

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

**Name: Prevailing Practice Survey**  
**Number: Region 4**  
**Crops and Activity: Nursery**  
**Employers of U.S. Workers in Sample: 25**

**Survey Period: April 2010**  
**Date of Findings: April 2010**  
**Total Numbers of Domestic Workers Employed: 127**

**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	8%	13%	NO
Hire U.S Workers	68%	100%	YES
Frequency of Payment (weekly)	48%	66%	YES
Transportation Advances	0%	0%	NO
Labor Contractor Utilization	4%	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	56%	80%	YES
Productivity Standards	0%	0%	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%	32%	NO
Visit workers in domicile	0%	0%	NO
Use Michigan Works Centers	0%	0%	NO
Temp hire other grower wks	4%	8%	NO
Recruit with current wks	24%	9%	NO
Use temp agencies	4%	4%	NO
Post on bulletin boards	8%	9%	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	20%	22%	NO
Ability to Operate Equip.	20%	36%	NO
Lift less than 50 lbs	12%	27%	NO
Lift More than 50 lbs	32%	67%	NO
Other	32%	42%	NO