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H2A Guest Worker Program

What we have learned.

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Planning in advance

- How to start
 - Who do you want to work with?
 - Price competitive

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Planning in advance

- How to start
 - Who do you want to work with?
 - Price competitive
- When do you need the worker?
- How long will you need the workers?

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Planning in advance

- How to start
 - Who do you want to work with?
 - Price competitive
- When do you need the worker?
- How long will you need the workers?
- What is the maximum number of workers you will need?
- Plan at least three months in advance.

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At the Boarder

- Plan on three days
 - 1st day, make sure everything is in order
 - 2nd day, have interview
 - 3rd day, get visa, cross boarder, start to Utah

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At the Boarder

- Plan on three days
 - 1st day, make sure everything is in order
 - 2nd day, have interview
 - 3rd day, get visa, cross boarder, start to Utah
- Cheapest way to Utah?
 - Nogalas to Tuscan
 - Tuscan to Provo

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When they get here

- Make sure they understand the rules

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When they get here

- Make sure they understand the rules
- Make copies of visa

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When they get here

- Make sure they understand the rules
- Make copies of visa
- Get valid Social Security Numbers

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When they get here

- Make sure they understand the rules
- Make copies of visa
- Get valid Social Security Numbers
- Get valid Utah State ID Cards

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When they get here

- Make sure they understand the rules
- Make copies of visa
- Get valid Social Security Numbers
- Get valid Utah State ID Cards
- Get Valid Utah State Drivers License

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Housing

- What kind of housing do you need to have?
 - Trailers, houses, bunk houses
- Something you would feel comfortable living in.

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Housing

- What kind of housing do you need to have?
 - Trailers, houses, bunk houses
- Something you would feel comfortable living in.
- Essentials
 - Fire extinguisher
 - First aid kits
 - 100 square feet living space / man (bedroom)

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Transportation

- Provide transportation from the place of recruitment to your farm.
- Return transportation to the place of recruitment.
- Provide transportation to and from work, unless they want to drive themselves.
- Workers can go and obtain drivers licenses (they will have a valid Social Security #).

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Wage Rate

- The wage rate is determined by the department of Labor.
- H2A program makes Federal and Social Security Taxes exempt.

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Wage Rate

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- Last year prevailing wage was \$8.37.

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Wage Rate

- The wage rate is determined by the department of Labor.
- H2A program makes Federal and Social Security Taxes exempt.
- Last year prevailing wage was \$8.37.
- Payroll employer contributions is reduced.
- Real wage rate is approximately 12 to 15% lower.

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Productivity

- Motivated work force
- More willing to do what is asked
- We felt that we were able to do the same amount of work last year with 33 men that we did the year before with 42 to 45 men.