

Wage Survey of Seasonal Employees in the Horticultural Sector

Purpose

The purpose of this survey is to identify the prevailing wages paid to seasonal horticultural workers in Canada in labourer/manual occupations.

Specifically, the survey will focus on workers that you hire as Farm Labourers/Harvesters, and Nursery or Greenhouse Labourers.

The results of the survey will be used to assist the Federal government in implementing the Seasonal Agricultural Worker Program and determine prevailing wage rates in the horticultural sector. Survey results may also provide information on differences in wage rates by region and agricultural activity.

Type of business

1. Could you please specify which of the following primary agricultural activities that your business is involved in (mark all that apply).

Tree Fruit	Yes	No	
Small Fruits and Berries	Yes	No	
Field Vegetables	Yes	No	
Greenhouse Vegetables	Yes	No	
Floriculture	Yes	No	
Greenhouse - Floriculture	Yes	No	
Tobacco (black)	Yes	No	
Tobacco (flue)	Yes	No	
Nursery	Yes	No	
Ginseng	Yes	No	
Other	Yes	No	If yes please specify _____

Seasonal employee occupations

I am now going to ask you some questions about seasonal workers you may have employed on your operation during the past year. A seasonal worker is defined as someone who **worked 30 or more hours per week for more than two weeks but less than eight months.**

2. During the past year, did you employ any seasonal workers who spent the **majority** of their working hours **as Nursery or Greenhouse Labourers**. Please exclude employees with specialized skills or certification. *Use modified summary NOC descriptions to verify type of occupation (see attached)*

Yes _____

No _____

3. During the past year, did you employ any seasonal workers who spent the **majority** of their working hours **as Farm Labourers/Harvesters**. Please exclude employees with specialized skills or certification. *Use modified summary NOC descriptions to verify type of occupation (see attached).*

Yes _____

No _____

4. In total, how many seasonal workers did you employ as:

	Total
Nursery or Greenhouse Labourers	_____
General Farm Labourers/Harvesters	_____

Note: See modified NOC, and please note that you should only count individuals once based on the duties that best reflect their work.

For information only

Seasonal employee salaries

5. The following questions refer to the number of seasonal employees, the origin of these employees, and the salaries paid for seasonal employment.

a) In the last year, how many foreign seasonal nursery or greenhouse labourers did you employ:

Note: A foreign worker is an individual that is only being allowed into Canada for a set duration of time as a result of your job offer. Foreign workers must be requested by you through a special government program and be allowed to enter and work in Canada by the government (key words: Seasonal Agricultural Worker Program, Offshore Worker Program, Mexican SAWP, Caribbean SAWP, FARMS, FERME, HRDC, CIC) and must not be confused with immigrants living permanently in Canada.

b) In the last year, how many domestic seasonal nursery or greenhouse labourers did you employ:

c) What was the average salary paid to foreign seasonal nursery and greenhouse labourers:
\$ _____

d) What was the average salary paid to domestic seasonal nursery or greenhouse labourers:
\$ _____

e) In the last year, how many foreign seasonal farm labourers/harvesters did you employ:

f) In the last year, how many domestic seasonal farm labourers/harvesters did you employ:

g) What was the average salary paid to foreign seasonal farm labourers/harvesters:

\$ _____

h) What was the average salary paid to domestic seasonal farm labourers/harvesters:

\$ _____

Revenue

6. For the year 2003, what was your farms total revenue? Was it...? (Read list)

- ___ less than \$50,000
- ___ \$50,000 - \$99,999
- ___ \$100,000 - \$249,999
- ___ \$250,000 - \$500,000
- ___ greater than \$500,000

Farm Labourer/Harvester

- Plant crops
- Fertilize cultivate, and irrigate land
- Harvest crops
- Sort, weigh and pack fruit and vegetables at farm
- Load, unload and transfer crates, supplies and farm produce
- Clean up racks, trays, growing and packaging areas
- Examine produce for quality and prepare for market

Nursery and Greenhouse Labourer

- Prepare soil
- Plant bulbs, seeds and cuttings
- Graft and bud plants
- Transplant seedlings and rooted cuttings
- Position and regulate greenhouse and outdoor irrigation systems to water plants and fields
- Dig, cut and transplant trees, shrubs, flowers and plants and prepare them for sale
- Clean working area.

For information only