



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

Category: Christmas Trees

Category description:

Manually plant, cultivate, and harvest evergreen trees on Christmas tree farm. Examples of detailed work activities performed may include the following: fell or buck trees; identify crop characteristics, including crops ready for harvest; perform safety inspections in agricultural or forestry setting; and use herbicides, fertilizers, pesticides or related products.

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 #11.
- **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.

- Wages are paid (select one):
☐ weekly
☐ monthly
☐ bi-weekly (every other week) or semi-monthly (twice a month)
☐ other (specify): _____
- What are the median number of hours per week per worker? _____
- A) Do you provide housing for temporary workers? ☐ Yes ☐ No
B) If yes, which type of housing is available? ☐ Single workers only ☐ Families ☐ Both
- 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
☐ 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. 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.

12. 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)
13. How large is this worksite in total acres? _____
14. Do you require new hires to sign an arbitration agreement? ☐ Yes ☐ No
15. 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 512-322-2888 or 2) **EMAIL** it to 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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