



# Agricultural Employer Survey 2023-2024



This survey will help the Texas Workforce Commission and the U.S. Department of Labor better understand conditions of employment in your industry.

**Category:** Cattle

**Category description:**

Attend to cattle on a ranch or feedlot. Duties may include feeding, watering, herding, grazing, castrating, branding, weighing, catching, and loading animals. Examples of detailed work activities performed may include the following: administer injections, medications, or treatment; build or repair pens, yards, or cages; examine animals to detect illness, disease, or injury; use animal disease control techniques; groom or handle animals; and identify livestock characteristics.

**Seasonal/Temporary Worker Wages**

NOTE: In the wage chart below, please list the number of **SEASONAL/TEMPORARY** U.S. workers (including legal permanent residents) and their wages. Please do not include supervisors or foreign workers in the H-2A program. We are only asking for information on laborers who have worked on a **temporary or seasonal** basis within the past 12 months.

Do not include day-laborers.

- If you have no **seasonal or temporary workers**, skip to question #13.
- **When reporting rate of pay and number of workers, DO NOT USE RANGES. Use precise numbers.**

# seasonal/temp. workers	Rate of Pay	Unit (per hour, etc.)	Bonuses (if any)
5 (example)	\$8 (example)	per hour (example)	\$500 per year (example)

**Employment Practices**

Unless otherwise stated, select one answer choice for each question. You may answer these questions based on your employment practices for all workers in the occupation described above.

1. Wages are paid (select one):
  - weekly
  - monthly
  - bi-weekly (every other week) or semi-monthly (twice a month)
  - other (specify): \_\_\_\_\_
  
2. What are the median number of hours per week per worker? \_\_\_\_\_
  
3. A) Do you provide housing for temporary workers?  Yes       No
  - B) If yes, which type of housing is available?       Single workers only       Families       Both
  
4. Are transportation costs to the place of employment advanced to the worker?       Yes       No

5. Do you use Farm Labor Contractors?  Yes  No  I am a farm labor contractor
6. Do you provide tools free of charge to the worker?  Yes  No  Tools not required
7. A) Do you require a productivity standard for your workers? (example: lbs. per hour)  Yes  No  
 B) If yes, what is that standard? (include time allowed to meet that standard)  
 \_\_\_\_\_
8. A) How many months of minimum experience do you require new hires to have? (If none, state "not required")  
 \_\_\_\_\_  
 B) Please specify any minimum experience required performing specific tasks (such as driving a tractor or riding horses). You may also list any other minimum level of qualifications.  
 \_\_\_\_\_
9. What is your lifting requirement?  
 None  20 lbs. or less  21-49 lbs.  50 lbs. or more
10. How do you recruit workers? (select all that apply)  
 Texas Workforce Solutions Centers or [www.workintexas.com](http://www.workintexas.com)  
 Other internet postings  Hire workers from previous seasons  
 Farm labor contractors  Travelling and recruiting outside the area  
 Newspaper ad  Word of mouth  
 Other (specify) \_\_\_\_\_
11. Does your wage include the following?  Room  Board (meals)  Both  Neither
12. Do you provide bedding to your workers?  Yes  No
13. A) Have you hired any **seasonal or temporary** workers within the past 12 months?  Yes  No  
 B) Do you intend to hire seasonal or temporary workers in the foreseeable future?  Yes  No  
 C) If no, you may request below to be removed from this survey for the next two years.  
 \_\_\_\_\_
14. A) Will you hire H-2A workers this season or did you hire H-2A workers last season?  Yes  No  
 B) If yes, how many? \_\_\_\_\_ (Please answer questions 1 and 3 on behalf of your H-2A workers)
15. How large is this worksite in total acres? \_\_\_\_\_
16. Do you require new hires to sign an arbitration agreement?  Yes  No
17. Please include a phone number where you may be contacted: \_\_\_\_\_

### How To Return This Survey:

The Texas Workforce Commission has provided three ways for you to return this survey.

Please: 1) **FAX** this survey to 512-961-4861 or 2) **EMAIL** it to [agsurvey@twc.texas.gov](mailto:agsurvey@twc.texas.gov) or 3) **MAIL** it to:  
 "Texas Workforce Commission, Labor Market Information, Room 354.1, 101 E. 15th Street, Austin, TX 78778."

Feel free to call **855-273-0043** or email the above address if you have any questions. Thank you for your time!

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