

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

**Agricultural Reporting Area**

**Name: Prevailing Practice Survey**

**Number: Region 1**

**Crops and Activity: Nursery**

**Employers of U.S. Workers in Sample: 42**

**State: Michigan**

**Survey Period: April 2010**

**Date of Findings: April 2010**

**Total Numbers of Domestic Workers Employed: 1,515**

**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	12%	52%	NO
Hire U.S Workers	83%	100%	YES
Frequency of Payment (weekly)	62%	89%	YES
Transportation Advances	0%	0%	NO
Labor Contractor Utilization	5%	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	79%	99%	YES
Productivity Standards	12%	6%	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	2%	1%	NO
Use of farm agents	0%	0%	NO
Contact former workers	0%	0%	NO
Place in Media ads	19%	9%	NO
Visit workers in domicile	2%	0%	NO
Use Michigan Works Centers	5%	5%	NO
Temp hire other grower wks	17%	25%	NO
Recruit with current wks	40%	73%	NO
Use temp agencies	5%	8%	NO
Post on bulletin boards	7%	6%	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	2%	1%	NO
Previous experience	21%	10%	NO
Ability to Operate Equip.	21%	7%	NO
Lift less than 50 lbs	19%	77%	NO
Lift More than 50 lbs	31%	8%	NO
Other	48%	6%	NO