



Agricultural Employer Survey 2024-2025



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

Category: Cotton Gin

Category description:

Tends variety of machines, such as dryers, cleaners, gin stands, and linters, that dry, clean, and separate cotton lint from seed and waste material. May be identified with machines tended or with work performed, such as linting, cleaning, drying, and ginning.

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 #18.
- **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.

- How many hours per week is your shift during ginning season (If you don't use shifts, what is the median number of hours per week per worker)? _____
- Do you pay overtime after 40 hours per week or only after 48 hours per week? ☐ Pay at 40
☐ Pay at 48 ☐ N/A ☐ Other (specify): _____
- If you pay a bonus, is the bonus contingent on completing the entire season? ☐ Yes ☐ No ☐ N/A
- Are transportation costs to the place of employment advanced to the worker? ☐ Yes ☐ No
- Do you use farm labor contractors? ☐ Yes ☐ No
- Wages are paid (select one): ☐ weekly
☐ monthly ☐ bi-weekly (every other week) or semi-monthly (twice a month)
☐ other (specify): _____

7. Do you require new hires to sign an arbitration agreement? ☐ Yes ☐ No
8. A. Do you provide housing for temporary workers? ☐ Yes ☐ No
 B. If yes, which type of housing is available? ☐ Single workers only ☐ Families ☐ Both
9. If you have more than one shift, is there a pay differential between shifts (e.g. an extra amount of pay for working a night shift)? ☐ Yes ☐ No ☐ N/A
10. If yes, what is that differential? _____
11. Do you provide protective clothing, accessories, or tools (such as safety vests, ear plugs, overalls, masks or goggles) free of charge to the workers? ☐ Yes ☐ No
12. Do you require a productivity standard for your workers? (Example: lbs. per hour) ☐ Yes ☐ No
 If yes, what is that standard? (include time allowed to meet that standard) _____
13. How many months of minimum experience do you require new hires to have? _____
 (If none, state "not required")
14. Please specify any minimum experience required performing specific tasks. You may also list any other minimum level of qualifications. _____
15. What is your lifting requirement?
☐ None ☐ 20 lbs. or less ☐ 21-49 lbs. ☐ 50 lbs. or more
16. 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) _____
17. Are your workers required to possess a driver license?
☐ Yes, regular ☐ Yes, commercial ☐ No
18. Have you hired any **seasonal or temporary** workers within the past 12 months? ☐ Yes ☐ No
19. If you do not intend to hire seasonal or temporary workers in the near future, you may request to be removed from the survey for two years, here: _____
20. Will you hire H-2A workers this season or did you hire H-2A workers last season? ☐ Yes ☐ No
21. If yes, how many? _____ **(Please answer questions 6 and 8 on behalf of your H-2A workers)**
22. 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 **FAX** this survey to 512-322-2888 or **EMAIL** it to agsurvey@twc.texas.gov or **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!

(Rev. Jan. 7, 2025)

