



Farm Labor Outlook from the Viewpoint of a Farm Laborer Contractor

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Requirements of a Farm Labor Contractor:

- FLC license from State of California
- Workers compensation
- Annual continuing education



Extra services:

- Housing and transportation
- Heavily regulated by the state and federal authorities
- Automobile inspections
- Because of the increased regulations most farm labor contractors no longer provide these services.



Farm Labor Contractor License Revocation:

- Failure to pay minimum wage
- Failure to pay weekly (required)
- Cash flow requirements are high in season
- Harvest advances from grower/packer important

(continued)



Farm Labor Contractor License Revocation:

- Abuse of employees
- Failure to properly report payroll taxes
- Failure to properly pay workers comp insurance
- What appears to be a “low-price” bid from a contractor might be too good to be true.



Industries that compete with agriculture for labor in Southern California:

- Construction
- Nurseries
- Restaurants
- 100% immigrant workforce



Benefits to farm work

- Work outside
- Variety of worksites
- Workers can set their piece-work rate to make a decent wage in-season
- \$1,000/wk for a worker is possible in good groves at peak season.



H2A Program

- Federal program to allow seasonal workers.
- Advantage - more seasonal workers possible.
- Disadvantage - provide housing and transportation
- Advertise in US for workers before going outside
- Resisted by Department of Labor



Paperwork and Requirements

- W-4 and I-9 from each employee
- Payroll taxes, social security, etcetera are paid
- Employees are paid for transportation time to grove
- GAP certificate
- GHP certificate



Scope of Work Done

- Avocado Harvest March-September
- 2-3 week notice from grower is often sufficient
- July and August are tightest months
- Off-season work is pruning, mowing, etc.



Our thanks to Sal Dominguez
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For more information,
please contact us at (909) 877-0999
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