

**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: Cherries**

**Employers of U.S. Workers in Sample: 24**

**State: Michigan**

**Survey Period: March 2011**

**Date of Findings: March 2011**

**Total Numbers of Domestic Workers Employed: 236**

**1. PRACTICES FOR WHICH A PREVAILING DETERMINATION MUST BE MADE**

<b>Labor Practice</b>	<b>% of Applicable Employers in Sample Reporting Labor Practice</b>	<b>% of Total Domestic Workers Employed</b>	<b>Prevailing?</b>
Family Housing	54%	34%	No
Hire U.S Workers	96%	100%	Yes
Frequency of Payment (weekly)	92%	98%	Yes
Transportation Advances	13%	15%	No
Labor Contractor Utilization	0%	0%	No

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

<b>Labor Practice</b>	<b>% of Applicable Employers in Sample Reporting Labor Practice</b>	<b>% of Total Domestic Workers Employed</b>	<b>Normal/Common</b>
Tools/Supplies/Equipment	92%	95%	Yes
Productivity Standards	29%	19%	No

<b>Labor Practice</b>	<b>% of Applicable Employers in Sample Reporting Labor Practice</b>	<b>% of Total Domestic Workers Employed</b>	<b>Normal/Common</b>
Use of agents to recruit	13%	3%	No
Use of farm agents	17%	7%	No
Contact former workers	54%	33%	Yes
Place in Media ads	13%	11%	No
Visit workers in domicile	13%	0%	No
Use Michigan Works Centers	33%	30%	No
Temp hire other grower wks	17%	28%	No
Recruit with current wks	79%	78%	Yes
Use temp agencies	8%	25%	No
Post on bulletin boards	4%	25%	No

<b>Labor Practice</b>	<b>% of Applicable Employers in Sample Reporting Labor Practice</b>	<b>% of Total Domestic Workers Employed</b>	<b>Normal/Common</b>
Crew Leader Override	0%	0%	No
Previous experience	42%	38%	No
Ability to Operate Equip.	29%	25%	No
Lift less than 50 lbs	13%	13%	No
Lift More than 50 lbs	21%	5%	No
Other	13%	2%	No