

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

Agricultural Reporting Area

Name: Prevailing Practice Survey

Number: 3

Crops and Activity: Nursery

Employers of U.S. Workers in Sample: 38

State: Michigan

Survey Period: April 2010

Date of Findings: April 2010

Total Numbers of Domestic Workers Employed: 647

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	16%	13%	NO
Hire U.S Workers	87%	100%	YES
Frequency of Payment (weekly)	63%	72%	YES
Transportation Advances	0%	0%	NO
Labor Contractor Utilization	0%	0%	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	63%	83%	YES
Productivity Standards	5%	2%	NO

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Use of agents to recruit	0%	0%	NO
Use of farm agents	0%	0%	NO
Contact former workers	0%	0%	NO
Place in Media ads	16%	19%	NO
Visit workers in domicile	0%	0%	NO
Use Michigan Works Centers	8%	14%	NO
Temp hire other grower wks	5%	11%	NO
Recruit with current wks	32%	6%	NO
Use temp agencies	0%	0%	NO
Post on bulletin boards	5%	1%	NO

Labor Practice	% of Applicable Employers in Sample Reporting Labor Practice	% of Total Domestic Workers Employed	Normal/Common
Crew Leader Override	0%	0%	NO
Previous experience	13%	13%	NO
Ability to Operate Equip.	26%	18%	NO
Lift less than 50 lbs	16%	15%	NO
Lift More than 50 lbs	32%	32%	NO
Other	42%	67%	NO