural reporting area. Upon approval by the regional office, an area which is not congruent with a standard agricultural reporting area may be designated as a wage reporting area.
3. Prevailing Wage Rate Finding. The finding is the formal announcement of the prevailing wage rate made after adequate wage data have been collected and the prevailing rate has been determined.

B. Standards for Preparation of Agricultural Wage Surveys

1. Area of coverage. The agricultural reporting area is the basic geographic area in which wage information is collected.

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2. Planning surveys. A review of seasonal crops should be made by each State agency well in advance of anticipated farm labor needs. In those crops and activities which meet, or are expected to meet, the conditions specified below, plans should be made for scheduled field surveys to determine the prevailing wages. State agency plans need not be forwarded to the national office, but one copy should be sent to the appropriate regional office.
3. Representativeness of wage rates. Before conducting a survey, the State agency should assure itself that the planned sample will yield data which will be representative of the wage rates paid in the crop activity.

Without regard to whether employers do or do not utilize the facilities of the Job Service, the wage survey sample should include workers of small, medium and large employers of domestic workers from all sectors of the area being surveyed, and should be selected by probability sampling methods. In constructing a sample, the following general guide should be observed:

<u>Number of workers in crop activity in area</u>	<u>Sample size (percent of workers)</u>
100 - 349	100
350 - 499	60
500 - 799	50
800 - 999	40
1000 - 1249	35
1250 - 1599	30
1600 - 2099	25
2100 - 2999	20
3000 or more	15

C. Collection of Wage Information

1. Frequency and duration of wage surveys. State agencies should:
 - a. Make surveys at least once per season in any crop activity in a wage reporting area in which:
 - (1) One hundred (100) or more workers were employed in the previous season, or are expected to be employed in the current season;
 - (2) Foreign workers were employed in the previous season, or employers have requested or may be expected to request foreign workers in the current season, regardless of the number of workers involved;
 - (3) The crop activity has an unusually complex wage structure, or there are other factors affecting the prevailing wage which can best be determined by a wage survey; or
 - (4) The crop or crop activity has been designated by the national office as a major crop or crop activity, either because of the importance of the production of this crop to the national economy or because large numbers of workers are employed in the crop activity in a number of different areas in the country.
 - b. Wage data should be collected often enough to promptly reflect changes in wage rates and to permit current prevailing wage rate findings to be made applicable to the employment of the agricultural workers.
 - c. Surveys should be made in accordance with the preseason survey schedule set up by each State agency. Should a survey not result in a prevailing wage rate finding, another survey should be made at the earliest appropriate time. A report must be submitted for each survey, whether or not it results in a finding. The reason for not making a finding should be explained.
 - d. Surveys should normally be completed within 3 days unless there is prior regional office approval, the survey period should not exceed 1 week.

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2. Method of Collection and Sources of Wage Survey Information.

All wage surveys must include a substantial number of personal employer interviews. Survey information obtained from employers may be supplemented to a limited extent by telephone or mail contacts. Under certain conditions, employer contacts by mail or by telephone may be made, in lieu of personal field contacts, but the State agency must assure itself that information gathered in this manner is representative of the rates being paid in the crop activity. Data supplied by employers must be verified through worker interviews. An average of 10 percent of the workers included in the sample for each wage survey must be interviewed. This 10 percent representation should be drawn from workers of as many as possible of the employers interviewed.

Specific sources for the collection of wage information are:

- a. Employers (including individual association members if the members are paying the workers directly).
- b. Crew leaders and labor contractors.
- c. Families.
- d. Individual workers.
- e. Local office records of filled orders.
- f. Other Government agencies.
- g. Local organizations which may have significant information to contribute on farm wages.

3. Prevailing Wage Rate Findings. The State agency shall make the prevailing wage rate findings based upon the collected wage information and in conformity with the following:

- a. 40 percent rule. A single rate or schedule which accounts for the wages paid to 40 percent or more of the domestic seasonal workers in a single crop activity is the prevailing rate. If there are two such rates or schedules, the one accounting for the greater number of domestic seasonal workers becomes the prevailing rate. If two rates or schedules are being paid to the same number of workers and each rate accounts for at least 40 percent of the workers, then both rates or schedules are prevailing.

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- b. 51 percent rule. If no single rate or schedule accounts for 40 percent or more of the workers and the rates are all in the same unit of payment (e.g., per hour, per lb.), array the rates in descending order and then count the cumulative number of workers, starting with the lowest in the array, until 51 percent of the workers covered in the survey are included. The rate reached at this point is the prevailing wage rate. (Rates such as per bushel and per 1 1/4 bushel box represent different units of payments).
- c. More than one unit of payment. If no single rate is being paid to at least 40 percent of the workers in a single crop activity and there is more than one unit of payment, such as 1 bushel and 1 1/8 bushels, determine the unit which is applicable to the largest number of workers. Using this unit of payment, determine the prevailing rate in accordance with (a) or (b) above. If there are different units of payment, each one accounting for an equal number of workers, make a separate prevailing rate finding for each unit.
- d. Special procedures and requirements for base rate-bonus combinations are:
- (1) For wage rates that include bonus rates in the same units as the base rates (e.g., 25 cents per box plus a 5-cent bonus per box), add the bonus to the base rate, in each case, to determine the gross rate. Array the gross rates including the piece rates within each gross rate in descending order. Each base rate and bonus combination and each piece rate without bonus will be considered separate rates for purposes of determining the prevailing rate. For wage rates that include bonus rates in units different from the base unit (e.g., \$1.10 per hour plus 40 cents per box) treat each such rate and bonus arrangement as a different unit of payment. After the above steps are taken, the prevailing wage rate finding should be made as described in paragraphs a, b, or c above, whichever is applicable to the situation.
 - (2) Wage offers on intra-interstate clearance orders must include a base rate component not less than the base rate component of the prevailing wage. The following example is illustrative:

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<u>Rate (per box)</u>	<u>Gross Rate</u>	<u>Number of Workers</u>
Total		1,000
20¢ + 2¢ bonus	22¢	100
17¢ + 4¢ bonus	21¢	50
20¢ + (no bonus)	20¢	150
18¢ + 2¢ bonus	20¢	250
17¢ + 3¢ bonus	20¢	300
16¢ + 4¢ bonus	20¢	100
19¢ + (no bonus)	19¢	50

Using the 51-percent rule (since no single rate accounts for 40 percent of the workers), the prevailing wage rate is 20¢ per box including a base rate of 18¢. The rate of 17¢ + 3¢ bonus and 16¢ + 4¢ bonus equal the 20¢ prevailing gross rate, and the rate of 17¢ + 4¢ bonus exceeds it, but they are not acceptable for clearance orders because the base rates are less than the prevailing base rate of 18¢.

4. Publication of Prevailing Wage Rate Findings. The State agency should publish in its Farm Labor Information Bulletin the results of prevailing wage rate findings. For those crop activities in which the prevailing wage rate finding for either "instate" or "interstate" workers is higher than the "all worker" finding, all three rates shall be published. Wage rate findings are subject to review and revision by the ETA national office.
5. Prevailing Wage Rate Applicability to Employer Orders for Workers.
 - a. The wage rate offered on intrastate clearance orders should not be less than the "in-state rate".

The wage rate offered on orders placed in interstate clearance for domestic agricultural workers should not be less than the "all workers rate," the "in-state rate," or the "interstate rate," whichever is highest, for the crop activity in the area of employment. However, for activities paid on a piece-rate basis, the State agency may accept job orders which offer rates at methods of payment differing from that specified in the prevailing wage findings, when the employer making such a offer can

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demonstrate to the appropriate Regional Administrator that the proposed method and rate are designed to produce earnings which are no less favorable than those experienced under the prevailing method of payment.

- b. The Secretary's regulations in 20 CFR 655, governing applications for foreign workers for temporary agricultural employment in the United States under the Immigration and Nationality Act, require that employers seeking such workers offer and pay to domestic and alien workers a wage no lower than the highest of the adverse effect rate, the prevailing wage for the occupation in the area of intended employment, or the Federal, State, or local statutory minimum wage applicable to the occupation.

PLAN FOR AGRICULTURAL WAGE SURVEY

Title: PLAN FOR AGRICULTURAL WAGE SURVEYS

Form Number: N/A — Narrative Plan

Frequency: Once each season by each State agency for each crop activity in which: 100 or more workers were employed in the previous season; foreign workers (regardless of number) were employed in the previous season or are expected to be employed in the current season; the crop activity has an unusually complex wage structure or the crop or crop activity has been designated as a major crop or crop activity by the national office.

Purpose and Content: To provide ETA regional offices with State agency plans for the conduct of Agricultural Wage Surveys. Each plan identifies the agricultural areas covered and the specific crop activity, sampling criteria to be used in the survey, and any special information deemed necessary for regional office use.

Prepared by: State central office staff

Distribution: The original and one copy to the regional office 30 days prior to the initial employment of workers.

Completion Instructions: Line-by-line instructions appear on the pages following this summary.

PLAN FOR AGRICULTURAL WAGE SURVEY

I. Special Instructions

- A. Each State agency which expects workers to be employed in agriculture in that State under one or more of the conditions specified in paragraph one of the summary page, is to prepare and submit to the ETA regional office one or more Plans for Agricultural Wage Surveys. The State agency may include in a single plan as many wage reporting areas and activities as feasible.
- B. A plan for activities need be submitted only once a year. Partial changes in a plan may be made through an amendment; comprehensive changes should be submitted through a new plan.
- C. Normally, the boundaries of the wage reporting area will be the same as those of the agricultural reporting area and no additional information will be required. However, where a State agency wishes to establish a wage reporting area which is not the same as an agricultural reporting area, the following information is required:
 1. The boundary description which would be in terms of counties, where applicable. Where the boundaries are not county lines:
 - a. Give a more detailed description; e.g., "All of the Southern half of Finster County bounded on the northeast by Highway 72, on the north central by Army installation, and on the northwest by the Wachiver River."
 - b. Attached to each copy of the plan a map showing the boundaries. If a map showing the same geographic area has been submitted for another wage reporting area, a cross reference can be substituted for the map.
 2. The local offices in the area.
 3. The name and number of the agricultural reporting area(s) in which the wage reporting area is located.
- D. A Plan for Agricultural Wage Surveys should be amended when previously reported conditions or procedures change. Each amendment would be identified by a current date and a reference to the plan number to which it applies; e.g., "July 15, 1981, amendment to Plan No. 2."

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II. Preparation Of Plan

- A. Heading of Plan. At the top of the first page of each plan or amendment enter the following identifying information:
1. Number and title of the report; i.e., "Plan for Agricultural Wage Surveys (of the ETA-232 report)," and "Amended" as necessary.
 2. Name of State
 3. Date plan was prepared
 4. Plan number. All plans should be numbered consecutively in the order of submittal; e.g., Plan No. 1, Plan No. 2. If a State agency has only one plan to cover all activities in all wage reporting areas, it should be identified as Plan No. 1. Each amendment should be identified with the number of the plan to which it relates.
- B. Items to Be Included in Plan for Each Wage Reporting Area. Give the following information for each area which the plan covers:
1. Name. The area name is assigned by the State agency. It should be short and descriptive and should identify both the area and the crop (e.g., Yuma Melon).
 2. Number (if assigned). The wage reporting area number is the number assigned by the National Office for identification purposes. Show this item as "not assigned" if no number has been assigned, or if the boundary or crop activity has been changed.
 3. Crop activity. The terms used should adequately describe the activities and should be consistent with those in section A of the ETA-223 reports. For each multicrop area, specify each of the crop activities covered, and give the following information for each:
 - a. The estimated beginning and ending dates for the crop activity and the period of peak activity.
 - b. The estimated number of workers required to work in the crop activity during the peak period.

PLAN FOR AGRICULTURAL WAGE SURVEY

C. Sampling Information

1. Specify the criteria to be used in selection of the sample to make sure that the survey will yield representative results. Indicate the size of the sample which will be used under varying conditions and the major area characteristics which will have a bearing on the wage rates paid in the crop activity.
2. Describe the sources and methods to be used in collecting the sample data from employers and through direct contact with the workers.

If the sampling criteria will vary under different conditions or for different crops, identify the wage reporting areas and crop activities to which these variations apply.

D. Comments

1. Explain any special situations or conditions not otherwise accounted for in the plan which will be helpful in interpreting the data reported.
2. Explain any instances where the reporting instructions have not been followed in completing the items in the plan.

Title: WAGE SURVEY INTERVIEW RECORD

Form Number: ETA 232A

Frequency: As needed. A record should be used for each employer contacted in the Wage Survey Process.

Purpose and Content: To provide accurate farm wage data which are essential to the effective operation of the Job Service in serving farm employers and farm workers. These data are used to implement the Secretary's regulation on the intra-interstate recruitment of farm workers, evaluate job orders and facilitate recruitment and placement, and make earnings analyses. This record identifies, by crop area and crop activity, wage rates paid to, and number of, domestic and foreign workers, and data related to productivity and average hourly earnings of piece rate workers.

Prepared by: Job Service Staff

Distribution: None. Used for preparing Form ETA 232, Domestic Agricultural Inseason Wage Report.

Completion Instructions: Line-by-line instructions appear on the pages following the form.

- I. Special Instruction. This form shall be completed during the actual prevailing wage survey contacts for transfer to the ETA 232 form. It should be maintained in a confidential manner since it identifies specific employers and contain information which is confidential in nature.

- II. Preparation of the Wage Survey Interview Record. All items on the form are to be completed with no change in the format. If the space provided on the form for any item is not adequate, complete information should be provided on a separate attached sheet, with the item(s) numbered to correspond to those on the form.
 - A. Heading of Record
 1. Item 1, Area. Enter the wage reporting area number.
 2. Item 2, Crop. Enter the crop involved in the survey, i.e., apples, cotton.
 3. Item 3, Date. Enter the date of the contact with the employer.
 4. Item 4, Time. Enter time of the contact.
 5. Item 5, Active Acreage or Total Production. Enter the approximate number of acres of estimated production, etc., (as appropriate as an indication of the size, or relative significance of the employers operation to the crop activity.
 6. Item 6, Percent Completed. Enter the estimated percentage of the crop activity which has been completed.
 7. Item 7, Method of Contact. Indicate the method of contact, i.e., personal visit, telephone contact, etc.
 8. Item 8, Name of Employer. Self-explanatory.
 9. Item 9, Address. Self-explanatory.
 10. Item 10, Number of Foreign Workers. Enter the number of contract foreign workers employed by the employer.

1. Area	2. Crop	U.S. DEPARTMENT OF LABOR Employment and Training Administration	3. Date	4. Time
5. Active Acreage or Total Production	6. Percent Completed	WAGE SURVEY INTERVIEW RECORD	7. Method of Contact	
8. Name of Employer		9. Address (No., St., City, State, ZIP Code)		10. No. of Foreign Workers
11. Interviewer			12. Local Office Address	

PART I. NUMBER OF DOMESTIC HIRED WORKERS IN CROP ACTIVITY BY RATE

CROP ACTIVITY	RATE <i>(Amount Per Unit)</i>	TOTAL	INSTATE <i>(Local and Intrastate)</i>	INTERSTATE <i>(Including Contract Puerto Rican)</i>
A.	B.	C.	D.	E.

PART II. PRODUCTIVITY AND AVERAGE HOURLY EARNINGS OF PIECE RATE WORKERS

RATE AMOUNT FOR UNIT		NUMBER		TOTAL UNITS OF PRODUCTION	AVERAGE HOURLY EARNINGS	WORKER INTERVIEWS	
		Workers	Hours Worked			Number	Average Hourly Earnings
Rate	Unit	B	C	D	E	F	G

PART III. VARIABLES AFFECTING RATES, CROP CONDITIONS, OR OTHER EXPLANATORY AND PERTINENT INFORMATION

NAME OF PERSON INTERVIEWED	POSITION	DATE
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11. Item 11, Interviewer. Enter the name of the interviewer who actually obtained the information.
12. Item 12, Local Office Address. Self-explanatory.

B. Record Items

1. Part I, Number of Domestic Hired Workers in Crop Activity by Rate.
 - a. Column A, Crop Activity. Enter the crop activity being surveyed.
 - b. Column B, Rate. Enter all wage rates, including schedules of rates being paid during the survey period. (If rates are different for youth, do not include these rates but explain in Part III.)
 - c. Column C, Total. Enter on the appropriate lines in Column C the total number of domestic hired workers reported by employers to whom each rate in Column B is applicable.
 - d. Column D, Instate and Column E, Interstate. Distribute in these columns the number of workers listed in Column C who meet the ETA Glossary definition of the type of farm workers specified in the heading of each Column. Those whose origin is not known should be entered in Column D. (D + E = C)
2. Part II, Productivity and Average Hourly Earnings of Piece Rate Workers. (Columns A, B, C and D may, in some instances, be obtained from payroll records or field tally sheets). (Do not include information pertaining to youth under 16 years of age).
 - a. Column A, Rate. Same as Part I, Column B., Unit - of production
 - b. Column B, Number of Workers. Enter the number of workers in each category in Column A.
 - c. Column C, Number of Hours Worked. Enter the total number of hours worked by the workers in each category in Column A.
 - d. Column D, Total Units of Production. Enter the total number of units (specified in Column A) produced by the workers in Column B during the total hours worked.

- e. Column E, Average Hourly Earnings. Enter the results of Column D divided by Column C, multiplied by Column A ($D \text{ divided by } C \text{ times } A = E$).
 - f. Worker Interviews. Information in Columns F and G is to be obtained through personal interviews of workers.
 - (1) Column F, Number. Enter number of workers actually interviewed who provide information for Column G.
 - (2) Column G, Average Hourly Earnings. Enter the information provided by the workers actually interviewed.
- C. Part III - Variables Affecting Rates, Crop Conditions, or Other Explanatory and Pertinent Information.
- 1. Enter the factors responsible for variables such as differences in yield and field conditions. Include in this section remarks needed to clarify any section of this Record.
 - 2. Name of Person Interviewed. Enter the name of this person who represents the employer. If employer is interviewed enter Not Applicable (NA) in this block.
 - 3. Position: Enter job title of person interviewed (e.g., Foreman), if other than employer.
 - 4. Date: Enter date of interview.

Title: DOMESTIC AGRICULTURAL INSEASON WAGE REPORT

Form Number: ETA 232

Frequency: Reporting should follow the survey schedule outlined in the Plan for Agricultural Wage Surveys. Form ETA-232 should be prepared within two weeks after the completion of the survey.

Purpose and Content: Form ETA-232 is designed to be used for reporting precise information on farm wages on the basis of data obtained in field surveys. These data are used as a basis for making prevailing wage rate findings for the area covered by the report. The reports are used by the national office to evaluate wage survey procedures and review State agency prevailing wage rate findings. This form contains data on wage reporting areas, crop and job activity, period covered, rate findings by type of worker, number of employers and employees by crop activity, and sample information (by rate) for domestic hired workers.

Prepared by: State Job Service Staff

Distribution: The original and one copy to the national office, Attn: TETL, and one copy to the regional office within two weeks after completion of the survey.

Completion Instructions: See line-by-line instructions on the pages following the form.

DOMESTIC AGRICULTURAL INSEASON WAGE REPORT

- I. Special Instructions - None.
- II. Presentation of the Report

All items on the form are to be completed with no change in the format. However, the report may be supplemented by the inclusion of additional material. If the space provided on the form for any item is not adequate, complete information should be given on a separate attached sheet, with the item(s) numbered to correspond to those on the form. All items should be checked for completeness and accuracy before transmittal.

A. Heading of Report

1. Wage Reporting Area. Enter the area name as assigned by the State agency.
2. Wage Reporting Area Number. Enter the number as assigned by the National Office.
3. Crop and Activity. Enter the crop and specific job of workers at the time of the survey, i.e., cotton, 2nd pick.
4. State. Enter the name of the State.
5. Survey period. Show the period for which the reported wage rate information in item 4 was obtained.
6. Date of finding. Enter the date on which the prevailing wage rate finding was made.

B. Report Items

1. Item 1, Prevailing wage rate finding. Enter the rate or standard schedule of rates which has been found to be prevailing among the domestic hired workers in each of the categories (all workers, instate, and interstate workers) who were employed in the crop activity covered in the survey. Should the number of workers in either the instate or the interstate category be less than 25 percent of the total number of workers in the sample, no wage finding for the smaller category shall be made. If workers are used interchangeably for more than one activity in a crop, there may be more than one wage finding; i.e., pick, pick-load. Each crop activity should be reported on a separate ETA-232. The

prevailing wage rate finding should be a single rate unless an equal number of workers receive two different methods of pay. If this occurs, the prevailing rate for each method should appear in the wage finding. For base rate-bonus combinations, the basis upon which the bonuses are paid (e.g., end-of-season) should be indicated in item 6a of the report.

2. Item 2, Estimated number of employers and employees in crop activity.

- a. Item 2a, Employers. Enter an estimate of the total number of employers in the reporting area who were engaged in the crop activity during the survey period.

The objective is to develop employment estimates in terms of agricultural operations under a single management which performs all of the following functions: hires the workers, establishes the wage level, and pays the wages. Employers may include growers, buyer-shipper-packers, labor contractors, labor or commodity associations, and others.

When local office operating records are used, the estimates will likely be in terms of employers. When other records, such as those available from the USDA Agricultural Stabilization and Conservation Service (ASCS) are used, the data on farm units available from these sources should be adjusted to the extent possible to correspond with the employer concept. (For example, ASCS farms with no employment of hired workers should be excluded; the basis for exclusion may be those farms estimated to be less than a specific minimum of acres.)

In any case, the rationale on which employers are excluded should be consistent for all ETA 232 reports for a reporting area within a season.

- b. Item 2d, Contract Foreign Workers. Enter the number of foreign nationals legally contracted for temporary work in the crop activity.

- c. Total Domestic Hired Workers. Enter an estimate of the total number of domestic hired workers in the reporting area who were employed in the crop activity covered by the survey. Distribute this number in sub-items (1), (2), and (3) according to the type of worker.
3. Item 3, Employers contacted. Enter the actual number of employers from whom information about rates was obtained, and the percent this number is of all employers (Item 2a) who had domestic hired workers in the crop activity during the survey period.
4. Item 4, Number of domestic hired workers in sample, by rate.
- a. Rate (Amount per Unit) - Column 1. Enter all wage rates, including schedules, being paid during the survey period.
- (1) List each different rate paid to hired workers covered in the survey in descending order and grouped by method of pay.
 - (2) When a standard schedule is found to be paid by an employer, enter the word "schedule" on a single line in Column 1 just as if it were a separate rate. A copy of the schedule should be attached and a cross reference "see attached schedule" should be entered in this item.
 - (3) Rates with earnings guarantee represent a different method of payment from piece rates without earnings guarantees, and should be listed separately.
 - (4) Base rates with bonuses should also be shown separately from rates without bonuses. Piece rates should not be converted into hourly rates; likewise, hourly rates should not be converted into piece rates. Units of payment should not be expressed in the form of a range or scale, even when the same rates are shown for different unit. For example, if workers are receiving the same rates for different units, such as 25 cents for a 40 pound box and 25 cents for a 50 pound box of apples, the rates for each weight unit should be listed separately. However, it is permissible to show a range or scale of units of payment when, and only when, the data cannot be obtained from the original source in any other manner; e.g., when an employer states that a single rate is paid for varying size containers.
 - (5) When shift, daily, weekly or monthly wages are paid, show the approximate number of hours worked in the time for which the rate is paid.

- b. Number of U.S. workers - (Columns II, III and IV)
- (1) Enter on the appropriate lines in Column II the number of domestic hired workers reported by employers to whom each rate in Column I is applicable. Avoid double counting. On the first line, enter the total for this column.
 - (2) Distribute in Columns III and IV the numbers of workers listed in Column II who meet the ETA Glossary definition of the type of farm worker specified in the heading of each column. Workers whose origin is not known should be included in Column III. On the first line enter the total for each column. The sum of these two columns should equal the total in Column II.
5. Item 5, Productivity and average hourly earnings of piece rate workers. Do not include in this section information pertaining to youth under 16 years of age.
- a. Enter in Column I all wage rates being paid to piece rate workers during the survey period.
 - b. Enter in Column II the number of workers in each category in Column I.
 - c. Enter in Column III the total number of hours worked by the workers in Column II.
 - d. Enter in Column IV the total number of units (specified in Column I) produced by the workers in Column II during the total hours worked (Column III).
 - e. Enter in Column V average hourly earnings based on production.
 - f. Enter in Column VI the number of workers personally interviewed.
 - g. Enter in Column VII the average hourly earnings reported by the workers personally interviewed.

6. Item 6, Comments

- a. Variables affecting rates. If a variation in wage rates is reported in Item 4, explain the factors responsible for the variation, such as differences in yield and field conditions. Also discuss variations in the methods or units of payment. Unexplained statements are of no value.
 - b. Prevailing wage rate(s) previous season. List the rate found prevailing in the previous season. Where wage survey data are not available, supply the best possible estimates based on ETA-223 reports. If a standard schedule of rates applied, attach a copy of the schedule or cross reference to the schedule if previously submitted.
 - c. Other. Use for any pertinent explanation of developments during the survey or reporting period which require clarification, e.g.:
 - (1) Why no wage finding is made.
 - (2) Increase or decrease in prevailing rate from comparable period of previous year.
 - (3) Factors which will aid the national office in its interpretation of the data.
 - (4) Deviations from standard operating procedures or instructions.
 - (5) Use of weighting procedure to arrive at a prevailing wage finding.
 - (6) Description of prerequisite arrangements included in work agreements. Prerequisites are not counted as part of wages and should not be included in Item 4 of Form ETA -232.
7. Item 7, Signature, Title and Date. Enter the signature and title of the officer responsible for the report and the date it was prepared.