

**State of Michigan
Workforce Development Agency
Office of the State Monitor Advocate
Prevailing Labor Practice Report**

Agricultural Reporting Area

Name: Prevailing Practice Survey

Number: Region 1

Crops and Activity: Apples

Employers of U.S. Workers in Sample: 64

State: Michigan

Survey Period: November 2010

Date of Findings: November 2010

Total Numbers of Domestic Workers Employed: 991

1. PRACTICES FOR WHICH A PREVAILING DETERMINATION MUST BE MADE

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Prevailing?
Family Housing	72%	88%	Yes
Hire U.S Workers	95%	100%	Yes
Frequency of Payment (weekly)	91%	99%	Yes
Transportation Advances	0%	0%	No
Labor Contractor Utilization	3%	16%	No

2. PRACTICES FOR WHICH A NORMAL/COMMON DETERMINATION MUST BE MADE

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Tools/Supplies/Equipment	94%	100%	Yes
Productivity Standards	28%	32%	No

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Use of agents to recruit	11%	24%	No
Use of farm agents	6%	33%	No
Contact former workers	55%	67%	Yes
Place in Media ads	0%	0%	No
Visit workers in domicile	3%	16%	No
Use Michigan Works Centers	23%	27%	No
Temp hire other grower wks	23%	18%	No
Recruit with current wks	64%	74%	Yes
Use temp agencies	2%	0%	No
Post on bulletin boards	3%	6%	No

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Crew Leader Override	5%	12%	No
Previous experience	63%	83%	Yes
Ability to Operate Equip.	14%	20%	No
Lift less than 50 lbs	8%	19%	No
Lift More than 50 lbs	17%	23%	No
Other	14%	8%	No

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Agricultural Reporting Area

Name: Prevailing Practice Survey

Number: Region 2

Crops and Activity: Apples

Employers of U.S. Workers in Sample: 42

State: Michigan

Survey Period: November 2010

Date of Findings: November 2010

Total Numbers of Domestic Workers Employed: 298

1. PRACTICES FOR WHICH A PREVAILING DETERMINATION MUST BE MADE

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Prevailing?
Family Housing	62%	88%	Yes
Hire U.S Workers	93%	100%	Yes
Frequency of Payment (weekly)	88%	93%	Yes
Transportation Advances	2%	2%	No
Labor Contractor Utilization	10%	1%	No

2. PRACTICES FOR WHICH A NORMAL/COMMON DETERMINATION MUST BE MADE

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Tools/Supplies/Equipment	90%	96%	Yes
Productivity Standards	38%	77%	No

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Use of agents to recruit	10%	1%	No
Use of farm agents	0%	0%	No
Contact former workers	52%	50%	Yes
Place in Media ads	2%	5%	No
Visit workers in domicile	7%	1%	No
Use Michigan Works Centers	17%	7%	No
Temp hire other grower workers	26%	38%	No
Recruit with current workers	60%	81%	Yes
Use temp agencies	0%	0%	No
Post on bulletin boards	5%	7%	No

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Crew Leader Override	10%	1%	No
Previous experience	55%	37%	Yes
Ability to Operate Equip.	19%	23%	No
Lift less than 50 lbs	17%	18%	No
Lift More than 50 lbs	21%	15%	No
Other	17%	15%	No

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Agricultural Reporting Area

Name: Prevailing Practice Survey

Number: Region 3

Crops and Activity: Apples

Employers of U.S. Workers in Sample: 16

State: Michigan

Survey Period: March 2011

Date of Findings: March 2011

Total Numbers of Domestic Workers Employed: 108

1. PRACTICES FOR WHICH A PREVAILING DETERMINATION MUST BE MADE

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Prevailing?
Family Housing	19%	42%	No
Hire U.S Workers	81%	100%	Yes
Frequency of Payment (weekly)	63%	92%	Yes
Transportation Advances	0%	0%	No
Labor Contractor Utilization	6%	28%	No

2. PRACTICES FOR WHICH A NORMAL/COMMON DETERMINATION MUST BE MADE

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Tools/Supplies/Equipment	69%	96%	Yes
Productivity Standards	25%	56%	No

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Use of agents to recruit	6%	28%	No
Use of farm agents	0%	0%	No
Contact former workers	13%	7%	No
Place in Media ads	13%	17%	No
Visit workers in domicile	0%	0%	No
Use Michigan Works Centers	6%	0%	No
Temp hire other grower workers	6%	7%	No
Recruit with current workers	31%	31%	No
Use temp agencies	0%	0%	No
Post on bulletin boards	6%	4%	No

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Crew Leader Override	6%	28%	No
Previous experience	19%	23%	No
Ability to Operate Equip.	31%	37%	No
Lift less than 50 lbs	25%	39%	No
Lift More than 50 lbs	31%	45%	No
Other	13%	12%	No

**State of Michigan
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Prevailing Labor Practice Report

Agricultural Reporting Area

Name: Prevailing Practice Survey

Number: Region 4

Crops and Activity: Apples

Employers of U.S. Workers in Sample: 13

State: Michigan

Survey Period: March 2011

Date of Findings: March 2011

Total Numbers of Domestic Workers Employed: 206

1. PRACTICES FOR WHICH A PREVAILING DETERMINATION MUST BE MADE

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Prevailing?
Family Housing	38%	91%	No
Hire U.S Workers	85%	100%	Yes
Frequency of Payment (weekly)	46%	95%	No
Transportation Advances	15%	54%	No
Labor Contractor Utilization	8%	29%	No

2. PRACTICES FOR WHICH A NORMAL/COMMON DETERMINATION MUST BE MADE

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Tools/Supplies/Equipment	62%	69%	Yes
Productivity Standards	31%	0%	No

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Use of agents to recruit	8%	29%	No
Use of farm agents	0%	0%	No
Contact former workers	38%	43%	No
Place in Media ads	0%	0%	No
Visit workers in domicile	0%	0%	No
Use Michigan Works Centers	15%	3%	No
Temp hire other grower workers	8%	3%	No
Recruit with current workers	46%	67%	No
Use temp agencies	0%	0%	No
Post on bulletin boards	15%	4%	No

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Crew Leader Override	8%	29%	No
Previous experience	23%	36%	No
Ability to Operate Equip.	8%	29%	No
Lift less than 50 lbs	23%	4%	No
Lift More than 50 lbs	31%	83%	No
Other	31%	15%	No