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UNIVERSITY OF
CALIFORNIA

The Wages and Fringe Benefits of Unionized California Farmworkers

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The Wages and Fringe Benefits of Unionized California Farmworkers: 1976-1987

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ABSTRACT

This report presents data on the wages and fringe benefits of California farmworkers employed under United Farm Workers (UFW) contracts since 1976. The Agricultural Labor Relations Board (ALRB) needs such estimates to determine how much employers who failed to bargain in good faith with a certified union must pay to their employees to "make them whole." The law has required detailed calculations, yet the data base is lacking. The report aims at filling this gap.

Wage and benefit data were extracted by job title for 900 "contract-years" (one UFW contract in effect for one year). In 1987, the average wage for general laborers in 31 contracts was \$5.96; the average fringe benefit contribution for health insurance and other benefits for which employers pay on a cents-per-hour-worked basis was \$0.79; the average contract provided 6.2 paid holidays and vacation pay equal to 5.7 percent of annual earnings. In addition, most UFW contracts also provide for other fringe benefits such as standby and travel pay, bereavement pay, and extra rest periods.

In calculating fringe benefits for average seasonal workers employed under a UFW contract we assumed them eligible for half of the maximum holiday and vacation pay provided. Converting these benefits into their monetary equivalents, brings the total hourly compensation of general laborers under UFW contracts in 1987 to \$7.12, with voluntary fringe benefits as 16.3 percent of the total. (Mandatory employer contributions to the Social Security, Unemployment Insurance, or Workers Compensation programs are not included in the calculations because they are not subject to collective bargaining. These mandatory payroll taxes typically add another 15 to 25 percent to hourly wages.)

INTRODUCTION

This report analyzes the wages and fringe benefits of California farmworkers who were employed under union contracts since 1976. It is motivated by a provision of the 1975 Agricultural Labor Relations Act (ALRA) which requires employers who failed to bargain with a certified union in good faith to compensate their employees for any wages and benefits lost while the employer was engaged in unlawful bargaining. In order to determine the amount of compensation due, the Agricultural Labor Relations Board (ALRB) must know the monetary value of wages and any fringe benefit packages negotiated by parties who did bargain in good faith.

This report helps to fill a void in available data as there are no extant surveys reporting wages and fringe benefits of unionized California farmworkers. Nor is it possible to get good estimates of the value of fringe benefits from existing farm and nonfarm labor data. Nonfarm fringe benefit data appear to yield results that differ significantly from the limited farm fringe benefit data available, and farm fringe benefit surveys do not yield the kind of data needed for make-whole calculations.

In Appendix 3 existing nonfarm and farm fringe benefits data are reviewed. Also, an annotated bibliography on various sources of labor data is given. Deficiencies in the existing data are noted.

Until better data are available, in this report, we calculate the average wage and fringe benefit package available to California farmworkers employed under United Farm Workers (UFW) contracts each year since 1976. The calculation of hourly wages and employer contributions to health and pension plans that were

based on a cents-per-hour-worked basis was straightforward. However, it was not possible to determine from the contracts how much vacation or holiday pay was received by the average worker, or the value of "other fringes" such as overtime and jury pay. The value of these fringe benefits was calculated according to suggestions received from employer and union representatives: It was assumed that the average worker received one-half of the maximum vacation and holiday benefit and that "other fringes" added 4 percent to worker earnings.

The major contribution of this report is the compilation of actual or reference wage and fringe benefit data from UFW contracts and the analysis of these data to determine how much fringe benefits add to the earnings of unionized farmworkers. As the report indicates, there is a great deal of controversy and litigation over how the ALRB should calculate the value of fringe benefits. This report explains the alternative methods that have been tried, presents our calculations, and suggests why we believe that our calculations are reasonably accurate.

Section 1 of the report explains the make-whole remedy for bad-faith bargaining and the methods that have been used to estimate the value of wages and fringe benefits. Sections 2 and 3 present the methodology and assumptions used in the calculations and our estimates of wages and fringe benefits for general laborers in selected commodities and regions. Section 4 concludes. Appendix 1 and Appendix 2 provide annual data on wages and fringes by commodity and region. Appendix 3 reports on other farm and nonfarm fringe benefit surveys.

THE MAKE-WHOLE REMEDY IN CALIFORNIA AGRICULTURE

California's 1975 ALRA was enacted "to insure peace in the agricultural fields by guaranteeing justice for all agricultural workers." The ALRA included a remedial provision not found in the National Labor Relations Act: Section 1160.3 authorizes the ALRB to order agricultural employers to make their employees whole for any wage and fringe benefit losses suffered during the time the employer did not bargain in good faith with a certified union.¹

For bargaining to be in *good faith*, union and employer representatives must meet at reasonable times and places, confer with each other reasonably and in order, and sign an agreement — if one is reached. Bargaining is seen to be in *bad faith* from employer actions such as refusing to meet, switching negotiators frequently, making unilateral changes in wages and working conditions, or attempting to bypass the union to bargain directly with the workers. The make-whole remedy implicitly assumes that employee wages and benefits will increase upon signing a collective bargaining agreement. Therefore, when bargaining in bad faith, an employer can unlawfully delay a contract with wage and benefit increases sometimes for years and thereby save money. The make-whole award attempts

to transfer any such "savings" from the employer to the workers, putting each party in the position they would have held but for the employer's unlawful refusal to bargain.

The ALRA does not authorize penalties or punitive awards.² Consequently, the ALRB cannot award to workers more than the amount they could reasonably have expected from lawful bargaining. However, since the employer violated the ALRA, the cost of uncertainty in calculating make-whole falls on the employer. The Board³ is faced with the task of devising a formula that reasonably approximates the wages and fringe benefits lost by workers without imposing a penalty on employers for violating the ALRA. Devising such a formula is complicated by a lack of data on the wages and fringe benefits of unionized workers in California agriculture.

The ALRA was enacted in 1975, but the first make-whole formula was not developed until 1978 in Adam Dairy.⁴ This formula was influenced by the proposed 1977 Labor Law Reform Act, which would have explicitly authorized the National Labor Relations Board to order make-whole compensation as a remedy for bad faith bargaining in the nonfarm economy.⁵

There was no survey of California farm labor

¹For background on the ALRA see *Unfulfilled Promise: Collective Bargaining in California Agriculture*, (Boulder: Westview Press, 1988).

²The Board's "power to command affirmative action is remedial, not punitive..." *Laflin & Laflin v. Agricultural Labor Relations Bd.*, 166 Cal. App. 3d 368, 380 (1985) quoting *Sunnyside Nurseries v. Agricultural Labor Relations Bd.* 93 Cal. App. 3d 922, 940 (1979).

³The ALRB is comprised of a five member board, which sets policy and hears appeals of cases decided by administrative law judges and investigative hearing officers, and a general counsel's office, which reviews charges of unfair labor practices and prosecutes those with merit. This report refers to the Agency as the ALRB, and the five member board, acting in its role of issuing decisions and setting policy, as the Board.

⁴(1978) 4 ALRB No. 24.

⁵The 1977 Labor Law Reform Act would have based nonfarm make-whole wages and fringe benefits on a Bureau of Labor Statistics (BLS) survey of unionized employers. During the 1970s, BLS analyzed a sample of the 170,000 nonfarm union contracts and determined the incidence and cost of selected collective bargaining provisions.

contracts for the ALRB to use in calculating make-whole, so it adopted a two-step method of estimating the value of farmworker compensation in California agriculture. The ALRB first concluded that compensation included hourly wages and the value of fringe benefits. The Board then estimated the make-whole hourly wage by averaging the general laborer wage in the 37 UFW contracts in force during the make-whole period (1976-78) for an average make-whole wage of \$3.13. Thirty of these 37 UFW contracts had the same general labor wage, but these contracts covered vegetable and orchard employers, not dairies. The Board concluded that the UFW sought to establish a minimum general laborer wage of \$3.13 regardless of commodity, so the \$3.13 rate would apply as the hourly make-whole wage for Adam Dairy employees.

The 37 UFW contracts listed the fringe benefits available, e.g., health insurance, pension plans, paid vacations, but not their cost to employers or value to workers; so, the ALRB had to develop a method to compute their value. The Board sought a generalized approach to avoid litigation over the value of a specific provision such as a health care plan. It used BLS data in *Employee Compensation in the Private Nonfarm Economy* (1974) to determine that wages constituted 78 percent of total worker compensation in the nonmanufacturing economy (or fringe benefits, 22 percent of total compen-

sation). Gross make-whole compensation for Adam Dairy workers was calculated:

$.78 \text{ (gross make-whole)} = \$3.13 \text{ average hourly wage}$

$\text{Gross make-whole} = \$3.13 / .78 = \$4.01 \text{ per hour}$

The Adam Dairy was ordered to pay each worker the difference between \$4.01 and the amount the worker actually received in wages and benefits during the make-whole period. Workers earning a certain percentage more than the general laborer wage were entitled to an increased make-whole wage, e.g., workers earning 10 percent more than general labor received \$4.41.

Since *Adam Dairy* was decided in 1978, there has been much litigation over the ALRB's method of computing make-whole awards. Two months after *Adam Dairy*, in *J. R. Norton*,⁶ the Board changed its method from averaging all of the contracts of the complaining union to averaging only "comparable" contracts. The Board asserted that the variance in wages from region to region and from commodity to commodity had increased since the make-whole period in *Adam Dairy*, so that only comparable contracts should be used in determining the make-whole wage.⁷ The factors to be considered for "comparable" contracts include: the time frame of the contracts, the size of the work force, the

footnote 5 continued:

The 1977 proposal would have defined the make-whole period during which the employer did not bargain in good faith and then calculated make-whole compensation as the difference between the average percentage wage and benefit increase in union contracts in an industry during the make-whole period minus the actual percentage increase received by employees of the employer found guilty of bad-faith bargaining. Thus, an employer who actually granted a 2 percent increase when the average increase was 8 percent would owe affected employees an additional 6 percent of their earnings during the make-whole period.

⁶(1978) 4 ALRB No. 39.

⁷The variance in general labor wages did increase substantially after 1976. The make-whole period in *Adam Dairy* was from January 19, 1976, to about April 26, 1978; the make-whole period in *Norton* was from October 4, 1977, to December 28, 1979. Our survey of UFW contracts shows that the standard deviation of average hourly wages increased from 9.5 cents to 15.3 cents between July 1, 1976 and July 1, 1978.

commodity produced, and the location of the employer. In two cases only a single contract was comparable and used to calculate make-whole.⁸ The fringe benefit percentage remained at 22 percent; only the method of calculating the hourly make-whole wage changed. The comparable contract method provoked litigation over the determination of which contracts were comparable.

In 1983, the Board changed the fringe benefit percentage from 22 to 15.7 percent.⁹ Hickman, an employer found to have bargained in bad faith, suggested that fringes constituted only 9 percent of total compensation, but offered no data to support this claim. The ALRB agreed that 22 percent was too high, for it included mandatory payroll taxes for social security, unemployment insurance, and worker's compensation — items not subject to collective bargaining. According to the 1974 BLS survey, mandatory payroll taxes averaged 6.3 percent of total compensation in the nonmanufacturing sector. Subtracting 6.3 from 22 percent yielded a revised 15.7 percent make-whole fringe factor. However, opposition to the 15.7 fringe benefit percentage figure was unanimous: The UFW argued that the figure was too low; employers argued it was too high. And the Board concluded that the 1974 BLS data were outdated.

Instead of attempting to resolve the controversy between unions and employers directly, the Board decided reconsider the make-whole calculations in the ongoing *J.R. Norton* case.¹⁰ This *Norton* method calculates the dollar value of fringes available to each individual worker in comparable contract(s). Workers under

the same contract receive differing fringe benefits depending on their seniority, the number of hours they work in a week or year, and the particular day they work. For example, in most contracts, workers with more seniority get a higher percentage of their annual earnings in vacation pay. UFW contracts usually include vacation pay, paid holidays, rest periods, overtime pay and nighttime premiums. Workers must work a minimum number of hours during the previous year to be eligible for vacation pay, and vacation pay is usually calculated as a percentage of annual earnings, but the percentage (2 to 4 percent) depends on the seniority of the worker. Workers under union contract are usually eligible for overtime after working 40 to 50 hours in a week (state law requires overtime pay after 60 hours for farmworkers).

The *Norton* individual worker formula first determines if each employee was eligible for vacation or overtime pay, and then calculates *how much* he or she should receive based on what the worker would have received under a comparable contract. The *Norton* method requires detailed calculations for each worker, including the number of hours worked each week, when they were worked, and the seniority of each worker. The data to make such calculations may be handwritten reports from a foreman or farm labor contractor, and one worker may have several different social security numbers. The field examiner in *J.R. Norton* (1978) estimated that such calculations would have to be made for 2,000 to 2,500 *Norton* farmworkers.¹¹

⁸Holtville Farms, Inc. (1984) 10 ALRB No. 13; Kyutoku Nursery (1982) 8 ALRB No. 73.

⁹Hickam (1983) 9 ALRB No. 6.

¹⁰(1984) 10 ALRB No. 42.

¹¹The *Norton* individual worker calculations can be quite tedious. For example, 10 minute rest periods are required by state law after four hours of work. If the comparable contract provided for 15-minute rest periods, the *Norton* method computes the value of the extra 5-minute rest period to be worth 2.08 percent of hourly wages (5 ÷ 240 minutes), and each paid holiday is assumed to add 0.32 percent to wages (one day divided by the assumed 312 day

In contrast, the *Adam Dairy* group method required only a determination of the number of hours worked by each person during the make-whole period. Then a simple fringe benefit percentage is applied to all workers.

This difference between the individual worker and group fringe benefit calculation raises a policy question: Should the Board aim to maximize individual equity by calculating the benefits due to each worker or

should it simply accept a group average? We believe that the individual equity apparently present with the *Norton* method may be a mirage, because the detailed calculations frequently delay make-whole awards. If workers cannot be located to receive their make-whole awards, employers do not have to pay them. Hence, trying too hard to achieve individual equity may have the perverse result of reducing the total make-whole awards paid to workers.¹²

THE UFW CONTRACT ANALYSIS

Here we present data on average wages and fringe benefits of California farmworkers under UFW contracts for 1976 through 1987. Average union wages are determined for: (1) major job titles such as general laborer and tractor driver, (2) major commodities for each year, and (3) multi-county regions within California. Average fringe benefit packages are calculated for fringes paid on an hourly basis, such as the RFK Health Plan; as a percentage of hours worked or of earnings (paid vacations); as a lump sum; or in some other fashion. These calculations exclude mandatory payroll taxes for social security, unemployment insurance, and

workers compensation because these are not subject to collective bargaining.

The data are presented in two kinds of tables: The reference tables (Appendix 1) give actual data from UFW contracts — the number of contracts, average wages and hourly fringes, and their standard deviations, minimums, and maximums; the analysis tables (Appendix 2) combine these data to generate total compensation and fringe benefits as a percentage of total compensation. Assumptions are discussed in the text and in table footnotes.

For selected commodities and regions, the tables

footnote 9 continued:

work-year). The *Norton* procedure requires a six-step calculation to determine the gross make-whole award:

- | | |
|--|---|
| 1. (average wage from comparable contracts) • (number of hours worked) | + |
| 2. (average hourly contributions) • (number of hours worked) | + |
| 3. (.32 percent) • (number of holidays provided) • (hourly wage) •
(number of hours worked) | + |
| 4. (rest period percent) • (hourly wage) • (number hours worked) | + |
| 5. (overtime premium) • (number of overtime hours worked) | + |
| 6. (vacation pay percent as determined by seniority) • (annual earnings) | + |

= gross make-whole wages and fringes

Then, to calculate each worker's make-whole award and the employer's make-whole liability, subtract the wages and fringes received from the employer from the gross make-whole wages and fringe calculations.

¹²See Philip Martin and Daniel Egan, "The Make Whole Remedy in California Agriculture," mimeo, UCD, 1987.

in Appendix 1 and Appendix 2 report wages and fringe benefit data. The hourly wage and hourly fringe benefits listed in the tables are those that prevailed on July 1. In some instances, this means that differing numbers of "contract months" are counted for different contracts, e.g., contracts effective July 1 to June 30 have 12 contract months at the July 1 wage, but those which increase wages on May 1 have only 2 months at the July 1 contract wage. Another complication is that several contracts, especially those negotiated between 1978 and 1981, included or permitted cost of living allowance (COLA) increases; however, the value of any COLA increases does not show up in the average union contract data until the contract is re-negotiated and the COLA increase is reflected in the new higher wage. In the appendix tables are found:

- (1) The average hourly wages of farmworkers under UFW contracts by job title. For example, UFW general laborers under 33 vegetable contracts averaged \$5.18 hourly on July 1, 1981.
- (2) The average cost of employer-paid "hourly fringes." For example, fringe benefits such as health insurance premiums for which employers contributed an average 57 cents per hour worked in 30 union vegetable contracts on July 1, 1981.¹³ Hourly fringes include employer contributions, for each hour worked, to the

UFW's RFK Medical Plan, the JDLC Pension Plan, the MLK Welfare Plan, the NDFW Vacation Plan, and other health and welfare plans.¹⁴ In several contracts, an arbitrator could increase employer contributions to such plans if the union demonstrated increased costs; such increases are only included in the union contract data after a contract is re-negotiated that reflects these higher contributions.

- (3) The average value of paid holidays and vacations. Most contracts limit paid holidays to those who worked at least five days during the two weeks preceding a holiday. It was assumed that the average worker is eligible for one-half of the maximum number of paid holidays in each contract and that each paid holiday adds eight hours to the average 1,000 hour work year, or 0.8 percent.¹⁵ For example, 30 UFW vegetable contracts in 1981 offered an average 6.5 paid holidays each, so the average worker was assumed to be entitled to 3.25 paid holidays. Each paid holiday added 0.8 percent to annual earnings, or 2.6 percent for general laborers in vegetables.

Paid vacations are usually available to workers who (1) work at least a minimum number of hours during the year and (2) satisfy a seniority

¹³Hourly fringes are a cents-per-hour-worked contribution regardless of the hourly wage. Thus, hourly fringes are a higher percentage of total wages for lower wage than for higher wage job titles.

¹⁴When a contract did not provide for hourly fringes, holidays or paid vacations, no entry was made into the data base. Therefore, in vegetables in 1981, there were 33 entries for general labor but only 30 entries for vacations, holidays and hourly fringes. About 45 of the 900 contract years had at least one but not all three entries in holidays, vacations and hourly fringe benefits.

¹⁵Therefore, one-half of 0.8 percent is 0.5 percent of annual earnings. In *J. R. Norton* (1984) 10 ALRB No. 42 each holiday was estimated to be worth 0.32 percent of annual earnings (1 holiday ÷ 312 work days). The Board reasoned that "the fact that not all employees are eligible for every holiday is counterbalanced by the use of the full work year as the basis of computation."

requirement.¹⁶ In most contracts, vacation pay is simply a percentage (3 or 4 percent) of annual earnings. For the appendix tables, it was assumed that the average worker is eligible for one-half of the paid vacation benefit of a worker with 15 years seniority who satisfied annual minimum hours or days of work eligibility requirements, so that for most cases, paid vacations added 1.5 to 2 percent. For example, the 30 vegetable contracts in 1981 offered an average paid vacation to 15-year seniority workers of 4.4 percent, so the paid vacation percentage used in the analysis was 2.2 percent.¹⁷

Not all contracts provided paid vacations in the form of a percentage of annual earnings. Paid vacations that were expressed as a certain number of paid hours, days, or weeks were converted to a percentage of earnings by assuming that the average worker worked 1,000 hours, 125 days, or 26 weeks per year.¹⁸

- (4) The value of other fringe benefits, such as overtime and night premiums, rest periods, reporting and standby compensation, and jury and bereavement pay.¹⁹ This value is very difficult to estimate; such benefits probably add from 1

to 5 percent to an average worker's earnings. The appendix tables present this addition at both 4 and 5 percent.

- (5) Total compensation calculation. Fringes that were expressed as a percentage of wages were added-up, converted to their monetary equivalent, and added to hourly wages and hourly fringes. Then, the hourly and percentage fringes were expressed as a percentage of this total. From this, other-fringe factors were calculated using the alternative assumptions of 1, 3, 4, and 5 percent.

To illustrate this five-step procedure, consider the following. In 1981, there were 33 UFW vegetable contracts with a general labor job title, including 15 in the Central Coast. The average hourly wage in these Central Coast contracts was \$5.47; the average hourly fringe benefit contribution was \$0.62; and paid holidays (2.7 percent) and paid vacations (2.1 percent) were 4.8 percent of hourly wages under the assumptions explained above. If "other fringe benefits" are 1 percent of hourly wages, then percentage fringes total 5.8 percent of hourly earnings or add \$0.32 to average hourly wages ($.058 \times \$5.47$). Thus, total compensation is $\$5.47 + 0.32 + 0.62$ or \$6.41; fringes are \$0.94 or 14.7 percent of

¹⁶A typical vacation provision from a 1981 vegetable contract provided that: A worker who worked at least 700 hours in the previous calendar year received 2 percent of his gross earnings as vacation pay. A worker with at least four years seniority and who had worked 700 hours in the previous calendar year received 4 percent of his gross earnings (Mann Packing).

¹⁷Most of these contracts offered 3 to 4 percent vacation pay to workers after 3 or 4 years.

¹⁸About 100 of 900 records (a union contract for one year) were converted using this hours or days or weeks procedure. The average converted contract offered an 8.6 percent paid vacation, so the average worker was assumed to actually obtain a 4.3 percent paid vacation. The average unconverted paid vacation was 4 percent, and the average worker was assumed to get a 2 percent paid vacation.

For instance, Cal Pac Citrus Co. (1979) offered employees with 15 years seniority 110 hours of paid vacation per year. This was converted to 11 percent ($110 \div 1000 \text{ hr.}$). Dunlap Nursery (1978) offered two weeks of paid vacation per year. This converted to 7.7 percent ($2 \text{ weeks} \div 26 \text{ weeks}$). A few contracts expressed vacation pay as a number of hours paid for a certain number of hours worked. For example, J. H. Smeds and Sons (1980) offered workers with seven years seniority, 12 hours of paid vacation for every 108 hours worked, for a vacation percentage of 11.1 percent.

total compensation. Alternatively if other fringe benefits add 5 percent to earnings, then percentage fringes are 9.8 percent adding \$0.54 to average hourly wages. Total compensation is \$6.63 under this assumption; and fringes are 17.4 percent of total compensation.

Empirical Example

Calculations using these assumptions can be compared with actual wage and fringe benefit data from the Coastal Growers Association, an Oxnard-based lemon harvester with a standard UFW contract between 1978 and 1985. The year before union representation, voluntary fringes were 8 percent of total compensation (Table 1). This fringe benefit percentage rose to 12 percent in 1978; 14 percent in 1979; 16 percent in 1980 and 1981; 18 percent in 1982; and then fell to 14 to 15 percent between 1983 and 1985. The most important reason for increasing the percentage for fringe benefits was the rising cost of health and pension premiums, although the cost of the other fringe benefits also rose.

Most years hourly fringes were about equal to the other fringes combined, but in 1982, when a strike reduced vacation and holiday pay, other fringes fell to about one-fourth of hourly fringes.

This CGA contract was a standard UFW contract with hourly fringes about equal to those calculated for vegetable contracts. CGA holiday and vacation costs were very close to the average for all vegetable contracts; in 1980, holidays actually cost 2.2 percent of total compensation, versus a calculated 2.3 percent in vegetable contracts. However, the CGA contract differs in its cost of standby, wet, and travel time. (These costs are considerably higher for a custom harvester such as CGA, which sometimes moves workers 50 miles, than they would be for most union employers.) Like other standard UFW contracts, the CGA contract provided for other benefits, including overtime and jury and bereavement pay—benefits which added 3 to 5 percent under the UFW contract. Therefore, the 4 to 5 percent assumptions used in the analysis should bracket the true costs of other fringes for most UFW employers.

WAGES AND BENEFITS IN UFW CONTRACTS: 1976-1987

General Labor

General labor is the job title most often included in UFW union contracts. It is usually the minimum wage which is guaranteed to both hourly and piece-rate workers. We analyze the hourly wages, hourly fringe benefits, paid holidays, and paid vacations of workers under UFW contracts since 1976. Wages and fringes are examined for all contracts with a general laborer job title and then for various commodities. In each case, the average value of the wage or benefit is followed by its standard deviation, minimum, and maximum.

Most contracts include a general laborer job title. There were 25 UFW contracts in the data base that included a general laborer job title in 1976; 108 in 1978;

84 in 1980; 63 in 1982; 28 in 1984; and 37 in 1986. Because there is no year-by-year census of UFW contracts, we cannot give the percentage of all UFW contracts represented in the data base.

The reference tables provide basic wage, hourly fringe, holiday, and vacation data for contracts in the data base by commodity. The average hourly wage of general laborers rose from \$3.38 in 1978 to \$5.26 in 1982, an increase of 56 percent. Much of this occurred from 1979 to 1980, when average general laborer wages rose 19 percent. Average general laborer wages vary significantly within regions and from region-to-region, and the variance in hourly wages has increased over time.

Average contributions for fringe benefits financed

Table 1. CGA Fringe Benefit Costs, 1977-1985^a

Benefit	1977	1978	1979	1980	1981	1982 ^e	1983	1984	1985
1. Medical	\$ 268,901 (5.4) ^b	\$ 227,018 (5.1)	\$ 210,859 (6.6)	\$ 446,558 (10.5)	\$ 485,315 (10.6)	\$ 225,570 (13.4)	\$ 288,610 (6.8)	\$ 165,819 (9.7)	\$ 169,237 (10.1) ^g
2. Holidays & CPD	--	92,338 (2.1)	55,325 (1.7)	95,734 (2.2)	99,671 (2.2)	29,800 (1.8)	99,687 (2.4)	51,394 (3.0)	32,826 (2.0)
3. Paid Vacation ^c	100,267 (2.0)	155,408 (3.5)	93,223 (2.9)	103,055 (2.4)	134,380 (2.9)	36,572 (2.2)	76,429 (1.8)	42,874 (2.5)	39,134 (2.3)
4. Standby, Wet, and Travel Timed ^d	<u>52,408</u> (1.0) \$ 421,577	<u>114,534</u> (2.6) \$ 589,298	<u>156,809</u> (4.9) \$ 516,216	<u>175,929</u> (4.1) \$ 821,276	<u>156,658</u> (3.4) \$ 876,024	<u>82,988</u> (4.9) \$ 374,930	<u>103,266</u> (2.4) \$ 567,992	<u>41,946</u> (2.4) \$ 302,033	<u>39,917</u> (2.4) \$ 281,114
Harvester Wages	<u>4,981,156</u>	<u>4,431,919</u>	<u>3,187,858</u>	<u>4,251,689</u>	<u>4,594,260</u>	<u>1,681,562</u>	<u>3,644,717</u>	<u>1,716,283</u>	<u>1,667,756</u>
Total Compensation	\$ 5,402,733	\$ 5,021,217	\$ 3,704,074	\$ 5,072,965	\$ 5,470,284	\$ 2,056,492	\$ 4,212,709	\$ 2,018,316	\$ 1,948,870
Fringe Benefit Percent ^f	7.8%	11.7%	13.9%	16.2%	16.0%	18.2%	13.5%	15.0%	14.4%

^aCGA fiscal years, e.g., November 1, 1976 through October 31, 1977.

^bNumbers in parentheses are the cost of each fringe benefit as a percentage of harvester wages.

^cIncludes bereavement pay in 1984 and 1985.

^dAlso includes moving time from one local grove to another during the workday.

^eCGA did not harvest during a four month strike in 1982.

^fVoluntary or negotiated fringes as a percentage of the listed fringe benefits plus direct picker wages. Foremen and checker wages, mandatory employer-paid programs such as social security, and admin excluded. The UFW represented CGA workers from 1978-1985; negotiated fringes averaged 14.9 percent of total compensation during these years.

^gIncludes 35 percent for RFK and 65 percent for Pan Am Insurance.

Source: Coastal Grower Association Records.

by employer contributions for each hour worked rose from \$0.35 per hour worked in 1978 to \$0.52 in 1982, an increase of 49 percent. The variance in hourly contributions increased over time, but not nearly as much as the variance in hourly wages; there was also less variance within than across regions.

The average number of paid holidays was five to seven between 1976 and 1987, although there was a considerable range within and across regions, e.g., from zero to 13 paid holidays. Thirteen contracts did not provide paid holidays.

The average paid vacation of a worker with 15 years seniority rose from about 5 percent of annual earnings in 1976-78 to 6 percent between 1979 and 1983, and changed erratically since then. Although the vacation percentage is for 15-year workers, it should be noted that in many instances the maximum vacation pay was achieved after three to four years seniority. There is an extremely high variance around the average vacation benefit within a region and across regions.

The analysis tables are based on the data in the reference tables. The average hourly wage and hourly fringe data are the same; the holidays percentage column is one-half of the number of paid holidays from the reference table multiplied by .008 under the assumptions that the average worker is eligible for half of the maximum holidays and that each paid holiday is worth eight hours of an assumed 1,000 hour work year. The vacation column in the analysis table is one-half of the percentage in the reference table, on the assumption that the average worker was eligible for half of the vacation benefit of a 15-year seniority worker.

The analysis tables then convert all percentage fringe benefits to their dollar equivalents. The middle five columns use the 4 percent other fringe assumption; the final five columns, the 5 percent. The hourly wage, hourly contributions, and dollar equivalent fringes are summed to determine total compensation, and then the

fringe share of total compensation is calculated in the 10th and 15th columns under the two respective assumptions for other fringes.

The fringe benefit factor for general labor was about 15 percent from 1976 to 1978; then rose to about 16 percent between 1979 through 1983; and has since risen to 18 percent under the 4 percent assumption. The 5 percent assumption adds about 1 percent more. This is comparable to the *Hickam* modification of the *Adam Dairy* fringe benefit factor of 15.7 percent.

Commodity Tables

The analysis tables by commodity are calculated in the same way as for the general labor category. In general wages and fringes as a percentage of total compensation have increased over the decade. However, there are notable exceptions. Also in some cases the numbers are based on only a few contracts, so that the averages may be misleading.

Vegetables

The number of vegetable contracts in the database with a general laborer job title rose from 15 in 1976 to from 26 to 42 between 1977 and 1982, and then dwindled. Vegetable contracts with a general laborer title appear to be most representative for the years 1978 to 1982. Between 1978 and 1982 average general labor wages rose from \$3.35 to \$5.39, an increase of 61 percent. However, most of this increase occurred from 1979 to 1980. The variance in hourly wages jumped sharply from 1978 to 1979, and increased again after 1982. The variance in hourly wages for general labor was highest in Southern California between 1978 and 1981.

Hourly fringes rose from \$0.34 in 1978 to \$0.59 in 1982, an increase of 74 percent. The major increase was from 1979 to 1980, but there was less of an increase in the variance of hourly fringes. The maximum number of paid holidays was from four to six in most contracts, but

there was a range from zero to 12 days over the regions.

Paid vacations added 4.0 to 4.6 percent to annual earnings, most years. The paid vacation percentage in the reference table refers to 15-year seniority workers; however, most vegetable workers were eligible for this maximum benefit in three to five years. There was a considerable variance in paid vacations; the range was zero to 11.5 percent.

In vegetables, under the 4 percent other fringe assumptions, total fringes were 12.2 to 13.4 percent of total compensation between 1976 and 1979, and then rose to about 14 percent from 1980 through 1982. If other fringes were counted as adding 5 percent to earnings, then total fringes rose from 15.2 to 16.3 percent between 1976 and 1978 to about 17 percent between 1980 and 1982.

More detailed job titles can be analyzed based on these data if certain relationships are known. For example, tractor driver B is defined as the minimum tractor driver wage provided by the contract. Tractor driver wages in vegetables were generally \$0.60 to \$0.80 per hour higher than general laborer wages, while fringe benefits were approximately the same dollar value for the two job classifications. Therefore, fringes as a percentage of total compensation would be 1 to 1.5 percent higher for general laborers than for tractor drivers.

Grapes

The number of grape contracts available with a general laborer job title peaked at 25 in 1980, with a low of three in 1976 and again in 1986. Between 1978 and 1981, most of these grape contracts were in the San Joaquin Valley.

Grape wages did not follow the vegetable pattern of stability and then a jump in 1980-81. Instead, general labor grape wages rose from \$3.25 to \$3.74 between 1976 and 1979, and then advanced 28 percent from 1979 to

1981 and another 14 percent between 1981 and 1983. Between 1976 and 1986, average grape wages rose from \$3.25 to \$6.79, an increase of 109 percent; however, these averages are based on only three grape contracts in each of these years.

Average hourly fringes in grape contracts almost doubled from \$.20 to \$.39 between 1976 and 1980 and then rose to \$.75 by 1985. The 1976 to 1986 increase in hourly fringes was 280 percent, from \$.20 to \$.76 per hour worked, but there were relatively few contracts available for these two years. The average number of paid holidays available under grape contracts was four to eight in 1976-77, and four to nine in 1985-86. The average maximum paid vacation was between 4.8 and 6.0 percent of annual earnings from 1976 to 1982. Since 1982, maximum paid vacations first decreased and then increased.

Nursery

The number of nursery contracts available peaked at 14 in 1978, when general labor wages averaged \$3.35. Nursery wages have risen slower than wages in other commodities—only 23 percent between 1978 and 1981, and 27 percent between 1981 and 1985. As with other commodities, the variance in nursery wages has increased.

Hourly fringes increased more slowly in nursery contracts than in other commodities, from \$.33 in 1978 to \$.39 in 1981. Similarly, the average number of paid holidays increased from 5.8 to 6.9 between 1979 and 1982. Paid vacations for 15-year seniority workers were 8.7 percent of annual earnings in 1979 and 8.9 percent in 1981.

Citrus

There were only 16 citrus contracts with a general labor wage available from 1978 through 1983. During this period, general labor wages rose 37 percent. Hourly

fringe benefits were zero in 1978 and then rose 72 percent from 1979 to 1983. The number of paid holidays ranged from 4 to 7.7 over this period, and paid vacations were very high but variable across this small sample of contracts.

Eggs

There was only one egg contract available for 1979 through 1984. General labor wages increased from \$3.97 to \$5.82.

Tree Fruits

The number of tree fruit contracts in the data base was 24 in 1977 and 1978, falling to 5 from 1980 to 1981. After 1981, data were only from one or two tree fruit contracts; in 1986 the number of contracts rose to 13. Wages rose steadily from 1976 to 1986 and then fell slightly in 1987. Between 1978 and 1981, average wages went from \$3.36 to \$4.28, an increase of 27 percent. Hourly fringe benefit contributions rose 5 cents or 14 percent, over this period, but then fell back down to their 1978 level in 1982. The maximum average of paid holidays rose from five in 1977 to 6.4 in 1981. Vacation pay was 4.8 percent in 1977 and 1978, and 5.1 to 7.6 percent in 1980 and 1981. In the later years, it went down to between 4 and 6 percent.

Tractor Driver - All Commodities

The number of contracts with a tractor driver job peaked at 80 in 1978, falling to 14 in 1984. Wages rose steadily from \$3.73 in 1976 to \$4.05 in 1979. In 1980, the average wage rose to \$4.99, and from 1979 to 1986 wages rose an average of \$0.41 per year. The average fell slightly, by \$.09 per hour, from 1986 to 1987. Hourly fringes rose from \$0.35 in 1978 to \$0.55 in 1982, an increase of 57 percent. Paid vacations varied from 4.2 percent to 5.3 percent between 1976 and 1978, and from 5.4 percent to 6.1 percent from 1979 to 1982.

With other fringes at 4 percent, fringes varied from 11.4 to 15.2 percent of total compensation from 1976 to 1978; from 1979 to 1982 the percentage varied from 12.9 to 14.7. Under the 5 percent assumption, the percentage varied from 15.6 to 17.9 percent from 1976 to 1978; from 15.9 to 17.6 from 1979 to 1982. Tractor drivers in vegetables showed similar wage and benefit patterns.

Mushrooms

There were four to six mushroom contract between 1980 and 1987. General labor wages rose from \$4.21 in 1980 to \$6.71 in 1987.

CONCLUSION

The make-whole remedy is unique to California agriculture; the ALRA is the only U.S. labor law which explicitly orders an administrative agency, the ALRB, to "make employees whole" for pay and fringe benefit losses suffered while employers do not bargain in good faith. The make-whole remedy has been controversial, in part because of how make-whole awards are calculated.

The ALRB has declared that the make-whole remedy has two goals: to encourage employers to bargain in good faith and to compensate workers. The ALRB developed two methods to calculate the make-whole compensation due workers. The *Adam Dairy* "all contracts" method averages the wages achieved by the union in contracts negotiated by employers bargained in good faith and then assumes that fringe benefits in agriculture have the same cost to employers as the average for nonmanufacturing workers. The *J.R. Norton* "comparable contracts" method uses the wage(s) for individual workers from similar contracts and then calculates the actual cost of fringe benefits to workers in these contracts.

Neither the *Adam Dairy* nor the *Norton* method perfectly compensates workers. The *Adam Dairy* method tends to promote the good-faith bargaining goal of the ALRA because it permits relatively easy and quick determinations of the make-whole remedy. However, since *Adam Dairy* provides all workers with the same fringe benefit package, it may overcompensate seasonal workers and undercompensate regular or year-round employees.

The *Norton* method calculates the fringe benefit package due to each worker, and thus better achieves

the compensation goal of make-whole. However, individual calculations tend to delay make-whole awards, frustrating the promotion of good faith bargaining goal. Employers have little incentive to expedite the individual *Norton* calculations because they must pay compensation only to workers who can be located. The ALRB has had very little experience locating workers who are due make-whole awards because only a handful of make-whole cases have been completed. And it is known that many seasonal farmworkers drift out of farmwork and out of ALRB and union recordkeeping systems. The *Norton* case is based on events in 1977 and has not yet been resolved; it is not yet known how many of the 2,000 to 2,500 *Norton* workers employed in 1977 will be located more than a decade later.

The ALRB's dilemma over how to calculate the make-whole remedy presents a classic case of competing regulatory goals. It appears that the concern for individual equity as expressed by the *Norton* method has diverted attention from the more important goal of providing compensation to workers and promoting good faith bargaining. More important, the *Norton* concern for individual worker equity appears to have diverted attention from the fact that the difference in fringe benefit packages between the *Adam Dairy* and *Norton* methods is small because the easy-to-calculate fringes are 60 to 80 percent of all fringe benefits. Thus, this study suggests that an *Adam Dairy* approach of using the wage and benefit data extracted from a sample of UFW contracts can be applied equitably and efficiently to workers to whom ALRB make-whole awards are owed.

APPENDIX 1. UNION CONTRACT REFERENCE TABLES

These tables list the “count” of union contracts available, the hourly average wage, total hourly fringes such as cents per hour contributions to health and pension plans; the average number of paid holidays; and the amount of paid vacation available to a worker with 15 years seniority expressed as a percentage of the worker’s annual earnings. The contracts listed include all those on file with the ALRB in Sacramento in 1984 and those in the UC Davis library through 1987. For each year and region, there is a contract count and then descriptive statistics for wages, fringes, holidays, and vacations. These tables are drawn from contracts with 200 different farm employers for 900 UFW contract years between 1976 and 1987 (one contract in force for one year is a contract year).

The “n” columns list the number of contracts containing the respective provisions; average columns give these provisions’ average value e.g., 63 of the 65 general labor contracts in 1977 included hourly fringe clauses. Note that in a few instances, the n columns differ because parties did not negotiate all four provisions, or there may have been parts of contracts missing.

In about 179 of the 900 contract years, wage and benefit data were not complete: 77 did not include a general labor wage (primarily citrus); 66 included wage data but no fringe data; and 45 included wage and at least some fringe benefit data but not complete fringe data (there was some overlap).

Some contracts did not contain a general labor or tractor driver wage. Only fringe benefits in a contract with a corresponding wage were averaged; thus, the 45 contracts with wage data but no fringe data did not enter into the fringe benefit averages.

Regions: Contracts were assigned to one of the six regions of California or to a multi-region group. If

the contract or a supplemental agreement did not indicate a farm’s location, the company’s address was located in ALRB records. Those with operations in more than one region (as indicated in the piece-rate schedule or in other parts of the contract) were assigned to the multi-region category.

Commodity: Contracts were assigned to a commodity group by examining the piece-rate schedule. One exception is the Watsonville Apple Growers who used a vegetable piece-rate but were included with “tree fruits.”

General Labor: This is usually the minimum wage a worker can earn under a contract. However, when a contract indicated a lower-wage training period, or a “hire in” general labor wage, the general labor wage for regular workers was used.

Irrigator: Irrigator “B” is the wage for the lowest paid irrigator. Some contracts provide only one irrigator wage and was recorded as Irrigator “B.” Some contracts had two irrigator wages; the higher was recorded as Irrigator “A.” In contracts with three classifications, the highest was recorded as Irrigator A; the lowest, as Irrigator B. Exception: Irrigator sub-foremen were not recorded as Irrigator A.

Vacations: The minimum number of hours worked for eligibility for paid vacation benefits sometimes differed for piece-rate and hourly wage workers under the same contract.

Tractor Drivers: The lowest wage category of tractor driver was entered as Tractor Driver B. A typical contract has two classifications, A and B; but some had three classifications; others, only one. The Tractor Driver table gives the minimum wage a driver would receive under the contract.

Reference Wage and Fringe Data for General Labor in UFW Contracts

4/15/88 Contract Region count	Hourly Wages					Hourly Fringes					Paid Holidays					Paid Vacations				
	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max
1976 CC	4	\$3.14	.075	\$3.10	\$3.25	4	\$2.29	.058	\$2.20	\$3.32	4	5.5	1.00	5.0	7.0	4	4.5%	1.00%	4.0%	6.0%
SJ	4	\$3.14	.075	\$3.10	\$3.25	4	\$2.29	.058	\$2.20	\$3.32	4	6.5	3.32	4.0	11.0	4	9.9%	2.62%	6.0%	11.5%
SCA	2	\$3.03	.106	\$2.95	\$3.10	2	\$3.32	.000	\$3.32	\$3.32	2	5.0	.00	5.0	5.0	2	5.0%	1.41%	4.0%	6.0%
SC	5	\$3.10	.000	\$3.10	\$3.10	5	\$3.32	.000	\$3.32	\$3.32	5	5.0	.00	5.0	5.0	5	4.0%	.00%	4.0%	4.0%
MR	10	\$3.12	.047	\$3.10	\$3.25	10	\$3.30	.036	\$2.20	\$3.32	10	4.7	.95	4.0	7.0	10	4.4%	.84%	4.0%	6.0%
all	25	\$3.11	.060	\$2.95	\$3.25	25	\$3.30	.038	\$2.20	\$3.32	25	5.2	1.50	4.0	11.0	25	5.3%	2.39%	4.0%	11.5%
1977 CC	23	\$3.23	.036	\$3.23	\$3.40	22	\$3.32	.000	\$3.32	\$3.32	21	5.3	.83	5.0	8.0	21	4.0%	1.10%	2.0%	8.0%
SJ	7	\$3.26	.093	\$3.15	\$3.35	7	\$2.29	.057	\$1.17	\$3.32	7	4.9	1.07	4.0	7.0	6	7.0%	3.27%	4.0%	11.1%
SCA	15	\$3.17	.182	\$3.00	\$3.55	14	\$2.29	.075	\$1.17	\$3.37	14	3.4	1.98	.0	6.0	14	3.7%	1.85%	2.0%	7.7%
SC	7	\$3.24	.028	\$3.23	\$3.30	7	\$3.32	.019	\$3.32	\$3.37	7	5.4	1.37	4.5	8.5	7	4.6%	1.51%	4.0%	8.0%
MR	11	\$3.27	.113	\$3.23	\$3.60	11	\$3.32	.000	\$3.32	\$3.32	11	4.8	1.17	4.0	8.0	11	4.5%	.93%	4.0%	6.0%
all	65	\$3.23	.115	\$3.00	\$3.60	63	\$3.31	.042	\$1.17	\$3.37	62	4.7	1.51	.0	8.5	61	4.4%	1.82%	2.0%	11.1%
1978 CC	26	\$3.38	.078	\$3.35	\$3.65	25	\$3.36	.014	\$3.32	\$3.37	24	5.3	.92	5.0	8.5	24	4.0%	1.02%	2.0%	8.0%
SJ	21	\$3.43	.099	\$3.15	\$3.55	21	\$3.32	.052	\$1.17	\$3.37	21	4.1	1.71	2.0	7.0	20	5.5%	3.05%	3.0%	11.5%
SCA	31	\$3.31	.210	\$3.00	\$3.55	29	\$3.35	.103	\$1.17	\$3.77	30	4.1	1.79	1.0	7.5	29	5.3%	3.68%	2.0%	16.2%
SC	10	\$3.40	.069	\$3.35	\$3.56	10	\$3.36	.016	\$3.32	\$3.37	10	5.6	1.23	4.5	8.5	10	4.5%	1.27%	4.0%	8.0%
MR	12	\$3.40	.108	\$3.35	\$3.65	11	\$3.36	.015	\$3.32	\$3.37	11	4.8	1.17	4.0	8.0	11	4.5%	.93%	4.0%	6.0%
all	108	\$3.38	.153	\$3.00	\$3.80	102	\$3.35	.063	\$1.17	\$3.77	101	4.6	1.58	1.0	8.5	99	4.8%	2.58%	2.0%	16.2%
1979 CC	7	\$3.99	.572	\$3.20	\$5.00	7	\$3.36	.161	\$0.05	\$6.60	7	6.6	2.36	2.0	9.0	7	5.1%	2.54%	2.0%	8.0%
SJ	18	\$3.64	.162	\$3.45	\$3.95	16	\$3.35	.058	\$1.17	\$4.43	18	5.1	2.36	2.0	13.0	17	6.1%	3.04%	3.0%	11.5%
SCA	23	\$3.46	.406	\$3.10	\$5.00	21	\$3.37	.118	\$2.22	\$3.77	22	3.9	2.16	1.0	7.0	22	5.9%	4.47%	2.0%	16.2%
SC	11	\$3.69	.135	\$3.50	\$3.97	10	\$3.35	.047	\$2.22	\$3.37	11	6.0	1.17	4.5	8.5	11	5.6%	2.50%	4.0%	11.5%
MR	5	\$3.55	.276	\$3.35	\$3.90	5	\$3.37	.000	\$3.37	\$3.37	5	5.2	1.79	4.0	8.0	5	4.8%	1.10%	4.0%	6.0%
all	74	\$3.61	.347	\$3.10	\$5.00	67	\$3.35	.093	\$0.05	\$3.77	70	5.1	2.27	1.0	13.0	69	5.8%	3.44%	2.0%	16.2%
1980 CC	22	\$4.91	.352	\$4.15	\$5.55	20	\$5.32	.138	\$0.05	\$6.60	20	6.9	.97	6.0	9.0	20	4.7%	1.49%	2.0%	8.0%
SJ	19	\$3.97	.153	\$3.65	\$4.15	16	\$4.40	.048	\$2.22	\$4.45	19	4.7	2.54	2.0	13.0	19	5.8%	3.22%	3.0%	12.0%
SCA	15	\$4.00	.540	\$3.35	\$5.00	13	\$4.40	.130	\$2.22	\$5.58	14	5.7	1.73	2.0	9.0	14	8.4%	4.31%	2.0%	16.2%
SC	7	\$4.05	.294	\$3.68	\$4.50	6	\$3.33	.063	\$2.22	\$4.40	6	6.8	.75	6.0	8.0	6	6.7%	2.81%	4.0%	11.5%
MR	8	\$4.75	.466	\$3.90	\$5.00	8	\$5.33	.100	\$0.37	\$5.58	8	6.5	.76	6.0	8.0	8	4.5%	.93%	4.0%	6.0%
all	84	\$4.31	.585	\$3.35	\$5.55	72	\$4.44	.126	\$0.05	\$6.60	75	6.1	1.86	2.0	13.0	75	6.1%	3.20%	2.0%	16.2%
1981 CC	23	\$5.28	.417	\$4.35	\$5.95	21	\$5.34	.154	\$0.00	\$6.68	21	6.9	1.22	4.0	9.0	21	4.6%	1.56%	2.0%	8.0%
SJ	11	\$4.16	.228	\$3.85	\$4.50	11	\$4.41	.083	\$2.22	\$5.59	11	6.5	3.05	4.0	13.0	11	5.7%	2.54%	2.0%	11.5%
SCA	14	\$4.40	.556	\$3.60	\$5.40	13	\$4.44	.131	\$2.22	\$6.62	13	6.0	1.63	4.0	9.0	13	7.8%	3.54%	3.0%	14.4%
SC	12	\$4.52	.515	\$3.86	\$5.20	10	\$4.41	.121	\$2.22	\$5.55	11	6.5	1.13	5.0	8.0	11	7.3%	3.56%	4.0%	15.4%
MR	6	\$5.40	.000	\$5.40	\$5.40	6	\$6.61	.000	\$6.61	\$6.61	6	6.3	.52	6.0	7.0	6	4.0%	.00%	4.0%	4.0%
all	75	\$4.77	.677	\$3.60	\$5.95	68	\$4.48	.141	\$0.00	\$6.68	69	6.5	1.69	4.0	13.0	69	6.0%	3.02%	2.0%	16.0%
1982 CC	20	\$5.54	.404	\$4.35	\$6.00	18	\$5.34	.175	\$0.05	\$6.65	18	6.9	.96	6.0	9.0	18	4.6%	2.36%	2.0%	12.0%
SJ	4	\$4.39	.165	\$4.20	\$4.60	3	\$4.43	.010	\$4.42	\$4.44	3	7.7	3.79	5.0	12.0	3	6.5%	4.33%	4.0%	11.5%
SCA	10	\$4.61	.472	\$4.08	\$5.70	8	\$5.51	.114	\$3.37	\$6.64	9	5.1	1.83	4.0	9.0	9	6.1%	3.74%	3.0%	12.0%
SC	11	\$5.16	.561	\$4.20	\$5.75	9	\$4.48	.122	\$2.22	\$6.62	9	6.7	1.22	5.0	8.0	9	6.5%	3.75%	4.0%	15.4%
MR	6	\$5.70	.000	\$5.70	\$5.70	6	\$6.64	.000	\$6.64	\$6.64	6	6.8	.41	6.0	7.0	6	4.0%	.00%	4.0%	4.0%
all	63	\$5.26	.649	\$3.93	\$6.19	53	\$5.52	.152	\$0.00	\$6.65	54	6.7	1.59	4.0	12.0	54	5.4%	2.76%	2.0%	15.4%
1983 CC	10	\$5.91	.730	\$4.74	\$6.75	7	\$5.34	.269	\$0.05	\$8.81	7	7.6	1.40	5.0	9.0	7	6.3%	3.35%	2.0%	12.0%
SJ	4	\$4.89	.125	\$4.70	\$4.95	4	\$4.48	.010	\$4.46	\$4.48	4	3.5	1.73	2.0	6.0	4	3.3%	.50%	3.0%	4.0%
SCA	4	\$4.90	.219	\$4.70	\$5.20	3	\$5.59	.136	\$4.44	\$7.70	3	5.0	1.73	4.0	7.0	3	9.0%	2.19%	7.7%	11.5%
SC	10	\$5.51	.617	\$4.50	\$6.10	8	\$5.53	.158	\$2.22	\$7.74	8	6.5	1.41	5.0	9.0	8	6.9%	3.95%	4.0%	15.4%
MR	1	\$6.65	.000	\$6.65	\$6.65	0	\$0.00	.000	\$0.00	\$0.00	0	.0	.0	.0	.0	0	.0%	.0%	.0%	.0%
all	35	\$5.51	.770	\$4.10	\$6.75	26	\$5.51	.196	\$0.00	\$8.81	26	6.2	2.02	2.0	9.0	26	6.2%	3.16%	2.0%	15.4%
1984 CC	8	\$6.25	.788	\$4.84	\$7.15	6	\$6.61	.299	\$0.05	\$8.86	6	7.5	1.52	5.0	9.0	6	6.9%	2.87%	4.0%	11.5%
SJ	4	\$5.08	.250	\$4.70	\$5.20	4	\$5.56	.045	\$5.54	\$6.63	4	3.8	1.50	3.0	6.0	4	4.0%	.00%	4.0%	4.0%
SCA	4	\$5.35	.254	\$5.05	\$5.67	2	\$7.78	.035	\$7.75	\$8.80	2	5.5	2.12	4.0	7.0	2	6.9%	1.20%	6.0%	7.7%
SC	8	\$5.76	.548	\$4.68	\$6.45	7	\$6.60	.299	\$0.00	\$8.85	7	7.2	1.29	6.0	9.0	6	6.8%	4.79%	4.0%	16.0%
MR	1	\$7.00	.000	\$7.00	\$7.00	0	\$0.00	.000	\$0.00	\$0.00	0	.0	.0	.0	.0	0	.0%	.0%	.0%	.0%
all	28	\$5.80	.785	\$4.40	\$7.15	20	\$6.61	.236	\$0.00	\$8.86	21	6.4	1.99	3.0	9.0	20	6.1%	3.11%	4.0%	16.0%
1985 CC	8	\$6.73	.749	\$5.04	\$7.29	4	\$6.60	.392	\$0.05	\$9.93	4	8.3	1.50	7.0	10.0	4	7.4%	3.20%	4.0%	11.5%
SJ	0	0	.000	0	0	0	0	.000	0	0	0	0	.000	0	0	0	0	.000	0	0
SCA	6	\$5.41	.353	\$5.00	\$5.95	4	\$7.72	.071	\$6.65	\$8.81	3	6.3	2.08	4.0	8.0	3	6.7%	.91%	6.0%	7.7%
SC	8	\$5.93	.513	\$4.86	\$6.45	8	\$7.76	.149	\$4.49	\$9.90	8	7.4	1.35	6.0	9.0	7	6.9%	4.40%	4.0%	16.0%
MR	2	\$7.68	.000	\$7.68	\$7.68	2	\$8.85	.000	\$8.85	\$8.85	2	9.0	.00	9.0	9.0	2	8.0%	.00%	8.0%	8.0%
all	28	\$6.20	.898	\$4.40	\$7.68	21	\$6.69	.257	\$0.00	\$9.95	20	7.3	1.73	4.0	10.0	19	6.8%	3.02%	4.0%	16.0%
1986 CC	19	\$6.23	.612	\$5.80	\$7.25	15	\$8.86	.224	\$0.05	\$9.93	16	5.1	2.09	4.0	10.0	16	4.6%	1.41%	4.0%	8.0%
SJ	0	0	.000	0	0	0	0	.000	0	0	0	0	.000	0	0	0	0	.000	0	0
SCA	3	\$5.42	.802	\$4.65	\$6.25	3	\$5.54	.470	\$0.00	\$8.82	3	6.7	1.53	5.0	8.0	3	5.4%	1.25%	4.0%	6.3%
SC	12	\$5.92	.483	\$4.86	\$6.62	12	\$7.78	.278	\$1.19	\$10.00	12	7.9	.86	7.0	9.0	12	6.2%	3.56%	4.0%	16.0%
MR	2	\$7.99	.000	\$7.99	\$7.99	2	\$8.87	.000	\$8.87	\$8.87	2	9.0	.00	9.0	9.0	2	8.0%	.00%	8.0%	8.0%
all	37	\$6.11	.794	\$4.40	\$7.99	33	\$7.79	.270	\$0.00	\$10.00	34	6.5	2.10	4.0	10.0	34	5.5%	2.48%	4.0%	16.0%
1987 CC	19	\$6.15	.665	\$5.13	\$7.45	16	\$8.88	.231	\$0.05	\$11.18	17	5.2	2.08	4.0	10.0	17	5.0%	2.15%	4.0%	11.5%
SJ	0	0	.000	0	0	0	0	.000	0	0	0	0	.000	0	0	0	0	.000	0	0
SCA	2	\$5.15	.495	\$4.80	\$5.50	2	\$5.54	.757	\$0.00	\$10.07	2	6.0	1.41	5.0	7.0	2	5.2%	1.63%	4.0%	6.3%
SC	8	\$5.99	.698	\$4.61	\$6.77	8	\$8.80	.401</												

		Reference Wage and Fringe Data for General Labor/ Vegetables in UFW Contracts																			
4/15/88 Contract	Region count	Hourly Wages					Hourly Fringes					Paid Holidays					Paid Vacations				
		n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max
1976 CC	3	3	\$3.10	.000	\$3.10	\$3.10	3	\$.32	.000	\$.32	\$.32	3	5.0	.00	5.0	5.0	3	4.0%	.00%	4.0%	4.0%
SJ	1	1	\$3.10		\$3.10	\$3.10	1	\$.32		\$.32	\$.32	1	11.0		11.0	11.0	1	11.5%		11.5%	11.5%
SCA	1	1	\$3.10		\$3.10	\$3.10	1	\$.32		\$.32	\$.32	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
SC	2	2	\$3.10	.000	\$3.10	\$3.10	2	\$.32	.000	\$.32	\$.32	2	5.0	.00	5.0	5.0	2	4.0%	.00%	4.0%	4.0%
MR	8	8	\$3.10	.000	\$3.10	\$3.10	8	\$.32	.000	\$.32	\$.32	8	4.4	.52	4.0	5.0	8	4.0%	.00%	4.0%	4.0%
all	15	15	\$3.10	.000	\$3.10	\$3.10	15	\$.32	.000	\$.32	\$.32	15	5.1	1.71	4.0	11.0	15	4.5%	1.94%	4.0%	11.5%
1977 CC	3	3	\$3.23	.000	\$3.23	\$3.23	3	\$.32	.000	\$.32	\$.32	3	5.0	.00	5.0	5.0	3	4.0%	.00%	4.0%	4.0%
SJ	0	0																			
SCA	11	11	\$3.18	.200	\$3.00	\$3.55	10	\$.29	.075	\$.17	\$.37	10	3.2	1.81	.0	5.0	10	3.0%	1.05%	2.0%	4.0%
SC	3	3	\$3.23	.014	\$3.23	\$3.25	3	\$.33	.029	\$.32	\$.37	3	4.8	.29	4.5	5.0	3	4.0%	.00%	4.0%	4.0%
MR	8	8	\$3.23	.000	\$3.23	\$3.23	8	\$.32	.000	\$.32	\$.32	8	4.4	.52	4.0	5.0	8	4.0%	.00%	4.0%	4.0%
all	26	26	\$3.21	.135	\$3.00	\$3.55	25	\$.31	.050	\$.17	\$.37	25	4.0	1.36	.0	5.0	25	3.6%	.82%	2.0%	4.0%
1978 CC	6	6	\$3.42	.103	\$3.35	\$3.55	6	\$.36	.020	\$.32	\$.37	6	5.0	.00	5.0	5.0	6	4.0%	.00%	4.0%	4.0%
SJ	1	1	\$3.30		\$3.30	\$3.30	1	\$.37		\$.37	\$.37	1	4.0		4.0	4.0	1	11.5%		11.5%	11.5%
SCA	19	19	\$3.32	.222	\$3.00	\$3.55	18	\$.34	.063	\$.17	\$.37	18	3.4	1.50	1.0	5.0	17	3.1%	1.03%	2.0%	4.0%
SC	5	5	\$3.39	.042	\$3.35	\$3.45	5	\$.36	.022	\$.32	\$.37	5	5.0	.35	4.5	5.5	5	4.2%	.45%	4.0%	5.0%
MR	9	9	\$3.38	.083	\$3.35	\$3.60	9	\$.32	.122	\$.00	\$.37	8	4.4	.52	4.0	5.0	8	4.0%	.00%	4.0%	4.0%
all	42	42	\$3.35	.169	\$3.00	\$3.60	41	\$.34	.073	\$.00	\$.37	40	4.1	1.26	1.0	5.5	39	3.8%	1.55%	2.0%	11.5%
1979 CC	1	1	\$5.00		\$5.00	\$5.00	1	\$.60		\$.60	\$.60	1	6.0		6.0	6.0	1	6.0%		6.0%	6.0%
SJ	1	1	\$3.45		\$3.45	\$3.45	1	\$.37		\$.37	\$.37	1	4.0		4.0	4.0	1	11.5%		11.5%	11.5%
SCA	11	11	\$3.40	.542	\$3.10	\$5.00	10	\$.38	.062	\$.37	\$.56	10	2.4	1.51	1.0	6.0	10	2.4%	.84%	2.0%	4.0%
SC	6	6	\$3.66	.102	\$3.55	\$3.75	6	\$.36	.014	\$.33	\$.37	6	5.2	.52	4.5	6.0	6	4.3%	.52%	4.0%	5.0%
MR	3	3	\$3.35	.000	\$3.35	\$3.35	3	\$.37	.000	\$.37	\$.37	3	4.0	.00	4.0	4.0	3	4.0%	.00%	4.0%	4.0%
all	25	25	\$3.52	.488	\$3.10	\$5.00	24	\$.37	.083	\$.17	\$.60	24	3.8	1.76	1.0	7.0	24	3.8%	2.06%	2.0%	11.5%
1980 CC	15	15	\$5.07	.194	\$5.00	\$5.55	14	\$.59	.022	\$.58	\$.64	14	6.5	.52	6.0	7.0	14	4.1%	.95%	2.0%	6.0%
SJ	1	1	\$3.80		\$3.80	\$3.80	1	\$.42		\$.42	\$.42	1	4.0		4.0	4.0	1	11.5%		11.5%	11.5%
SCA	4	4	\$4.54	.534	\$4.05	\$5.00	3	\$.53	.064	\$.46	\$.58	3	4.7	2.31	2.0	6.0	3	3.3%	1.15%	2.0%	4.0%
SC	1	1	\$4.15		\$4.15	\$4.15	1	\$.33		\$.33	\$.33	0			.0	.0	0			.0%	.0%
MR	5	5	\$5.00	.000	\$5.00	\$5.00	5	\$.58	.000	\$.58	\$.58	5	6.2	.45	6.0	7.0	5	4.0%	.00%	4.0%	4.0%
all	28	28	\$4.79	.539	\$3.47	\$5.55	26	\$.54	.104	\$.20	\$.64	25	6.1	1.12	2.0	7.0	25	4.4%	1.72%	2.0%	11.5%
1981 CC	15	15	\$5.47	.194	\$5.40	\$5.95	14	\$.62	.025	\$.61	\$.68	14	6.6	.74	6.0	8.0	14	4.1%	.95%	2.0%	6.0%
SJ	1	1	\$4.00		\$4.00	\$4.00	1	\$.42		\$.42	\$.42	1	12.0		12.0	12.0	1	11.5%		11.5%	11.5%
SCA	4	4	\$4.91	.566	\$4.35	\$5.40	3	\$.55	.081	\$.46	\$.61	3	5.3	1.15	4.0	6.0	3	3.7%	.58%	3.0%	4.0%
SC	5	5	\$5.04	.167	\$4.80	\$5.20	4	\$.50	.058	\$.45	\$.55	4	6.3	1.26	5.0	8.0	4	4.3%	.29%	4.0%	4.5%
MR	5	5	\$5.40	.000	\$5.40	\$5.40	5	\$.61	.000	\$.61	\$.61	5	6.2	.45	6.0	7.0	5	4.0%	.00%	4.0%	4.0%
all	33	33	\$5.18	.548	\$3.65	\$5.95	30	\$.57	.100	\$.20	\$.68	30	6.5	1.36	4.0	12.0	30	4.4%	1.55%	2.0%	11.5%
1982 CC	13	13	\$5.70	.000	\$5.70	\$5.70	12	\$.64	.002	\$.64	\$.65	12	6.4	.51	6.0	7.0	12	3.8%	.58%	2.0%	4.0%
SJ	1	1	\$4.20		\$4.20	\$4.20	1	\$.42		\$.42	\$.42	1	12.0		12.0	12.0	1	11.5%		11.5%	11.5%
SCA	6	6	\$4.67	.552	\$4.35	\$5.70	4	\$.52	.100	\$.40	\$.64	5	4.4	.89	4.0	6.0	5	3.2%	.45%	3.0%	4.0%
SC	6	6	\$5.56	.208	\$5.20	\$5.75	5	\$.52	.100	\$.38	\$.62	5	6.6	1.34	5.0	8.0	5	4.2%	.27%	4.0%	4.5%
MR	5	5	\$5.70	.000	\$5.70	\$5.70	5	\$.64	.000	\$.64	\$.64	5	6.8	.45	6.0	7.0	5	4.0%	.00%	4.0%	4.0%
all	33	33	\$5.39	.572	\$3.93	\$5.75	29	\$.59	.085	\$.38	\$.65	30	6.3	1.53	4.0	12.0	30	4.2%	1.53%	2.0%	11.5%
1983 CC	3	3	\$6.65	.000	\$6.65	\$6.65	1	\$.81		\$.81	\$.81	1	7.0		7.0	7.0	1	4.0%		4.0%	4.0%
SJ	0	0																			
SCA	1	1	\$4.90		\$4.90	\$4.90	0			\$.00	\$.00	0			.0	.0	0			.0%	.0%
SC	5	5	\$5.90	.184	\$5.75	\$6.10	4	\$.55	.101	\$.40	\$.62	4	5.8	.50	5.0	6.0	4	4.1%	.25%	4.0%	4.5%
MR	1	1	\$6.65		\$6.65	\$6.65	0			\$.00	\$.00	0			.0	.0	0			.0%	.0%
all	11	11	\$5.92	.814	\$4.10	\$6.65	6	\$.58	.139	\$.40	\$.81	6	5.8	.75	5.0	7.0	6	4.4%	.80%	4.0%	6.0%
1984 CC	2	2	\$7.00	.000	\$7.00	\$7.00	1	\$.86		\$.86	\$.86	1	7.0		7.0	7.0	1	4.0%		4.0%	4.0%
SJ	0	0																			
SCA	1	1	\$5.05		\$5.05	\$5.05	0			\$.00	\$.00	0			.0	.0	0			.0%	.0%
SC	4	4	\$5.97	.417	\$5.51	\$6.45	4	\$.47	.361	\$.00	\$.85	4	6.6	1.25	6.0	8.5	4	4.1%	.25%	4.0%	4.5%
MR	1	1	\$7.00		\$7.00	\$7.00	0			\$.00	\$.00	0			.0	.0	0			.0%	.0%
all	8	8	\$6.24	.753	\$5.05	\$7.00	5	\$.55	.357	\$.00	\$.86	5	6.7	1.10	6.0	8.5	5	4.1%	.22%	4.0%	4.5%
1985 CC	4	4	\$7.13	.029	\$7.10	\$7.15	1	\$.93		\$.93	\$.93	1	7.0		7.0	7.0	1	4.0%		4.0%	4.0%
SJ	0	0																			
SCA	1	1	\$5.20		\$5.20	\$5.20	0			\$.00	\$.00	0			.0	.0	0			.0%	.0%
SC	4	4	\$6.08	.295	\$5.76	\$6.45	4	\$.66	.150	\$.49	\$.85	4	6.6	1.25	6.0	8.5	4	4.1%	.25%	4.0%	4.5%
MR	0	0																			
all	10	10	\$6.45	.683	\$5.20	\$7.15	6	\$.75	.187	\$.49	\$.95	6	6.3	1.47	4.0	8.5	6	4.1%	.20%	4.0%	4.5%
1986 CC	4	4	\$7.23	.029	\$7.20	\$7.25	1	\$.93		\$.93	\$.93	1	7.0		7.0	7.0	1	4.0%		4.0%	4.0%
SJ	0	0																			
SCA	1	1	\$4.65		\$4.65	\$4.65	1	\$.00		\$.00	\$.00	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
SC	3	3	\$6.15	.081	\$6.06	\$6.20	3	\$.41	.380	\$.19	\$.85	3	8.2	.29	8.0	8.5	3	4.0%	.00%	4.0%	4.0%
MR	0	0																			
all	8	8	\$6.50	.918	\$4.65	\$7.25	5	\$.43	.425	\$.00	\$.93	5	7.3	1.40	5.0	8.5	5	4.0%	.00%	4.0%	4.0%
1987 CC	3	3	\$7.38	.058	\$7.35	\$7.45	1	\$.118		\$.118	\$.118	1	7.0		7.0	7.0	1	4.0%		4.0%	4.0%
SJ	0	0																			
SCA	1	1	\$4.80		\$4.80	\$4.80	1	\$.00		\$.00	\$.00	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
SC	2	2	\$6.20	.000	\$6.20	\$6.20	2	\$.19	.000	\$.19	\$.19	2	8.0	.00	8.0	8.0	2	4.0%	.00%	4.0%	4.0%
MR	1	1	\$5.40		\$5.40	\$5.40	1	\$.10		\$.10	\$.10	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
all	7	7	\$6.39	1.045	\$4.80	\$7.45	5	\$.33	.479	\$.00	\$.118	5	6.6	1.52	5.0	8.0	5	4.0%	.00%	4.0%	4.0%

Source: Sample of UFW contracts in effect on July 1 of each year.

The regions are: Central Coast(1), San Joaquin(2), Southern California(3), South Coast(4), Multi-Region(5) employers, and all of California.

The difference between regional totals and all California represents employers not assigned to a region and contracts in other regions.

Reference Wage and Fringe Data for General Labor/ Grapes in UFW Contracts

4/18/88 Contract Region count	Hourly Wages					Hourly Fringes					Paid Holidays					Paid Vacations					
	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	
1976 CC	1	1	\$3.25		\$3.25	\$3.25	1	\$.20		\$.20	\$.20	1	7.0		7.0	7.0	1	6.0%		6.0%	6.0%
SJ	1	1	\$3.25		\$3.25	\$3.25	1	\$.20		\$.20	\$.20	1	7.0		7.0	7.0	1	6.0%		6.0%	6.0%
SCA	0	0																			
SC	0	0																			
MR	1	1	\$3.25		\$3.25	\$3.25	1	\$.20		\$.20	\$.20	1	7.0		7.0	7.0	1	6.0%		6.0%	6.0%
all	3	3	\$3.25	.000	\$3.25	\$3.25	3	\$.20	.000	\$.20	\$.20	3	7.0	.00	7.0	7.0	3	6.0%	.00%	6.0%	6.0%
1977 CC	0	0																			
SJ	3	3	\$3.28	.115	\$3.15	\$3.35	3	\$.25	.076	\$.17	\$.32	3	5.3	1.53	4.0	7.0	2	5.0%	1.41%	4.0%	6.0%
SCA	1	1	\$3.35		\$3.35	\$3.35	1	\$.37		\$.37	\$.37	1	4.0		4.0	4.0	1	7.7%		7.7%	7.7%
SC	0	0																			
MR	1	1	\$3.60		\$3.60	\$3.60	1	\$.32		\$.32	\$.32	1	8.0		8.0	8.0	1	6.0%		6.0%	6.0%
all	6	6	\$3.38	.154	\$3.15	\$3.60	6	\$.29	.069	\$.17	\$.37	6	5.8	1.72	4.0	8.0	5	5.9%	1.31%	4.0%	7.7%
1978 CC	0	0																			
SJ	12	12	\$3.45	.118	\$3.15	\$3.55	12	\$.31	.050	\$.17	\$.37	12	3.3	1.83	2.0	7.0	11	3.5%	.93%	3.0%	6.0%
SCA	3	3	\$3.55	.000	\$3.55	\$3.55	3	\$.50	.236	\$.37	\$.77	3	4.0	.00	4.0	4.0	3	7.7%	.00%	7.7%	7.7%
SC	0	0																			
MR	1	1	\$3.65		\$3.65	\$3.65	1	\$.37		\$.37	\$.37	1	8.0		8.0	8.0	1	6.0%		6.0%	6.0%
all	20	20	\$3.50	.144	\$3.15	\$3.80	20	\$.35	.110	\$.17	\$.77	19	4.2	2.06	2.0	8.0	18	4.8%	1.83%	3.0%	7.7%
1979 CC	1	1	\$4.25		\$4.25	\$4.25	1	\$.37		\$.37	\$.37	1	7.0		7.0	7.0	1	6.0%		6.0%	6.0%
SJ	11	11	\$3.69	.188	\$3.45	\$3.95	9	\$.34	.077	\$.17	\$.43	11	4.9	3.02	2.0	13.0	10	3.9%	.88%	3.0%	6.0%
SCA	3	3	\$3.76	.000	\$3.76	\$3.76	3	\$.50	.236	\$.37	\$.77	3	4.0	.00	4.0	4.0	3	7.7%	.00%	7.7%	7.7%
SC	0	0																			
MR	1	1	\$3.80		\$3.80	\$3.80	1	\$.37		\$.37	\$.37	1	8.0		8.0	8.0	1	6.0%		6.0%	6.0%
all	20	20	\$3.74	.203	\$3.45	\$4.25	18	\$.37	.115	\$.17	\$.77	19	5.3	2.51	2.0	13.0	18	5.1%	1.64%	3.0%	7.7%
1980 CC	3	3	\$4.90	.346	\$4.50	\$5.10	2	\$.37	.000	\$.37	\$.37	2	7.0	.00	7.0	7.0	2	5.0%	1.41%	4.0%	6.0%
SJ	12	12	\$3.96	.174	\$3.65	\$4.15	9	\$.38	.049	\$.27	\$.43	12	4.3	3.11	2.0	13.0	12	3.9%	1.08%	3.0%	6.0%
SCA	2	2	\$4.50	.000	\$4.50	\$4.50	2	\$.52	.057	\$.48	\$.56	2	4.0	.00	4.0	4.0	2	7.7%	.00%	7.7%	7.7%
SC	0	0																			
MR	1	1	\$4.10		\$4.10	\$4.10	1	\$.37		\$.37	\$.37	1	8.0		8.0	8.0	1	6.0%		6.0%	6.0%
all	25	25	\$4.20	.464	\$3.60	\$5.10	20	\$.39	.077	\$.27	\$.60	22	5.3	2.64	2.0	13.0	22	4.9%	1.53%	3.0%	7.7%
1981 CC	2	2	\$5.65	.000	\$5.65	\$5.65	1	\$.37		\$.37	\$.37	1	7.0		7.0	7.0	1	6.0%		6.0%	6.0%
SJ	5	5	\$4.19	.261	\$3.85	\$4.50	5	\$.44	.092	\$.37	\$.59	5	7.0	3.39	5.0	13.0	5	4.8%	1.10%	4.0%	6.0%
SCA	2	2	\$4.80	.000	\$4.80	\$4.80	2	\$.53	.071	\$.48	\$.58	2	4.0	.00	4.0	4.0	2	7.7%	.00%	7.7%	7.7%
SC	0	0																			
MR	0	0																			
all	13	13	\$4.79	.714	\$3.85	\$5.65	11	\$.48	.103	\$.37	\$.64	11	6.4	2.54	4.0	13.0	11	5.7%	1.33%	4.0%	7.7%
1982 CC	2	2	\$6.00	.000	\$6.00	\$6.00	1	\$.37		\$.37	\$.37	1	7.0		7.0	7.0	1	6.0%		6.0%	6.0%
SJ	2	2	\$4.48	.177	\$4.35	\$4.60	2	\$.44	.007	\$.43	\$.44	2	5.5	.71	5.0	6.0	2	4.0%	.00%	4.0%	4.0%
SCA	1	1	\$5.00		\$5.00	\$5.00	1	\$.60		\$.60	\$.60	1	4.0		4.0	4.0	1	7.7%		7.7%	7.7%
SC	0	0																			
MR	0	0																			
all	12	12	\$5.53	.793	\$4.05	\$6.19	10	\$.52	.101	\$.37	\$.64	10	6.8	1.69	4.0	9.0	10	5.7%	1.10%	4.0%	7.7%
1983 CC	1	1	\$6.75		\$6.75	\$6.75	0			\$.00	\$.00	0			.0	.0	0			.0%	.0%
SJ	4	4	\$4.89	.125	\$4.70	\$4.95	4	\$.48	.010	\$.46	\$.48	4	3.5	1.73	2.0	6.0	4	3.3%	.50%	3.0%	4.0%
SCA	1	1	\$5.20		\$5.20	\$5.20	1	\$.70		\$.70	\$.70	1	4.0		4.0	4.0	1	7.7%		7.7%	7.7%
SC	0	0																			
MR	0	0																			
all	9	9	\$5.46	.933	\$4.40	\$6.75	7	\$.54	.094	\$.46	\$.70	7	4.4	2.07	2.0	8.0	7	4.5%	1.81%	3.0%	7.7%
1984 CC	1	1	\$7.15		\$7.15	\$7.15	0			\$.00	\$.00	0			.0	.0	0			.0%	.0%
SJ	4	4	\$5.08	.250	\$4.70	\$5.20	4	\$.56	.045	\$.54	\$.63	4	3.8	1.50	3.0	6.0	4	4.0%	.00%	4.0%	4.0%
SCA	1	1	\$5.35		\$5.35	\$5.35	1	\$.75		\$.75	\$.75	1	4.0		4.0	4.0	1	7.7%		7.7%	7.7%
SC	0	0																			
MR	0	0																			
all	8	8	\$5.54	1.040	\$4.40	\$7.15	6	\$.59	.088	\$.53	\$.75	6	4.0	1.26	3.0	6.0	6	4.8%	1.48%	4.0%	7.7%
1985 CC	1	1	\$7.29		\$7.29	\$7.29	0			\$.00	\$.00	0			.0	.0	0			.0%	.0%
SJ	0	0																			
SCA	1	1	\$5.45		\$5.45	\$5.45	1	\$.75		\$.75	\$.75	1	4.0		4.0	4.0	1	7.7%		7.7%	7.7%
SC	0	0																			
MR	2	2	\$7.68	.000	\$7.68	\$7.68	2	\$.85	.000	\$.85	\$.85	2	9.0	.00	9.0	9.0	2	8.0%	.00%	8.0%	8.0%
all	6	6	\$6.63	1.374	\$4.40	\$7.68	4	\$.75	.151	\$.53	\$.85	4	6.8	2.63	4.0	9.0	4	7.2%	1.46%	5.0%	8.0%
1986 CC	0	0																			
SJ	0	0																			
SCA	0	0																			
SC	0	0																			
MR	2	2	\$7.99	.000	\$7.99	\$7.99	2	\$.87	.000	\$.87	\$.87	2	9.0	.00	9.0	9.0	2	8.0%	.00%	8.0%	8.0%
all	3	3	\$6.79	2.073	\$4.40	\$7.99	3	\$.76	.196	\$.53	\$.87	3	7.7	2.31	5.0	9.0	3	7.0%	1.73%	5.0%	8.0%
1987 CC	0	0																			
SJ	0	0																			
SCA	0	0																			
SC	0	0																			
MR	0	0																			
all	0	0																			

Source: Sample of UFW contracts in effect on July 1 of each year.

The regions are: Central Coast(1), San Joaquin(2), Southern California(3), South Coast(4), Multi-Region(5) employers, and all of California.

The difference between regional totals and all California represents employers not assigned to a region and contracts in other regions.

Count is e.g. the number of vegetable contracts; n is the number of e.g. vegetable contracts with an hourly wage for general labor; blanks indicate data not available.

"Ave" is e.g. the average hourly wage of the general labor job title in UFW contracts and "sdev" is the standard deviation.

Hourly fringes are the cents per hour worked contributions to the RFK Health Plan, MLK, JDLPC Pension Plan, NDFWVP.

Holidays is the average number of paid holidays available in one year in union contracts.

Vacations are the paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied

any hours per year requirements to be eligible for paid vacations. Most contracts offered a paid vacation equal to 3 or 4 % of annual earnings.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the

average worker worked 1000 hours, 125 days, or 26 weeks per year.

4/15/88 Contract Region count		Reference Wage and Fringe Data for General Labor/ Nursery in UFW Contracts																				
		Hourly Wages				Hourly Fringes				Paid Holidays				Paid Vacations								
		n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	
1976	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	3	\$3.10	.000	\$3.10	\$3.10	3	\$32	.000	\$32	\$32	3	5.0	.00	5.0	5.0	3	4.0%	.00%	4.0%	4.0%	
	MR	0	0																			
	all	3	\$3.10	.000	\$3.10	\$3.10	3	\$32	.000	\$32	\$32	3	5.0	.00	5.0	5.0	3	4.0%	.00%	4.0%	4.0%	
1977	CC	1	1	\$3.23		\$3.23	\$3.23	1	\$32		\$32	\$32	1	8.0		8.0	8.0	1	2.0%		2.0%	2.0%
	SJ	0	0																			
	SCA	0	0																			
	SC	3	\$3.23	.000	\$3.23	\$3.23	3	\$32	.000	\$32	\$32	3	5.0	.00	5.0	5.0	3	4.0%	.00%	4.0%	4.0%	
	MR	0	0																			
	all	4	4	\$3.23	.003	\$3.23	\$3.23	4	\$32	.000	\$32	\$32	4	5.8	1.50	5.0	8.0	4	3.5%	1.00%	2.0%	4.0%
1978	CC	1	1	\$3.36		\$3.36	\$3.36	1	\$37		\$37	\$37	1	8.0		8.0	8.0	1	2.0%		2.0%	2.0%
	SJ	4	4	\$3.45	.000	\$3.45	\$3.45	4	\$33	.075	\$22	\$37	4	4.9	1.03	3.5	6.0	4	6.8%	2.50%	3.0%	8.0%
	SCA	4	4	\$3.24	.160	\$3.00	\$3.35	4	\$29	.096	\$22	\$42	4	5.6	1.11	4.0	6.5	4	11.6%	3.99%	7.7%	16.2%
	SC	4	4	\$3.38	.050	\$3.35	\$3.45	4	\$37	.000	\$37	\$37	4	5.5	1.00	5.0	7.0	4	4.0%	.00%	4.0%	4.0%
	MR	0	0																			
	all	13	13	\$3.35	.122	\$3.00	\$3.45	13	\$33	.069	\$22	\$42	13	5.5	1.22	3.5	8.0	13	7.0%	4.19%	2.0%	16.2%
1979	CC	1	1	\$3.49		\$3.49	\$3.49	1	\$37		\$37	\$37	1	8.0		8.0	8.0	1	2.0%		2.0%	2.0%
	SJ	3	3	\$3.58	.029	\$3.55	\$3.60	3	\$37	.000	\$37	\$37	3	5.3	.58	5.0	6.0	3	8.0%	.00%	8.0%	8.0%
	SCA	5	5	\$3.36	.147	\$3.15	\$3.55	5	\$28	.089	\$22	\$42	5	5.6	.89	4.0	6.0	5	11.6%	4.45%	6.0%	16.2%
	SC	2	2	\$3.70	.071	\$3.65	\$3.75	2	\$37	.000	\$37	\$37	2	6.5	.71	6.0	7.0	2	6.0%	2.83%	4.0%	8.0%
	MR	0	0																			
	all	11	11	\$3.49	.171	\$3.15	\$3.75	11	\$32	.074	\$22	\$42	11	5.9	1.04	4.0	8.0	11	8.7%	4.35%	2.0%	16.2%
1980	CC	0	0																			
	SJ	3	3	\$4.02	.029	\$4.00	\$4.05	3	\$45	.000	\$45	\$45	3	5.7	.58	5.0	6.0	3	8.3%	3.18%	6.5%	12.0%
	SCA	6	6	\$3.54	.150	\$3.35	\$3.76	6	\$30	.093	\$22	\$42	6	6.2	1.60	4.0	9.0	6	11.6%	3.98%	6.0%	16.2%
	SC	3	3	\$4.08	.382	\$3.75	\$4.50	3	\$35	.029	\$32	\$37	3	6.7	.58	6.0	7.0	3	4.8%	1.44%	4.0%	6.5%
	MR	0	0																			
	all	12	12	\$3.79	.331	\$3.35	\$4.50	12	\$35	.091	\$22	\$45	12	6.2	1.19	4.0	9.0	12	9.1%	4.25%	4.0%	16.2%
1981	CC	1	1	\$4.60		\$4.60	\$4.60	1	\$38		\$38	\$38	1	8.0		8.0	8.0	1	2.0%		2.0%	2.0%
	SJ	2	2	\$4.40	.000	\$4.40	\$4.40	2	\$45	.000	\$45	\$45	2	6.0	.00	6.0	6.0	2	6.5%	.00%	6.5%	6.5%
	SCA	6	6	\$3.96	.323	\$3.60	\$4.30	6	\$37	.135	\$22	\$62	6	6.7	1.75	4.0	9.0	6	10.5%	3.08%	6.0%	14.4%
	SC	4	4	\$4.11	.295	\$3.90	\$4.55	4	\$38	.125	\$22	\$52	4	6.3	1.26	5.0	8.0	4	9.4%	4.20%	6.5%	15.4%
	MR	0	0																			
	all	13	13	\$4.12	.332	\$3.60	\$4.60	13	\$39	.111	\$22	\$62	13	6.5	1.39	4.0	9.0	13	8.9%	3.83%	2.0%	15.4%
1982	CC	2	2	\$4.70	.495	\$4.35	\$5.05	2	\$36	.092	\$29	\$42	2	7.5	.71	7.0	8.0	2	7.0%	7.07%	2.0%	12.0%
	SJ	0	0																			
	SCA	3	3	\$4.37	.265	\$4.08	\$4.60	3	\$47	.152	\$37	\$64	3	6.7	2.52	4.0	9.0	3	10.4%	2.35%	7.7%	12.0%
	SC	3	3	\$4.53	.416	\$4.20	\$5.00	3	\$41	.165	\$22	\$52	3	6.7	1.53	5.0	8.0	3	10.3%	4.59%	6.5%	15.4%
	MR	0	0																			
	all	8	8	\$4.51	.351	\$4.08	\$5.05	8	\$42	.133	\$22	\$64	8	6.9	1.64	4.0	9.0	8	9.5%	4.14%	2.0%	15.4%
1983	CC	2	2	\$5.05	.431	\$4.74	\$5.35	2	\$42	.028	\$40	\$44	2	7.5	.71	7.0	8.0	2	7.0%	7.07%	2.0%	12.0%
	SJ	0	0																			
	SCA	2	2	\$4.74	.057	\$4.70	\$4.78	2	\$54	.141	\$44	\$64	2	5.5	2.12	4.0	7.0	2	9.6%	2.69%	7.7%	11.5%
	SC	2	2	\$4.73	.247	\$4.55	\$4.90	2	\$40	.255	\$22	\$58	2	6.5	2.12	5.0	8.0	2	12.2%	4.53%	9.0%	15.4%
	MR	0	0																			
	all	6	6	\$4.84	.276	\$4.55	\$5.35	6	\$45	.147	\$22	\$64	6	6.5	1.64	4.0	8.0	6	9.6%	4.58%	2.0%	15.4%
1984	CC	1	1	\$4.84		\$4.84	\$4.84	1	\$60		\$60	\$60	1	7.0		7.0	7.0	1	11.5%		11.5%	11.5%
	SJ	0	0																			
	SCA	1	1	\$5.33		\$5.33	\$5.33	0			\$00	\$00	0			.0	.0	0			.0%	.0%
	SC	2	2	\$5.12	.615	\$4.68	\$5.55	2	\$76	.007	\$75	\$76	2	7.5	.71	7.0	8.0	1	16.0%		16.0%	16.0%
	MR	0	0																			
	all	4	4	\$5.10	.408	\$4.68	\$5.55	3	\$70	.090	\$60	\$76	3	7.3	.58	7.0	8.0	2	13.8%	3.18%	11.5%	16.0%
1985	CC	1	1	\$5.04		\$5.04	\$5.04	1	\$61		\$61	\$61	1	7.0		7.0	7.0	1	11.5%		11.5%	11.5%
	SJ	0	0																			
	SCA	3	3	\$5.29	.349	\$5.00	\$5.68	2	\$67	.028	\$65	\$69	1	7.0		7.0	7.0	1	6.3%		6.3%	6.3%
	SC	2	2	\$5.28	.594	\$4.86	\$5.70	2	\$82	.007	\$82	\$83	2	7.5	.71	7.0	8.0	1	16.0%		16.0%	16.0%
	MR	0	0																			
	all	6	6	\$5.25	.360	\$4.86	\$5.70	5	\$72	.100	\$61	\$83	4	7.3	.50	7.0	8.0	3	11.3%	4.85%	6.3%	16.0%
1986	CC	0	0																			
	SJ	0	0																			
	SCA	1	1	\$5.35		\$5.35	\$5.35	1	\$81		\$81	\$81	1	7.0		7.0	7.0	1	6.3%		6.3%	6.3%
	SC	6	6	\$5.54	.332	\$4.86	\$5.70	6	\$88	.037	\$82	\$93	6	7.2	.41	7.0	8.0	6	6.4%	4.80%	4.0%	16.0%
	MR	0	0																			
	all	7	7	\$5.51	.311	\$4.86	\$5.70	7	\$87	.043	\$81	\$93	7	7.1	.38	7.0	8.0	7	6.4%	4.38%	4.0%	16.0%
1987	CC	1	1	\$5.13		\$5.13	\$5.13	1	\$92		\$92	\$92	1	7.0		7.0	7.0	1	11.5%		11.5%	11.5%
	SJ	0	0																			
	SCA	1	1	\$5.50		\$5.50	\$5.50	1	\$1.07		\$1.07	\$1.07	1	7.0		7.0	7.0	1	6.3%		6.3%	6.3%
	SC	3	3	\$5.32	.615	\$4.61	\$5.70	3	\$92	.045	\$87	\$96	3	7.7	1.15	7.0	9.0	3	8.6%	5.99%	4.0%	15.4%
	MR	0	0																			
	all	6	6	\$5.12	.642	\$4.10	\$5.70	6	\$86	.226	\$42	\$1.07	6	7.3	.82	7.0	9.0	6	8.6%	4.14%	4.0%	15.4%

Source: Sample of UFW contracts in effect on July 1 of each year.

The regions are: Central Coast(1), San Joaquin(2), Southern California(3), South Coast(4), Multi-Region(5) employers, and all of California.

The difference between regional totals and all California represents employers not assigned to a region and contracts in other regions.

Count is e.g. the number of vegetable contracts; n is the number of e.g. vegetable contracts with an hourly wage for general labor; blanks indicate data not available.

"Ave" is e.g. the average hourly wage of the general labor job title in UFW contracts and "sdev" is the standard deviation.

Hourly fringes are the cents per hour worked contributions to the RFK Health Plan, MLK, JDL Pension Plan, NDFWP.

Holidays is the average number of paid holidays available in one year in union contracts.

Vacations are the paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied

any hours per year requirements to be eligible for paid vacations. Most contracts offered a paid vacation equal to 3 or 4 % of annual earnings.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the

average worker worked 1000 hours, 125 days, or 26 weeks per year.

Reference Wage and Fringe Data for General Labor/ Citrus in UFW Contracts

4/15/88 Contract Region count	Hourly Wages					Hourly Fringes					Paid Holidays					Paid Vacations					
	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	
1976 CC	0	0																			
SJ	0	0																			
SCA	0	0																			
SC	0	0																			
MR	0	0																			
all	0	0																			
1977 CC	0	0																			
SJ	0	0																			
SCA	0	0																			
SC	0	0																			
MR	0	0																			
all	0	0																			
1978 CC	0	0																			
SJ	0	0																			
SCA	1	1	\$3.20		\$3.20	\$3.20	0		\$0.00	\$0.00	1	7.0		7.0	7.0	1	11.0%		11.0%	11.0%	
SC	0	0																			
MR	0	0																			
all	2	2	\$3.28	.106	\$3.20	\$3.35	0		\$0.00	\$0.00	1	7.0		7.0	7.0	1	11.0%		11.0%	11.0%	
1979 CC	0	0																			
SJ	0	0																			
SCA	1	1	\$3.40		\$3.40	\$3.40	0		\$0.00	\$0.00	1	7.0		7.0	7.0	1	11.0%		11.0%	11.0%	
SC	1	1	\$3.50		\$3.50	\$3.50	1	\$2.22		\$2.22	\$2.22	1	6.0		6.0	6.0	1	4.0%		4.0%	4.0%
MR	0	0																			
all	4	4	\$3.41	.155	\$3.20	\$3.55	2	\$2.29	.110	\$2.22	\$3.37	3	7.7	2.08	6.0	10.0	3	10.3%	6.03%	4.0%	16.0%
1980 CC	0	0																			
SJ	1	1	\$3.85		\$3.85	\$3.85	1	\$4.42		\$4.42	\$4.42	1	4.0		4.0	4.0	1	4.0%		4.0%	4.0%
SCA	1	1	\$3.60		\$3.60	\$3.60	0		\$0.00	\$0.00	1	7.0		7.0	7.0	1	11.0%		11.0%	11.0%	
SC	1	1	\$3.68		\$3.68	\$3.68	1	\$2.22		\$2.22	\$2.22	1	6.0		6.0	6.0	1	6.3%		6.3%	6.3%
MR	0	0																			
all	5	5	\$3.66	.172	\$3.40	\$3.85	3	\$3.34	.107	\$2.22	\$4.42	4	6.8	2.50	4.0	10.0	4	9.3%	5.33%	4.0%	16.0%
1981 CC	0	0																			
SJ	1	1	\$4.10		\$4.10	\$4.10	1	\$4.42		\$4.42	\$4.42	1	4.0		4.0	4.0	1	4.0%		4.0%	4.0%
SCA	0	0																			
SC	1	1	\$3.86		\$3.86	\$3.86	1	\$2.22		\$2.22	\$2.22	1	6.0		6.0	6.0	1	6.3%		6.3%	6.3%
MR	0	0																			
all	3	3	\$3.85	.250	\$3.60	\$4.10	3	\$3.34	.107	\$2.22	\$4.42	3	6.7	3.06	4.0	10.0	3	8.8%	6.38%	4.0%	16.0%
1982 CC	0	0																			
SJ	0	0																			
SCA	0	0																			
SC	1	1	\$4.50		\$4.50	\$4.50	1	\$5.00		\$5.00	\$5.00	1	7.0		7.0	7.0	1	6.3%		6.3%	6.3%
MR	0	0																			
all	1	1	\$4.50		\$4.50	\$4.50	1	\$5.00		\$5.00	\$5.00	1	7.0		7.0	7.0	1	6.3%		6.3%	6.3%
1983 CC	0	0																			
SJ	0	0																			
SCA	0	0																			
SC	1	1	\$4.50		\$4.50	\$4.50	1	\$5.00		\$5.00	\$5.00	1	7.0		7.0	7.0	1	6.3%		6.3%	6.3%
MR	0	0																			
all	1	1	\$4.50		\$4.50	\$4.50	1	\$5.00		\$5.00	\$5.00	1	7.0		7.0	7.0	1	6.3%		6.3%	6.3%
1984 CC	0	0																			
SJ	0	0																			
SCA	0	0																			
SC	0	0																			
MR	0	0																			
all	0	0																			
1985 CC	0	0																			
SJ	0	0																			
SCA	0	0																			
SC	0	0																			
MR	0	0																			
all	0	0																			
1986 CC	0	0																			
SJ	0	0																			
SCA	0	0																			
SC	0	0																			
MR	0	0																			
all	0	0																			
1987 CC	0	0																			
SJ	0	0																			
SCA	0	0																			
SC	0	0																			
MR	0	0																			
all	0	0																			

Source: Sample of UFW contracts in effect on July 1 of each year.

The regions are: Central Coast(1), San Joaquin(2), Southern California(3), South Coast(4), Multi-Region(5) employers, and all of California.

The difference between regional totals and all California represents employers not assigned to a region and contracts in other regions.

Count is e.g. the number of vegetable contracts; n is the number of e.g. vegetable contracts with an hourly wage for general labor; blanks indicate data not available.

"Ave" is e.g. the average hourly wage of the general labor job title in UFW contracts and "sdev" is the standard deviation.

Hourly fringes are the cents per hour worked contributions to the RFK Health Plan, MLK, JDL Pension Plan, NDFWVP.

Holidays is the average number of paid holidays available in one year in union contracts.

Vacations are the paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied

any hours per year requirements to be eligible for paid vacations. Most contracts offered a paid vacation equal to 3 or 4 % of annual earnings.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the average worker worked 1000 hours, 125 days, or 26 weeks per year.

4/15/88 Contract Region count		Reference Wage and Fringe Data for General Labor/ Eggs in UFW Contracts																				
		Hourly Wages					Hourly Fringes					Paid Holidays					Paid Vacations					
		n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	
1976	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	0	0																			
	MR	0	0																			
	all	0	0																			
1977	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	0	0																			
	MR	0	0																			
	all	0	0																			
1978	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	0	0																			
	MR	0	0																			
	all	0	0																			
1979	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	1	1	\$3.97		\$3.97	\$3.97	0			\$0.00	\$0.00	1	7.0		7.0	7.0	1	11.5%		11.5%	11.5%
	MR	0	0																			
	all	1	1	\$3.97		\$3.97	\$3.97	0			\$0.00	\$0.00	1	7.0		7.0	7.0	1	11.5%		11.5%	11.5%
1980	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	1	1	\$4.31		\$4.31	\$4.31	0			\$0.00	\$0.00	1	7.0		7.0	7.0	1	11.5%		11.5%	11.5%
	MR	0	0																			
	all	1	1	\$4.31		\$4.31	\$4.31	0			\$0.00	\$0.00	1	7.0		7.0	7.0	1	11.5%		11.5%	11.5%
1981	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	1	1	\$4.55		\$4.55	\$4.55	0			\$0.00	\$0.00	1	7.0		7.0	7.0	1	11.5%		11.5%	11.5%
	MR	0	0																			
	all	1	1	\$4.55		\$4.55	\$4.55	0			\$0.00	\$0.00	1	7.0		7.0	7.0	1	11.5%		11.5%	11.5%
1982	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	1	1	\$5.29		\$5.29	\$5.29	0			\$0.00	\$0.00	0			.0	.0	0		.0%	.0%	
	MR	0	0																			
	all	1	1	\$5.29		\$5.29	\$5.29	0			\$0.00	\$0.00	0			.0	.0	0		.0%	.0%	
1983	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	1	1	\$5.82		\$5.82	\$5.82	0			\$0.00	\$0.00	0			.0	.0	0		.0%	.0%	
	MR	0	0																			
	all	1	1	\$5.82		\$5.82	\$5.82	0			\$0.00	\$0.00	0			.0	.0	0		.0%	.0%	
1984	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	1	1	\$5.82		\$5.82	\$5.82	0			\$0.00	\$0.00	0			.0	.0	0		.0%	.0%	
	MR	0	0																			
	all	1	1	\$5.82		\$5.82	\$5.82	0			\$0.00	\$0.00	0			.0	.0	0		.0%	.0%	
1985	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	0	0																			
	MR	0	0																			
	all	0	0																			
1986	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	0	0																			
	MR	0	0																			
	all	0	0																			
1987	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	0	0																			
	MR	0	0																			
	all	0	0																			

Source: Sample of UFW contracts in effect on July 1 of each year.

The regions are: Central Coast(1), San Joaquin(2), Southern California(3), South Coast(4), Multi-Region(5) employers, and all of California.

The difference between regional totals and all California represents employers not assigned to a region and contracts in other regions.

Count is e.g. the number of vegetable contracts; n is the number of e.g. vegetable contracts with an hourly wage for general labor; blanks indicate data not available.

"Ave" is e.g. the average hourly wage of the general labor job title in UFW contracts and "sdev" is the standard deviation.

Hourly fringes are the cents per hour worked contributions to the RFK Health Plan, MLK, JDLK Pension Plan, NDFWVP.

Holidays is the average number of paid holidays available in one year in union contracts.

Vacations are the paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied

any hours per year requirements to be eligible for paid vacations. Most contracts offered a paid vacation equal to 3 or 4 % of annual earnings.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the

average worker worked 1000 hours, 125 days, or 26 weeks per year.

4/15/88 Contract Region count		Reference Wage and Fringe Data for General Labor/ Tree Fruits in UFW Contracts																				
		Hourly Wages					Hourly Fringes					Paid Holidays					Paid Vacations					
		n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	
1976	CC	0	0																			
	SJ	2	2	\$3.10	.000	\$3.10	\$3.10	2	\$3.32	.000	\$3.32	\$3.32	2	4.0	.00	4.0	4.0	2	11.1%	.00%	11.1%	11.1%
	SCA	1	1	\$2.95		\$2.95	\$2.95	1	\$3.32		\$3.32	\$3.32	1	5.0		5.0	5.0	1	6.0%		6.0%	6.0%
	SC	0	0																			
	MR	0	0																			
	all	3	3	\$3.05	.087	\$2.95	\$3.10	3	\$3.32	.000	\$3.32	\$3.32	3	4.3	.58	4.0	5.0	3	9.4%	2.94%	6.0%	11.1%
1977	CC	18	18	\$3.23	.000	\$3.23	\$3.23	17	\$3.32	.000	\$3.32	\$3.32	16	5.0	.00	5.0	5.0	16	3.9%	.50%	2.0%	4.0%
	SJ	4	4	\$3.24	.083	\$3.15	\$3.35	4	\$3.32	.000	\$3.32	\$3.32	4	4.5	.58	4.0	5.0	4	8.1%	3.62%	4.0%	11.1%
	SCA	2	2	\$3.14	.000	\$3.14	\$3.14	2	\$3.32	.000	\$3.32	\$3.32	2	5.5	.71	5.0	6.0	2	6.0%	.00%	6.0%	6.0%
	SC	0	0																			
	MR	0	0																			
	all	24	24	\$3.22	.039	\$3.14	\$3.35	23	\$3.32	.000	\$3.32	\$3.32	22	5.0	.38	4.0	6.0	22	4.8%	2.20%	2.0%	11.1%
1978	CC	18	18	\$3.35	.000	\$3.35	\$3.35	17	\$3.36	.012	\$3.32	\$3.37	16	5.0	.00	5.0	5.0	16	3.9%	.50%	2.0%	4.0%
	SJ	4	4	\$3.41	.082	\$3.30	\$3.50	4	\$3.33	.048	\$3.27	\$3.37	4	5.5	.58	5.0	6.0	4	8.1%	3.62%	4.0%	11.1%
	SCA	2	2	\$3.35	.000	\$3.35	\$3.35	2	\$3.37	.000	\$3.37	\$3.37	2	5.5	.71	5.0	6.0	2	6.0%	.00%	6.0%	6.0%
	SC	0	0																			
	MR	0	0																			
	all	24	24	\$3.36	.036	\$3.30	\$3.50	23	\$3.36	.025	\$3.27	\$3.37	22	5.1	.35	5.0	6.0	22	4.8%	2.20%	2.0%	11.1%
1979	CC	1	1	\$4.00		\$4.00	\$4.00	1	\$4.40		\$4.40	\$4.40	1	6.0		6.0	6.0	1	4.0%		4.0%	4.0%
	SJ	3	3	\$3.57	.058	\$3.50	\$3.60	3	\$3.37	.000	\$3.37	\$3.37	3	5.7	.58	5.0	6.0	3	10.0%	1.96%	7.7%	11.1%
	SCA	2	2	\$3.75	.000	\$3.75	\$3.75	2	\$3.37	.000	\$3.37	\$3.37	2	7.0	.00	7.0	7.0	2	6.0%	.00%	6.0%	6.0%
	SC	0	0																			
	MR	0	0																			
	all	6	6	\$3.70	.176	\$3.50	\$4.00	6	\$3.37	.014	\$3.37	\$4.40	6	6.2	.75	5.0	7.0	6	7.7%	2.92%	4.0%	11.1%
1980	CC	1	1	\$4.40		\$4.40	\$4.40	1	\$4.47		\$4.47	\$4.47	1	6.0		6.0	6.0	1	4.0%		4.0%	4.0%
	SJ	2	2	\$4.10	.000	\$4.10	\$4.10	2	\$4.42	.000	\$4.42	\$4.42	2	6.0	.00	6.0	6.0	2	11.1%	.00%	11.1%	11.1%
	SCA	2	2	\$4.00	.000	\$4.00	\$4.00	2	\$3.37	.000	\$3.37	\$3.37	2	7.0	.00	7.0	7.0	2	6.0%	.00%	6.0%	6.0%
	SC	0	0																			
	MR	0	0																			
	all	5	5	\$4.12	.164	\$4.00	\$4.40	5	\$4.41	.044	\$3.37	\$4.47	5	6.4	.55	6.0	7.0	5	7.6%	3.26%	4.0%	11.1%
1981	CC	1	1	\$4.80		\$4.80	\$4.80	1	\$4.47		\$4.47	\$4.47	1	6.0		6.0	6.0	1	4.0%		4.0%	4.0%
	SJ	2	2	\$3.98	.177	\$3.85	\$4.10	2	\$3.30	.035	\$3.27	\$3.32	2	4.5	.71	4.0	5.0	2	4.9%	4.03%	2.0%	7.7%
	SCA	2	2	\$4.32	.000	\$4.32	\$4.32	2	\$3.37	.000	\$3.37	\$3.37	2	7.0	.00	7.0	7.0	2	6.0%	.00%	6.0%	6.0%
	SC	0	0																			
	MR	0	0																			
	all	5	5	\$4.28	.350	\$3.85	\$4.80	5	\$3.36	.074	\$3.27	\$4.47	5	5.8	1.30	4.0	7.0	5	5.1%	2.19%	2.0%	7.7%
1982	CC	0	0																			
	SJ	0	0																			
	SCA	0	0																			
	SC	0	0																			
	MR	0	0																			
	all	0	0																			
1983	CC	1	1	\$5.25		\$5.25	\$5.25	1	\$5.58		\$5.58	\$5.58	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
	SJ	0	0																			
	SCA	0	0																			
	SC	0	0																			
	MR	0	0																			
	all	1	1	\$5.25		\$5.25	\$5.25	1	\$5.58		\$5.58	\$5.58	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
1984	CC	1	1	\$5.75		\$5.75	\$5.75	1	\$5.58		\$5.58	\$5.58	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
	SJ	0	0																			
	SCA	1	1	\$5.67		\$5.67	\$5.67	1	\$8.0		\$8.0	\$8.0	1	7.0		7.0	7.0	1	6.0%		6.0%	6.0%
	SC	0	0																			
	MR	0	0																			
	all	2	2	\$5.71	.057	\$5.67	\$5.75	2	\$6.9	.156	\$5.58	\$8.0	2	6.0	1.41	5.0	7.0	2	5.0%	1.41%	4.0%	6.0%
1985	CC	0	0																			
	SJ	0	0																			
	SCA	1	1	\$5.95		\$5.95	\$5.95	1	\$8.1		\$8.1	\$8.1	1	8.0		8.0	8.0	1	6.0%		6.0%	6.0%
	SC	0	0																			
	MR	0	0																			
	all	1	1	\$5.95		\$5.95	\$5.95	1	\$8.1		\$8.1	\$8.1	1	8.0		8.0	8.0	1	6.0%		6.0%	6.0%
1986	CC	12	12	\$5.80	.000	\$5.80	\$5.80	12	\$9.2	.000	\$9.2	\$9.2	12	4.0	.00	4.0	4.0	12	4.0%	.00%	4.0%	4.0%
	SJ	0	0																			
	SCA	1	1	\$6.25		\$6.25	\$6.25	1	\$8.2		\$8.2	\$8.2	1	8.0		8.0	8.0	1	6.0%		6.0%	6.0%
	SC	0	0																			
	MR	0	0																			
	all	13	13	\$5.83	.125	\$5.80	\$6.25	13	\$9.1	.028	\$8.2	\$9.2	13	4.3	1.11	4.0	8.0	13	4.2%	.55%	4.0%	6.0%
1987	CC	12	12	\$5.80	.000	\$5.80	\$5.80	12	\$9.2	.000	\$9.2	\$9.2	12	4.0	.00	4.0	4.0	12	4.0%	.00%	4.0%	4.0%
	SJ	0	0																			
	SCA	0	0																			
	SC	0	0																			
	MR	0	0																			
	all	12	12	\$5.80	.000	\$5.80	\$5.80	12	\$9.2	.000	\$9.2	\$9.2	12	4.0	.00	4.0	4.0	12	4.0%	.00%	4.0%	4.0%

Source: Sample of UFW contracts in effect on July 1 of each year.

The regions are: Central Coast(1), San Joaquin(2), Southern California(3), South Coast(4), Multi-Region(5) employers, and all of California.

The difference between regional totals and all California represents employers not assigned to a region and contracts in other regions.

Count is e.g. the number of vegetable contracts; n is the number of e.g. vegetable contracts with an hourly wage for general labor; blanks indicate data not available.

"Ave" is e.g. the average hourly wage of the general labor job title in UFW contracts and "sdev" is the standard deviation.

Hourly fringes are the cents per hour worked contributions to the RFL Health Plan, MLK, JDLIC Pension Plan, NDFWVP.

Holidays is the average number of paid holidays available in one year in union contracts.

Vacations are the paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied

any hours per year requirements to be eligible for paid vacations. Most contracts offered a paid vacation equal to 3 or 4 % of annual earnings.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the

average worker worked 1000 hours, 125 days, or 26 weeks per year.

6/13/88

Reference Wage and Fringe Data for Tractor Driver UFW Contracts

	count	Wages					Hourly Fringes					Holidays					Vacations				
		n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max
1976 CC	4	4	\$3.83	.013	\$3.83	\$3.85	4	\$2.29	.058	\$2.20	\$3.32	4	5.5	1.00	5.0	7.0	4	4.5%	1.00%	4.0%	6.0%
SJ	4	4	\$3.41	.075	\$3.35	\$3.50	4	\$2.29	.058	\$2.20	\$3.32	4	6.5	3.32	4.0	11.0	4	9.9%	2.62%	6.0%	11.5%
SCA	1	1	\$3.83		\$3.83	\$3.83	1	\$3.32		\$3.32	\$3.32	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
SC	4	4	\$3.79	.063	\$3.70	\$3.83	4	\$3.32	.000	\$3.32	\$3.32	4	5.0	.00	5.0	5.0	4	4.0%	.00%	4.0%	4.0%
MR	10	10	\$3.79	.074	\$3.65	\$3.83	10	\$3.30	.036	\$2.20	\$3.32	10	4.7	.95	4.0	7.0	10	4.4%	.84%	4.0%	6.0%
all	23	23	\$3.73	.163	\$3.35	\$3.85	23	\$3.30	.040	\$2.20	\$3.32	23	5.2	1.57	4.0	11.0	23	5.3%	2.47%	4.0%	11.5%
1977 CC	17	17	\$3.92	.114	\$3.48	\$3.95	17	\$3.32	.000	\$3.32	\$3.32	16	5.2	.75	5.0	8.0	16	3.8%	.68%	2.0%	4.0%
SJ	5	5	\$3.54	.125	\$3.45	\$3.75	5	\$2.28	.065	\$1.17	\$3.32	5	4.8	1.30	4.0	7.0	4	8.1%	3.62%	4.0%	11.1%
SCA	12	12	\$3.67	.373	\$3.25	\$4.27	11	\$2.28	.084	\$1.17	\$3.37	11	2.9	1.97	.0	5.0	11	3.2%	1.77%	2.0%	7.7%
SC	4	4	\$3.93	.050	\$3.85	\$3.95	4	\$3.33	.025	\$3.32	\$3.37	4	4.9	.25	4.5	5.0	4	4.0%	.00%	4.0%	4.0%
MR	11	11	\$3.95	.080	\$3.78	\$4.13	11	\$3.32	.000	\$3.32	\$3.32	11	4.8	1.17	4.0	8.0	11	4.5%	.93%	4.0%	6.0%
all	51	51	\$3.84	.249	\$3.25	\$4.27	50	\$3.30	.047	\$1.17	\$3.37	49	4.5	1.53	.0	8.0	48	4.2%	1.87%	2.0%	11.1%
1978 CC	19	19	\$4.06	.116	\$3.62	\$4.28	19	\$3.36	.011	\$3.32	\$3.37	18	5.2	.71	5.0	8.0	18	3.8%	.65%	2.0%	4.0%
SJ	11	11	\$3.72	.176	\$3.60	\$4.15	11	\$3.33	.071	\$1.17	\$3.37	11	5.0	1.11	3.5	7.0	10	7.5%	3.16%	3.0%	11.5%
SCA	25	25	\$3.78	.364	\$3.20	\$4.28	23	\$3.36	.108	\$1.17	\$7.77	24	3.8	1.86	1.0	7.5	24	4.6%	2.78%	2.0%	11.0%
SC	6	6	\$4.06	.056	\$4.00	\$4.15	6	\$3.36	.020	\$3.32	\$3.37	6	5.0	.32	4.5	5.5	6	4.2%	.41%	4.0%	5.0%
MR	13	13	\$4.13	.122	\$3.90	\$4.35	13	\$3.33	.101	\$3.00	\$3.37	12	4.8	1.11	4.0	8.0	12	4.3%	1.15%	2.0%	6.0%
all	80	80	\$3.93	.296	\$3.20	\$4.40	78	\$3.35	.078	\$3.00	\$7.77	76	4.7	1.45	1.0	8.0	75	4.7%	2.32%	2.0%	11.5%
1979 CC	4	4	\$4.68	1.243	\$3.54	\$6.15	4	\$4.42	.118	\$3.37	\$6.60	4	5.8	2.63	2.0	8.0	4	4.0%	2.31%	2.0%	6.0%
SJ	12	12	\$3.92	.252	\$3.65	\$4.40	12	\$3.37	.019	\$3.37	\$4.40	12	5.8	2.42	4.0	13.0	11	7.4%	3.03%	4.0%	11.5%
SCA	17	17	\$3.84	.653	\$3.30	\$6.10	15	\$4.41	.115	\$3.32	\$7.77	16	3.1	1.93	1.0	7.0	16	4.4%	3.07%	2.0%	11.0%
SC	8	8	\$4.25	.317	\$3.72	\$4.55	8	\$3.34	.053	\$2.22	\$3.37	8	5.4	.58	4.5	6.0	8	4.8%	1.39%	4.0%	8.0%
MR	5	5	\$4.27	.293	\$4.08	\$4.73	5	\$3.37	.000	\$3.37	\$3.37	5	5.2	1.79	4.0	8.0	5	4.8%	1.10%	4.0%	6.0%
all	54	54	\$4.05	.579	\$3.30	\$6.15	52	\$3.37	.084	\$1.17	\$7.77	52	4.9	2.29	1.0	13.0	51	5.4%	3.06%	2.0%	16.0%
1980 CC	15	15	\$6.00	.473	\$4.75	\$6.85	13	\$5.56	.088	\$3.37	\$6.64	13	6.7	.48	6.0	7.0	13	4.3%	1.11%	2.0%	6.0%
SJ	10	10	\$4.28	.162	\$4.10	\$4.60	10	\$4.42	.031	\$3.37	\$4.50	10	6.2	2.49	4.0	13.0	10	7.7%	3.38%	4.0%	12.0%
SCA	10	10	\$4.42	.732	\$3.70	\$6.10	8	\$4.45	.083	\$3.37	\$5.56	9	5.2	2.05	2.0	9.0	9	6.9%	3.29%	2.0%	12.0%
SC	4	4	\$4.41	.436	\$3.90	\$4.96	4	\$3.31	.064	\$2.22	\$3.37	3	6.3	.58	6.0	7.0	3	5.6%	1.38%	4.0%	6.5%
MR	6	6	\$5.57	.664	\$4.70	\$6.00	6	\$5.51	.111	\$3.37	\$5.58	6	6.5	.84	6.0	8.0	6	4.7%	1.03%	4.0%	6.0%
all	56	56	\$4.99	.906	\$3.60	\$6.85	50	\$4.45	.114	\$2.20	\$6.64	49	6.3	1.63	2.0	13.0	49	6.0%	2.88%	2.0%	16.0%
1981 CC	16	16	\$6.30	.640	\$4.69	\$7.40	14	\$5.58	.095	\$3.37	\$6.68	14	6.7	1.07	4.0	8.0	14	4.2%	1.25%	2.0%	6.0%
SJ	8	8	\$4.52	.245	\$4.10	\$4.85	8	\$4.40	.063	\$2.27	\$4.58	8	7.3	3.28	5.0	13.0	8	6.3%	2.54%	4.0%	11.5%
SCA	10	10	\$4.85	.706	\$4.00	\$6.47	9	\$4.46	.120	\$3.32	\$6.62	9	5.8	1.92	4.0	9.0	9	7.9%	3.27%	3.0%	12.0%
SC	9	9	\$5.28	.747	\$4.10	\$6.18	8	\$4.44	.112	\$2.22	\$5.55	8	6.4	1.06	5.0	8.0	8	6.5%	3.78%	4.0%	15.4%
MR	4	4	\$6.35	.000	\$6.35	\$6.35	4	\$6.61	.000	\$6.61	\$6.61	4	6.3	.50	6.0	7.0	4	4.0%	.00%	4.0%	4.0%
all	56	56	\$5.48	.971	\$3.80	\$7.40	50	\$4.49	.126	\$2.20	\$6.68	50	6.6	1.80	4.0	13.0	50	5.9%	3.04%	2.0%	16.0%
1982 CC	14	14	\$6.36	.555	\$4.70	\$6.65	12	\$5.57	.131	\$2.29	\$6.65	12	6.8	.62	6.0	8.0	12	4.5%	2.58%	2.0%	12.0%
SJ	2	2	\$4.88	.240	\$4.71	\$5.05	2	\$4.43	.007	\$4.42	\$4.43	2	8.5	4.95	5.0	12.0	2	7.8%	5.30%	4.0%	11.5%
SCA	7	7	\$4.79	.337	\$4.43	\$5.40	5	\$4.48	.131	\$3.37	\$6.64	6	5.3	2.16	4.0	9.0	6	7.5%	3.92%	3.0%	12.0%
SC	9	9	\$6.01	.878	\$4.50	\$6.98	8	\$5.52	.077	\$3.38	\$6.62	8	6.9	1.13	5.0	8.0	8	6.1%	3.87%	4.0%	15.4%
MR	4	4	\$6.60	.000	\$6.60	\$6.60	4	\$6.64	.000	\$6.64	\$6.64	4	7.0	.00	7.0	7.0	4	4.0%	.00%	4.0%	4.0%
all	45	45	\$5.96	.887	\$4.43	\$7.00	37	\$5.55	.112	\$2.29	\$6.65	38	6.7	1.60	4.0	12.0	38	5.6%	3.05%	2.0%	15.4%
1983 CC	5	5	\$6.97	.730	\$6.10	\$7.55	3	\$6.61	.187	\$4.44	\$8.81	3	6.7	1.53	5.0	8.0	3	3.3%	1.15%	2.0%	4.0%
SJ	0	0																			
SCA	4	4	\$5.25	.269	\$5.00	\$5.60	3	\$5.59	.136	\$4.44	\$7.70	3	5.0	1.73	4.0	7.0	3	9.0%	2.19%	7.7%	11.5%
SC	7	7	\$6.15	1.004	\$4.60	\$6.88	6	\$5.55	.082	\$4.40	\$6.62	6	6.3	1.03	5.0	8.0	6	6.4%	4.51%	4.0%	15.4%
MR	1	1	\$7.55		\$7.55	\$7.55	0			\$0.00	\$0.00	0			.0	.0	0			.0%	.0%
all	22	22	\$6.24	1.064	\$4.60	\$7.55	15	\$5.57	.109	\$4.40	\$8.81	15	6.1	1.39	4.0	8.0	15	6.1%	3.42%	2.0%	15.4%
1984 CC	4	4	\$7.60	.567	\$6.75	\$7.90	2	\$7.72	.198	\$5.58	\$8.86	2	6.0	1.41	5.0	7.0	2	4.0%	.00%	4.0%	4.0%
SJ	0	0																			
SCA	4	4	\$5.81	.673	\$5.15	\$6.74	2	\$7.78	.035	\$7.75	\$8.80	2	5.5	2.12	4.0	7.0	2	6.9%	1.20%	6.0%	7.7%
SC	3	3	\$6.63	.602	\$6.05	\$7.25	3	\$6.60	.171	\$4.42	\$7.76	3	6.3	.58	6.0	7.0	2	4.3%	.35%	4.0%	4.5%
MR	1	1	\$7.90		\$7.90	\$7.90	0			\$0.00	\$0.00	0			.0	.0	0			.0%	.0%
all	14	14	\$6.73	1.079	\$5.00	\$7.90	8	\$6.67	.151	\$4.42	\$8.86	8	5.9	1.13	4.0	7.0	7	5.0%	1.39%	4.0%	7.7%
1985 CC	2	2	\$8.03	.028	\$8.01	\$8.05	0			\$0.00	\$0.00	0			.0	.0	0			.0%	.0%
SJ	0	0																			
SCA	4	4	\$6.03	.751	\$5.30	\$7.08	2	\$7.78	.042	\$7.75	\$8.81	2	6.0	2.83	4.0	8.0	2	6.9%	1.20%	6.0%	7.7%
SC	2	2	\$6.54	.336	\$6.30	\$6.78	2	\$7.72	.147	\$6.62	\$8.83	2	6.5	.71	6.0	7.0	1	4.5%		4.5%	4.5%
MR	2	2	\$8.76	.000	\$8.76	\$8.76	2	\$8.85	.000	\$8.85	\$8.85	2	9.0	.00	9.0	9.0	2	8.0%	.00%	8.0%	8.0%
all	12	12	\$6.98	1.326	\$5.00	\$8.76	7	\$7.75	.126	\$5.53	\$8.85	7	6.9	1.95	4.0	9.0	6	6.5%	1.58%	4.5%	8.0%
1986 CC	13	13	\$7.04	.333	\$6.95	\$8.15	12	\$9.92	.000	\$9.92	\$9.92	12	4.0	.00	4.0	4.0	12	4.0%	.00%	4.0%	4.0%
SJ	0	0																			
SCA	2	2	\$6.44	1.400	\$5.45	\$7.43	2	\$4.41	.580	\$0.00	\$8.82	2	6.5	2.12	5.0	8.0	2	5.0%	1.41%	4.0%	6.0%
SC	5	5	\$6.44	.042	\$6.40	\$6.50	5	\$6.60	.377	\$1.19	\$8.88	5	7.4	.55	7.0	8.0	5	4.0%	.00%	4.0%	4.0%
MR	2	2	\$9.11	.000	\$9.11	\$9.11	2	\$8.87	.000	\$8.87	\$8.87	2	9.0	.00	9.0	9.0	2	8.0%	.00%	8.0%	8.0%
all	23	23	\$6.95	.914	\$5.00	\$9.11	22	\$7.78	.280	\$0.00	\$9.92	22	5.5	1.92	4.0	9.0	22	4.5%	1.22%	4.0%	8.0%
1987 CC	13	13	\$7.06	.388	\$6.95	\$8.35	12	\$9.92	.000	\$9.92	\$9.92	12	4.0	.00	4.0	4.0	12	4.0%	.00%	4.0%	4.0%
SJ	0	0																			
SCA	1	1	\$5.70		\$5.70	\$5.70	1	\$0.00		\$0.00	\$0.00	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
SC	2	2	\$6.40	.000	\$6.40	\$6.40	2	\$1.19	.000												

Reference Wage and Fringe Data for Tractor Driver/ Vegetables in UFW Contracts

6/13/88 Contract Region count	n	Hourly Wages				n	Hourly Fringes				n	Paid Holidays				n	Paid Vacations			
		ave	sdev	min	max		ave	sdev	min	max		ave	sdev	min	max		ave	sdev	min	max
1976 CC	3	\$3.83	.000	\$3.83	\$3.83	3	\$3.32	.000	\$3.32	\$3.32	3	5.0	.00	5.0	5.0	3	4.0%	.00%	4.0%	4.0%
SJ	1	\$3.45		\$3.45	\$3.45	1	\$3.32		\$3.32	\$3.32	1	11.0		11.0	11.0	1	11.5%		11.5%	11.5%
SCA	1	\$3.83		\$3.83	\$3.83	1	\$3.32		\$3.32	\$3.32	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
SC	1	\$3.83		\$3.83	\$3.83	1	\$3.32		\$3.32	\$3.32	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
MR	8	\$3.83	.000	\$3.83	\$3.83	8	\$3.32	.000	\$3.32	\$3.32	8	4.4	.52	4.0	5.0	8	4.0%	.00%	4.0%	4.0%
all	14	\$3.80	.100	\$3.45	\$3.83	14	\$3.32	.000	\$3.32	\$3.32	14	5.1	1.77	4.0	11.0	14	4.5%	2.00%	4.0%	11.5%
1977 CC	3	\$3.95	.000	\$3.95	\$3.95	3	\$3.32	.000	\$3.32	\$3.32	3	5.0	.00	5.0	5.0	3	4.0%	.00%	4.0%	4.0%
SJ	0																			
SCA	10	\$3.68	.407	\$3.25	\$4.27	9	\$2.28	.079	\$1.17	\$3.37	9	3.1	1.90	.0	5.0	9	2.9%	1.05%	2.0%	4.0%
SC	2	\$3.90	.071	\$3.85	\$3.95	2	\$3.34	.035	\$3.32	\$3.37	2	4.8	.35	4.5	5.0	2	4.0%	.00%	4.0%	4.0%
MR	8	\$3.95	.000	\$3.95	\$3.95	8	\$3.32	.000	\$3.32	\$3.32	8	4.4	.52	4.0	5.0	8	4.0%	.00%	4.0%	4.0%
all	24	\$3.84	.293	\$3.25	\$4.27	23	\$3.30	.052	\$1.17	\$3.37	23	4.0	1.40	.0	5.0	23	3.6%	.84%	2.0%	4.0%
1978 CC	5	\$4.12	.089	\$4.08	\$4.28	5	\$3.36	.022	\$3.32	\$3.37	5	5.0	.00	5.0	5.0	5	4.0%	.00%	4.0%	4.0%
SJ	1	\$3.65		\$3.65	\$3.65	1	\$3.37		\$3.37	\$3.37	1	4.0		4.0	4.0	1	11.5%		11.5%	11.5%
SCA	16	\$3.82	.430	\$3.20	\$4.28	15	\$3.34	.069	\$1.17	\$3.37	15	3.3	1.58	1.0	5.0	15	2.9%	1.03%	2.0%	4.0%
SC	4	\$4.06	.072	\$4.00	\$4.15	4	\$3.35	.025	\$3.32	\$3.37	4	5.0	.41	4.5	5.5	4	4.3%	.50%	4.0%	5.0%
MR	10	\$4.12	.100	\$4.08	\$4.35	9	\$3.37	.000	\$3.37	\$3.37	9	4.4	.53	4.0	5.0	9	3.8%	.67%	2.0%	4.0%
all	38	\$3.95	.340	\$3.20	\$4.35	36	\$3.34	.052	\$1.17	\$3.37	36	4.0	1.31	1.0	5.5	36	3.7%	1.64%	2.0%	11.5%
1979 CC	1	\$6.15		\$6.15	\$6.15	1	\$6.60		\$6.60	\$6.60	1	6.0		6.0	6.0	1	6.0%		6.0%	6.0%
SJ	1	\$3.80		\$3.80	\$3.80	1	\$3.37		\$3.37	\$3.37	1	4.0		4.0	4.0	1	11.5%		11.5%	11.5%
SCA	10	\$3.78	.838	\$3.30	\$6.10	9	\$3.39	.065	\$3.37	\$3.56	9	2.2	1.48	1.0	6.0	9	2.2%	.67%	2.0%	4.0%
SC	6	\$4.28	.255	\$3.90	\$4.53	6	\$3.36	.014	\$3.33	\$3.37	6	5.2	.52	4.5	6.0	6	4.3%	.52%	4.0%	5.0%
MR	3	\$4.08	.000	\$4.08	\$4.08	3	\$3.37	.000	\$3.37	\$3.37	3	4.0	.00	4.0	4.0	3	4.0%	.00%	4.0%	4.0%
all	24	\$4.06	.744	\$3.30	\$6.15	23	\$3.37	.084	\$1.17	\$6.60	23	3.7	1.80	1.0	7.0	23	3.8%	2.11%	2.0%	11.5%
1980 CC	12	\$6.14	.331	\$6.00	\$6.85	11	\$5.9	.024	\$5.8	\$6.4	11	6.6	.50	6.0	7.0	11	4.2%	1.08%	2.0%	6.0%
SJ	1	\$4.10		\$4.10	\$4.10	1	\$4.42		\$4.42	\$4.42	1	4.0		4.0	4.0	1	11.5%		11.5%	11.5%
SCA	3	\$4.97	1.002	\$4.20	\$6.10	2	\$5.1	.071	\$4.6	\$5.6	2	4.0	2.83	2.0	6.0	2	3.0%	1.41%	2.0%	4.0%
SC	1	\$4.45		\$4.45	\$4.45	1	\$3.33		\$3.33	\$3.33	0			.0	.0	0			.0%	.0%
MR	4	\$6.00	.000	\$6.00	\$6.00	4	\$5.8	.000	\$5.8	\$5.8	4	6.3	.50	6.0	7.0	4	4.0%	.00%	4.0%	4.0%
all	23	\$5.62	.874	\$4.00	\$6.85	21	\$5.3	.114	\$2.0	\$6.4	20	6.1	1.25	2.0	7.0	20	4.5%	1.92%	2.0%	11.5%
1981 CC	12	\$6.53	.409	\$6.35	\$7.40	11	\$6.2	.028	\$6.1	\$6.8	11	6.8	.75	6.0	8.0	11	4.2%	1.08%	2.0%	6.0%
SJ	1	\$4.51		\$4.51	\$4.51	1	\$4.42		\$4.42	\$4.42	1	12.0		12.0	12.0	1	11.5%		11.5%	11.5%
SCA	3	\$5.32	1.004	\$4.60	\$6.47	2	\$5.3	.092	\$4.6	\$5.9	2	5.0	1.41	4.0	6.0	2	3.5%	.71%	3.0%	4.0%
SC	5	\$5.83	.246	\$5.50	\$6.18	4	\$5.0	.058	\$4.5	\$5.5	4	6.3	1.26	5.0	8.0	4	4.3%	.29%	4.0%	4.5%
MR	4	\$6.35	.000	\$6.35	\$6.35	4	\$6.1	.000	\$6.1	\$6.1	4	6.3	.50	6.0	7.0	4	4.0%	.00%	4.0%	4.0%
all	28	\$6.02	.813	\$4.29	\$7.40	25	\$5.6	.107	\$2.0	\$6.8	25	6.6	1.47	4.0	12.0	25	4.5%	1.69%	2.0%	11.5%
1982 CC	10	\$6.54	.190	\$6.00	\$6.60	9	\$6.4	.002	\$6.4	\$6.5	9	6.6	.53	6.0	7.0	9	3.8%	.67%	2.0%	4.0%
SJ	1	\$4.71		\$4.71	\$4.71	1	\$4.42		\$4.42	\$4.42	1	12.0		12.0	12.0	1	11.5%		11.5%	11.5%
SCA	3	\$4.70	.260	\$4.55	\$5.00	1	\$4.40		\$4.40	\$4.40	2	4.0	.00	4.0	4.0	2	3.0%	.00%	3.0%	3.0%
SC	6	\$6.45	.367	\$5.90	\$6.98	5	\$5.2	.100	\$3.8	\$6.2	5	6.6	1.34	5.0	8.0	5	4.2%	.27%	4.0%	4.5%
MR	4	\$6.60	.000	\$6.60	\$6.60	4	\$6.4	.000	\$6.4	\$6.4	4	7.0	.00	7.0	7.0	4	4.0%	.00%	4.0%	4.0%
all	26	\$6.17	.784	\$4.50	\$6.98	22	\$5.8	.093	\$3.8	\$6.5	23	6.6	1.59	4.0	12.0	23	4.3%	1.72%	2.0%	11.5%
1983 CC	2	\$7.55	.000	\$7.55	\$7.55	1	\$8.1		\$8.1	\$8.1	1	7.0		7.0	7.0	1	4.0%		4.0%	4.0%
SJ	0																			
SCA	1	\$5.00		\$5.00	\$5.00	0			\$0.00	\$0.00	0			.0	.0	0			.0%	.0%
SC	5	\$6.73	.201	\$6.45	\$6.88	4	\$5.5	.101	\$4.0	\$6.2	4	5.8	.50	5.0	6.0	4	4.1%	.25%	4.0%	4.5%
MR	1	\$7.55		\$7.55	\$7.55	0			\$0.00	\$0.00	0			.0	.0	0			.0%	.0%
all	10	\$6.60	1.007	\$4.70	\$7.55	6	\$5.8	.139	\$4.0	\$8.1	6	5.8	.75	5.0	7.0	6	4.4%	.80%	4.0%	6.0%
1984 CC	2	\$7.90	.000	\$7.90	\$7.90	1	\$8.6		\$8.6	\$8.6	1	7.0		7.0	7.0	1	4.0%		4.0%	4.0%
SJ	0																			
SCA	1	\$5.15		\$5.15	\$5.15	0			\$0.00	\$0.00	0			.0	.0	0			.0%	.0%
SC	2	\$6.91	.477	\$6.58	\$7.25	2	\$5.2	.141	\$4.2	\$6.2	2	6.0	.00	6.0	6.0	2	4.3%	.35%	4.0%	4.5%
MR	1	\$7.90		\$7.90	\$7.90	0			\$0.00	\$0.00	0			.0	.0	0			.0%	.0%
all	6	\$7.11	1.097	\$5.15	\$7.90	3	\$6.3	.220	\$4.2	\$8.6	3	6.3	.58	6.0	7.0	3	4.2%	.29%	4.0%	4.5%
1985 CC	1	\$8.05		\$8.05	\$8.05	0			\$0.00	\$0.00	0			.0	.0	0			.0%	.0%
SJ	0																			
SCA	1	\$5.30		\$5.30	\$5.30	0			\$0.00	\$0.00	0			.0	.0	0			.0%	.0%
SC	1	\$6.78		\$6.78	\$6.78	1	\$6.2		\$6.2	\$6.2	1	6.0		6.0	6.0	1	4.5%		4.5%	4.5%
MR	0																			
all	3	\$6.71	1.376	\$5.30	\$8.05	1	\$6.2		\$6.2	\$6.2	1	6.0		6.0	6.0	1	4.5%		4.5%	4.5%
1986 CC	1	\$8.15		\$8.15	\$8.15	0			\$0.00	\$0.00	0			.0	.0	0			.0%	.0%
SJ	0																			
SCA	1	\$5.45		\$5.45	\$5.45	1	\$0.00		\$0.00	\$0.00	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
SC	2	\$6.40	.000	\$6.40	\$6.40	2	\$1.19	.000	\$1.19	\$1.19	2	8.0	.00	8.0	8.0	2	4.0%	.00%	4.0%	4.0%
MR	0																			
all	4	\$6.60	1.126	\$5.45	\$8.15	3	\$1.13	.110	\$0.00	\$1.19	3	7.0	1.73	5.0	8.0	3	4.0%	.00%	4.0%	4.0%
1987 CC	1	\$8.35		\$8.35	\$8.35	0			\$0.00	\$0.00	0			.0	.0	0			.0%	.0%
SJ	0																			
SCA	1	\$5.70		\$5.70	\$5.70	1	\$0.00		\$0.00	\$0.00	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
SC	2	\$6.40	.000	\$6.40	\$6.40	2	\$1.19	.000	\$1.19	\$1.19	2	8.0	.00	8.0	8.0	2	4.0%	.00%	4.0%	4.0%
MR	1	\$6.35		\$6.35	\$6.35	1	\$1.10		\$1.10	\$1.10	1	5.0		5.0	5.0	1	4.0%		4.0%	4.0%
all	5	\$6.64	1.001	\$5.70	\$8.35	4	\$1.12	.091	\$0.00	\$1.19	4	6.5	1.73	5.0	8.0	4	4.0%	.00%	4.0%	4.0%

Source: Sample of UFW contracts in effect on July 1 of each year.

The regions are: Central Coast(1), San Joaquin(2), Southern California(3), South Coast(4), Multi-Region(5) employers, and all of California.

The difference between regional totals and all California represents employers not assigned to a region and contracts in other regions.

Count is e.g. the number of vegetable contracts; n is the number of e.g. vegetable contracts with an hourly wage for general labor; blanks indicate data not available.

"Ave" is e.g. the average hourly wage of the general labor job title in UFW contracts and "sdev" is the standard deviation.

Hourly fringes are the cents per hour worked contributions to the RFK Health Plan, MLK, JDL Pension Plan, NDFWVP.

Holidays is the average number of paid holidays available in one year in union contracts.

Vacations are the paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied

any hours per year requirements to be eligible for paid vacations. Most contracts offered a paid vacation equal to 3 or 4 % of annual earnings.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the

average worker worked 1000 hours, 125 days, or 26 weeks per year.

4/18/88 Contract Region count		Reference Wage and Fringe Data for General Labor/ Mushrooms in UFW Contracts																			
		Hourly Wages				Hourly Fringes					Paid Holidays					Paid Vacations					
		n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max	n	ave	sdev	min	max
1976	CC	0	0																		
	SJ	0	0																		
	SCA	0	0																		
	SC	0	0																		
	MR	0	0																		
	all	0	0																		
1977	CC	1	1	\$3.40		\$3.40	1	\$3.32		\$3.32	\$3.32	1	7.5		7.5	7.5	1	8.0%		8.0%	8.0%
	SJ	0	0																		
	SCA	0	0																		
	SC	1	1	\$3.30		\$3.30	1	\$3.32		\$3.32	\$3.32	1	8.5		8.5	8.5	1	8.0%		8.0%	8.0%
	MR	0	0																		
	all	2	2	\$3.35	.071	\$3.30	2	\$3.32	.000	\$3.32	\$3.32	2	8.0	.71	7.5	8.5	2	8.0%	.00%	8.0%	8.0%
1978	CC	1	1	\$3.65		\$3.65	1	\$3.37		\$3.37	\$3.37	1	8.5		8.5	8.5	1	8.0%		8.0%	8.0%
	SJ	0	0																		
	SCA	0	0																		
	SC	1	1	\$3.56		\$3.56	1	\$3.37		\$3.37	\$3.37	1	8.5		8.5	8.5	1	8.0%		8.0%	8.0%
	MR	0	0																		
	all	2	2	\$3.61	.064	\$3.56	2	\$3.37	.000	\$3.37	\$3.37	2	8.5	.00	8.5	8.5	2	8.0%	.00%	8.0%	8.0%
1979	CC	2	2	\$4.00	.000	\$4.00	2	\$2.21	.223	\$0.05	\$3.37	2	8.8	.35	8.5	9.0	2	8.0%	.00%	8.0%	8.0%
	SJ	0	0																		
	SCA	0	0																		
	SC	1	1	\$3.75		\$3.75	1	\$3.37		\$3.37	\$3.37	1	8.5		8.5	8.5	1	8.0%		8.0%	8.0%
	MR	0	0																		
	all	3	3	\$3.92	.144	\$3.75	3	\$2.26	.182	\$0.05	\$3.37	3	8.7	.29	8.5	9.0	3	8.0%	.00%	8.0%	8.0%
1980	CC	3	3	\$4.30	.180	\$4.15	3	\$3.33	.252	\$0.05	\$5.54	3	8.8	.29	8.5	9.0	3	7.3%	1.15%	6.0%	8.0%
	SJ	0	0																		
	SCA	0	0																		
	SC	1	1	\$3.95		\$3.95	1	\$4.40		\$4.40	\$4.40	1	8.0		8.0	8.0	1	8.0%		8.0%	8.0%
	MR	0	0																		
	all	4	4	\$4.21	.229	\$3.95	4	\$3.35	.208	\$0.05	\$5.54	4	8.6	.48	8.0	9.0	4	7.5%	1.00%	6.0%	8.0%
1981	CC	3	3	\$4.77	.253	\$4.50	3	\$3.32	.288	\$0.00	\$5.56	3	8.8	.29	8.5	9.0	3	7.3%	1.15%	6.0%	8.0%
	SJ	0	0																		
	SCA	0	0																		
	SC	1	1	\$4.21		\$4.21	1	\$4.40		\$4.40	\$4.40	1	8.0		8.0	8.0	1	8.0%		8.0%	8.0%
	MR	0	0																		
	all	4	4	\$4.63	.349	\$4.21	4	\$3.34	.238	\$0.00	\$5.56	4	8.6	.48	8.0	9.0	4	7.5%	1.00%	6.0%	8.0%
1982	CC	3	3	\$5.10	.229	\$4.90	3	\$3.31	.265	\$0.05	\$5.58	3	8.3	1.15	7.0	9.0	3	5.3%	3.06%	2.0%	8.0%
	SJ	0	0																		
	SCA	0	0																		
	SC	0	0																		
	MR	0	0																		
	all	4	4	\$5.16	.225	\$4.90	4	\$2.24	.267	\$0.00	\$5.58	4	8.5	1.00	7.0	9.0	4	5.5%	2.52%	2.0%	8.0%
1983	CC	3	3	\$5.68	.283	\$5.35	3	\$3.52	.406	\$0.05	\$7.79	3	8.7	.58	8.0	9.0	3	7.3%	1.15%	6.0%	8.0%
	SJ	0	0																		
	SCA	0	0																		
	SC	1	1	\$5.85		\$5.85	1	\$7.74		\$7.74	\$7.74	1	9.0		9.0	9.0	1	8.0%		8.0%	8.0%
	MR	0	0																		
	all	5	5	\$5.73	.215	\$5.35	5	\$4.46	.397	\$0.00	\$7.79	5	8.8	.45	8.0	9.0	5	7.2%	1.10%	6.0%	8.0%
1984	CC	3	3	\$6.10	.225	\$5.85	3	\$3.54	.430	\$0.05	\$8.86	3	8.7	.58	8.0	9.0	3	7.3%	1.15%	6.0%	8.0%
	SJ	0	0																		
	SCA	0	0																		
	SC	1	1	\$6.20		\$6.20	1	\$7.78		\$7.78	\$7.78	1	9.0		9.0	9.0	1	8.0%		8.0%	8.0%
	MR	0	0																		
	all	5	5	\$6.10	.174	\$5.85	4	\$6.60	.371	\$0.05	\$8.86	5	8.6	.55	8.0	9.0	5	7.2%	1.10%	6.0%	8.0%
1985	CC	2	2	\$6.50	.134	\$6.40	2	\$4.44	.550	\$0.05	\$8.83	2	9.5	.71	9.0	10.0	2	7.0%	1.41%	6.0%	8.0%
	SJ	0	0																		
	SCA	0	0																		
	SC	2	2	\$6.30	.141	\$6.20	2	\$9.90	.000	\$9.90	\$9.90	2	9.0	.00	9.0	9.0	2	8.0%	.00%	8.0%	8.0%
	MR	0	0																		
	all	5	5	\$6.38	.145	\$6.20	5	\$5.53	.466	\$0.00	\$9.90	5	9.0	.71	8.0	10.0	5	7.2%	1.10%	6.0%	8.0%
1986	CC	3	3	\$6.61	.240	\$6.37	2	\$4.44	.550	\$0.05	\$8.83	3	9.0	1.00	8.0	10.0	3	7.3%	1.15%	6.0%	8.0%
	SJ	0	0																		
	SCA	0	0																		
	SC	3	3	\$6.47	.127	\$6.40	3	\$9.95	.049	\$9.90	\$10.00	3	9.0	.00	9.0	9.0	3	8.0%	.00%	8.0%	8.0%
	MR	0	0																		
	all	6	6	\$6.54	.188	\$6.37	5	\$7.74	.392	\$0.05	\$10.00	6	9.0	.63	8.0	10.0	6	7.7%	.82%	6.0%	8.0%
1987	CC	3	3	\$6.68	.170	\$6.51	2	\$4.44	.544	\$0.05	\$8.82	3	9.0	1.00	8.0	10.0	3	7.3%	1.15%	6.0%	8.0%
	SJ	0	0																		
	SCA	0	0																		
	SC	2	2	\$6.77	.000	\$6.77	2	\$9.99	.126	\$9.90	\$10.08	2	9.0	.00	9.0	9.0	2	8.0%	.00%	8.0%	8.0%
	MR	0	0																		
	all	5	5	\$6.71	.131	\$6.51	4	\$7.71	.453	\$0.05	\$10.08	5	9.0	.71	8.0	10.0	5	7.6%	.89%	6.0%	8.0%

Source: Sample of UFW contracts in effect on July 1 of each year.

The regions are: Central Coast(1), San Joaquin(2), Southern California(3), South Coast(4), Multi-Region(5) employers, and all of California.

The difference between regional totals and all California represents employers not assigned to a region and contracts in other regions.

Count is e.g. the number of vegetable contracts; n is the number of e.g. vegetable contracts with an hourly wage for general labor; blanks indicate data not available.

"Ave" is e.g. the average hourly wage of the general labor job title in UFW contracts and "sdev" is the standard deviation.

Hourly fringes are the cents per hour worked contributions to the RFK Health Plan, MLK, JDLC Pension Plan, NDFWVP.

Holidays is the average number of paid holidays available in one year in union contracts.

Vacations are the paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied

any hours per year requirements to be eligible for paid vacations. Most contracts offered a paid vacation equal to 3 or 4 % of annual earnings.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the

average worker worked 1000 hours, 125 days, or 26 weeks per year.

APPENDIX 2. UNION CONTRACT ANALYSIS TABLES

These tables convert the union contract data from reference tables into percentage terms. The number of contracts is "n" and the next columns reproduce the average hourly wages for these contracts by year and region; the hourly fringe benefit contributions; the fringe benefit eligibility percentage (30 percent, 50 percent or 70 percent) times the maximum number of paid holidays expressed as a percentage of annual earnings (one holiday was assumed to be equal to eight hours of pay in a 1,000 hour year, or 0.8 percent); and the fringe eligibility percentage times the vacation pay percentage from the reference table.

The fringe benefit eligibility percentage is an

assumption which applies to quantifying paid vacation and holidays. The assumption refers to the amount of paid vacation and holidays that the average worker would be eligible to receive as a percentage of the maximum benefits provided under the contract.

The analysis tables include contract information in the first five columns. The next five columns calculate fringe benefits as a percentage of total compensation under the assumption that the "other fringes" are equal to 4 percent of hourly earnings. The last five columns calculate fringe benefits as a percentage of total compensation if other fringes are 5 percent of the hourly wage.

Analysis Wage and Fringe Data for General Labor in UFW Contracts

	n	Wages Ave	Fringes Ave	Holidays Ave	Vacation Ave	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp
1976 CC	4	\$3.14	\$29	2.2%	2.3%	4.0%	8.5%	\$27	\$3.69	14.9%	5.0%	9.5%	\$30	\$3.72	15.7%
SJ	4	\$3.14	\$29	2.6%	5.0%	4.0%	11.6%	\$36	\$3.79	17.1%	5.0%	12.6%	\$39	\$3.82	17.8%
SCA	2	\$3.03	\$32	2.0%	2.5%	4.0%	8.5%	\$26	\$3.60	15.9%	5.0%	9.5%	\$29	\$3.63	16.6%
SC	5	\$3.10	\$32	2.0%	2.0%	4.0%	8.0%	\$25	\$3.66	15.4%	5.0%	9.0%	\$28	\$3.69	16.1%
MR	10	\$3.12	\$30	1.9%	2.2%	4.0%	8.1%	\$25	\$3.67	15.1%	5.0%	9.1%	\$28	\$3.70	15.8%
all	25	\$3.11	\$30	2.1%	2.6%	4.0%	8.7%	\$27	\$3.68	15.5%	5.0%	9.7%	\$30	\$3.72	16.2%
1977 CC	23	\$3.23	\$32	2.1%	2.0%	4.0%	8.1%	\$26	\$3.81	15.1%	5.0%	9.1%	\$29	\$3.84	15.9%
SJ	7	\$3.26	\$29	1.9%	3.5%	4.0%	9.5%	\$31	\$3.85	15.4%	5.0%	10.5%	\$34	\$3.88	16.1%
SCA	15	\$3.17	\$29	1.3%	1.8%	4.0%	7.2%	\$23	\$3.69	14.0%	5.0%	8.2%	\$26	\$3.72	14.7%
SC	7	\$3.24	\$32	2.2%	2.3%	4.0%	8.5%	\$27	\$3.84	15.5%	5.0%	9.5%	\$31	\$3.87	16.2%
MR	11	\$3.27	\$32	1.9%	2.3%	4.0%	8.2%	\$27	\$3.85	15.1%	5.0%	9.2%	\$30	\$3.88	15.9%
all	65	\$3.23	\$31	1.9%	2.2%	4.0%	8.1%	\$26	\$3.80	14.9%	5.0%	9.1%	\$29	\$3.83	15.7%
1978 CC	26	\$3.38	\$36	2.1%	2.0%	4.0%	8.1%	\$27	\$4.01	15.8%	5.0%	9.1%	\$31	\$4.05	16.5%
SJ	21	\$3.43	\$32	1.6%	2.7%	4.0%	8.4%	\$29	\$4.04	15.0%	5.0%	9.4%	\$32	\$4.07	15.7%
SCA	31	\$3.31	\$35	1.6%	2.7%	4.0%	8.3%	\$28	\$3.94	15.9%	5.0%	9.3%	\$31	\$3.97	16.6%
SC	10	\$3.40	\$36	2.2%	2.3%	4.0%	8.5%	\$29	\$4.05	16.0%	5.0%	9.5%	\$32	\$4.08	16.7%
MR	12	\$3.40	\$36	1.9%	2.3%	4.0%	8.2%	\$28	\$4.04	15.8%	5.0%	9.2%	\$31	\$4.08	16.5%
all	108	\$3.38	\$35	1.9%	2.4%	4.0%	8.3%	\$28	\$4.01	15.6%	5.0%	9.3%	\$31	\$4.04	16.3%
1979 CC	7	\$3.99	\$36	2.7%	2.6%	4.0%	9.2%	\$37	\$4.72	15.4%	5.0%	10.2%	\$41	\$4.76	16.1%
SJ	18	\$3.64	\$35	2.0%	3.1%	4.0%	9.1%	\$33	\$4.32	15.8%	5.0%	10.1%	\$37	\$4.35	16.5%
SCA	23	\$3.46	\$37	1.6%	3.0%	4.0%	8.5%	\$29	\$4.13	16.2%	5.0%	9.5%	\$33	\$4.16	16.9%
SC	11	\$3.69	\$35	2.4%	2.8%	4.0%	9.2%	\$34	\$4.37	15.7%	5.0%	10.2%	\$38	\$4.41	16.4%
MR	5	\$3.55	\$37	2.1%	2.4%	4.0%	8.5%	\$30	\$4.22	15.8%	5.0%	9.5%	\$34	\$4.25	16.5%
all	74	\$3.61	\$35	2.0%	2.9%	4.0%	8.9%	\$32	\$4.28	15.8%	5.0%	9.9%	\$36	\$4.32	16.5%
1980 CC	22	\$4.91	\$52	2.8%	2.4%	4.0%	9.1%	\$45	\$5.88	16.5%	5.0%	10.1%	\$50	\$5.93	17.2%
SJ	19	\$3.97	\$40	1.9%	2.9%	4.0%	8.8%	\$35	\$4.72	15.9%	5.0%	9.8%	\$39	\$4.76	16.6%
SCA	15	\$4.00	\$40	2.3%	4.2%	4.0%	10.5%	\$42	\$4.81	17.0%	5.0%	11.5%	\$46	\$4.85	17.7%
SC	7	\$4.05	\$33	2.7%	3.4%	4.0%	10.1%	\$41	\$4.79	15.4%	5.0%	11.1%	\$45	\$4.83	16.1%
MR	8	\$4.75	\$53	2.6%	2.3%	4.0%	8.9%	\$42	\$5.70	16.6%	5.0%	9.9%	\$47	\$5.74	17.3%
all	84	\$4.31	\$44	2.4%	3.0%	4.0%	9.5%	\$41	\$5.16	16.4%	5.0%	10.5%	\$45	\$5.20	17.1%
1981 CC	23	\$5.28	\$54	2.8%	2.3%	4.0%	9.1%	\$48	\$6.30	16.2%	5.0%	10.1%	\$53	\$6.35	16.9%
SJ	11	\$4.16	\$41	2.6%	2.8%	4.0%	9.4%	\$39	\$4.97	16.2%	5.0%	10.4%	\$43	\$5.01	16.9%
SCA	14	\$4.40	\$44	2.4%	3.9%	4.0%	10.3%	\$45	\$5.29	16.8%	5.0%	11.3%	\$50	\$5.34	17.5%
SC	12	\$4.52	\$41	2.6%	3.6%	4.0%	10.2%	\$46	\$5.40	16.2%	5.0%	11.2%	\$51	\$5.44	16.9%
MR	6	\$5.40	\$61	2.5%	2.0%	4.0%	8.5%	\$46	\$6.47	16.5%	5.0%	9.5%	\$51	\$6.52	17.2%
all	75	\$4.77	\$48	2.6%	3.0%	4.0%	9.6%	\$46	\$5.71	16.4%	5.0%	10.6%	\$51	\$5.76	17.1%
1982 CC	20	\$5.54	\$54	2.8%	2.3%	4.0%	9.0%	\$50	\$6.58	15.8%	5.0%	10.0%	\$56	\$6.63	16.5%
SJ	4	\$4.39	\$43	3.1%	3.3%	4.0%	10.3%	\$45	\$5.27	16.7%	5.0%	11.3%	\$50	\$5.31	17.4%
SCA	10	\$4.61	\$51	2.0%	3.1%	4.0%	9.1%	\$42	\$5.54	16.8%	5.0%	10.1%	\$47	\$5.59	17.4%
SC	11	\$5.16	\$48	2.7%	3.2%	4.0%	9.9%	\$51	\$6.15	16.2%	5.0%	10.9%	\$56	\$6.20	16.9%
MR	6	\$5.70	\$64	2.7%	2.0%	4.0%	8.7%	\$50	\$6.84	16.6%	5.0%	9.7%	\$55	\$6.89	17.3%
all	63	\$5.26	\$52	2.7%	2.7%	4.0%	9.3%	\$49	\$6.28	16.2%	5.0%	10.3%	\$54	\$6.33	16.9%
1983 CC	10	\$5.91	\$54	3.0%	3.1%	4.0%	10.2%	\$60	\$7.05	16.2%	5.0%	11.2%	\$66	\$7.11	16.9%
SJ	4	\$4.89	\$48	1.4%	1.6%	4.0%	7.0%	\$34	\$5.71	14.3%	5.0%	8.0%	\$39	\$5.75	15.1%
SCA	4	\$4.90	\$59	2.0%	4.5%	4.0%	10.5%	\$51	\$6.00	18.4%	5.0%	11.5%	\$56	\$6.05	19.1%
SC	10	\$5.51	\$53	2.6%	3.4%	4.0%	10.0%	\$55	\$6.60	16.4%	5.0%	11.0%	\$61	\$6.65	17.1%
MR	1	\$6.65	\$00	.0%	.0%	4.0%	4.0%	\$27	\$6.92	3.8%	5.0%	5.0%	\$33	\$6.98	4.8%
all	35	\$5.51	\$51	2.5%	3.1%	4.0%	9.6%	\$53	\$6.56	15.9%	5.0%	10.6%	\$58	\$6.61	16.6%
1984 CC	8	\$6.25	\$61	3.0%	3.5%	4.0%	10.5%	\$65	\$7.52	16.8%	5.0%	11.5%	\$72	\$7.58	17.5%
SJ	4	\$5.08	\$56	1.5%	2.0%	4.0%	7.5%	\$38	\$6.02	15.7%	5.0%	8.5%	\$43	\$6.07	16.4%
SCA	4	\$5.35	\$78	2.2%	3.4%	4.0%	9.6%	\$51	\$6.64	19.4%	5.0%	10.6%	\$57	\$6.69	20.1%
SC	8	\$5.76	\$60	2.9%	3.4%	4.0%	10.3%	\$59	\$6.95	17.1%	5.0%	11.3%	\$65	\$7.01	17.8%
MR	1	\$7.00	\$00	.0%	.0%	4.0%	4.0%	\$28	\$7.28	3.8%	5.0%	5.0%	\$35	\$7.35	4.8%
all	28	\$5.80	\$61	2.6%	3.1%	4.0%	9.6%	\$56	\$6.97	16.7%	5.0%	10.6%	\$62	\$7.02	17.4%
1985 CC	8	\$6.73	\$60	3.3%	3.7%	4.0%	11.0%	\$74	\$8.07	16.6%	5.0%	12.0%	\$81	\$8.14	17.3%
SJ	0	\$0.00	\$00	.0%	.0%	4.0%	4.0%	\$00	\$0.00	0.0%	5.0%	5.0%	\$00	\$0.00	0.0%
SCA	6	\$5.41	\$72	2.5%	3.3%	4.0%	9.9%	\$53	\$6.67	18.9%	5.0%	10.9%	\$59	\$6.73	19.5%
SC	8	\$5.93	\$76	3.0%	3.5%	4.0%	10.4%	\$62	\$7.31	18.8%	5.0%	11.4%	\$68	\$7.37	19.5%
MR	2	\$7.68	\$85	3.6%	4.0%	4.0%	11.6%	\$89	\$9.42	18.5%	5.0%	12.6%	\$97	\$9.50	19.1%
all	28	\$6.20	\$69	2.9%	3.4%	4.0%	10.3%	\$64	\$7.53	17.7%	5.0%	11.3%	\$70	\$7.59	18.4%
1986 CC	19	\$6.23	\$86	2.1%	2.3%	4.0%	8.4%	\$52	\$7.61	18.1%	5.0%	9.4%	\$58	\$7.67	18.8%
SJ	0	\$0.00	\$00	.0%	.0%	4.0%	4.0%	\$00	\$0.00	0.0%	5.0%	5.0%	\$00	\$0.00	0.0%
SCA	3	\$5.42	\$54	2.7%	2.7%	4.0%	9.4%	\$51	\$6.47	16.2%	5.0%	10.4%	\$56	\$6.52	16.9%
SC	12	\$5.92	\$78	3.2%	3.1%	4.0%	10.3%	\$61	\$7.31	19.0%	5.0%	11.3%	\$67	\$7.37	19.6%
MR	2	\$7.99	\$87	3.6%	4.0%	4.0%	11.6%	\$93	\$9.79	18.4%	5.0%	12.6%	\$101	\$9.87	19.0%
all	37	\$6.11	\$79	2.6%	2.7%	4.0%	9.3%	\$57	\$7.47	18.2%	5.0%	10.3%	\$63	\$7.53	18.9%
1987 CC	19	\$6.15	\$88	2.1%	2.5%	4.0%	8.6%	\$53	\$7.56	18.6%	5.0%	9.6%	\$59	\$7.62	19.2%
SJ	0	\$0.00	\$00	.0%	.0%	4.0%	4.0%	\$00	\$0.00	0.0%	5.0%	5.0%	\$00	\$0.00	0.0%
SCA	2	\$5.15	\$54	2.4%	2.6%	4.0%	9.0%	\$46	\$6.15	16.2%	5.0%	10.0%	\$51	\$6.20	16.9%
SC	8	\$5.99	\$80	3.3%	3.6%	4.0%	10.9%	\$65	\$7.44	19.5%	5.0%	11.9%	\$71	\$7.50	20.2%
MR	1	\$5.40	\$10	2.0%	2.0%	4.0%	8.0%	\$43	\$5.93	9.0%	5.0%	9.0%	\$49	\$5.99	9.8%
all	31	\$5.96	\$79	2.5%	2.9%	4.0%	9.3%	\$56	\$7.30	18.4%	5.0%	10.3%	\$61	\$7.36	19.0%

"% Fringe eligibility" is an assumption about what percentage, of the total paid vacations and holidays possible under the contract, that an average worker would receive.

"n" is the number of e.g. vegetable contracts with an hourly wage for general labor; The data presented is only from UFW contracts.

The regions are: Central Coast, San Joaquin, Southern California, South Coast, Multi-region employers, and all of California. Not included are the North Coast and Sacramento regions

The difference between regional totals and "all California" represents employers not assigned to a region and contracts in other regions.

"Wages Ave" is e.g. the average hourly wage of the general labor job title in union contracts.

"Fringes Ave" is the total of the average hourly fringe benefits from the RFL Health Plan, MLK, JDL Pension Plan, NDFW Vacation Plan.

"Holidays Ave" is the average maximum number of paid holidays available in union contracts times .5 (workers eligible for half of the holidays) times .8 (value of a holiday).

"Vacations Ave" is one-half the average paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied any minimum hourly requirement for the year.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the average worker worked 1000 hrs.,

125 days or 26 weeks per year.

Tot % Fringes is the total of fringe benefits that are measured as a percentage of the hourly wage.

"Fringes % tot comp" is the percentage of total compensation that total fringes comprise, given the assumption as to the value of other fringe benefits.

Analysis Wage and Fringe Data for General Labor/ Vegetables UFW Contracts

	n	Wages Ave	Fringes Ave	Holidays Ave	Vacation Ave	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes % Tot Comp	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes % Tot Comp
1976 CC	3	\$3.10	\$32	2.0%	2.0%	4.0%	8.0%	\$25	\$3.66	15.4%	5.0%	9.0%	\$28	\$3.69	16.1%
SJ	1	\$3.10	\$32	4.4%	5.8%	4.0%	14.2%	\$44	\$3.85	19.6%	5.0%	15.2%	\$47	\$3.88	20.2%
SCA	1	\$3.10	\$32	2.0%	2.0%	4.0%	8.0%	\$25	\$3.66	15.4%	5.0%	9.0%	\$28	\$3.69	16.1%
SC	2	\$3.10	\$32	2.0%	2.0%	4.0%	8.0%	\$25	\$3.66	15.4%	5.0%	9.0%	\$28	\$3.69	16.1%
MR	8	\$3.10	\$32	1.8%	2.0%	4.0%	7.8%	\$24	\$3.66	15.2%	5.0%	8.8%	\$27	\$3.69	15.9%
all	15	\$3.10	\$32	2.0%	2.3%	4.0%	8.3%	\$26	\$3.67	15.6%	5.0%	9.3%	\$29	\$3.70	16.3%
1977 CC	3	\$3.23	\$32	2.0%	2.0%	4.0%	8.0%	\$26	\$3.80	15.1%	5.0%	9.0%	\$29	\$3.83	15.8%
SJ	0	\$0.00	\$0.00	.0%	.0%	4.0%	4.0%	\$0.00	\$0.00		5.0%	5.0%	\$0.00	\$0.00	
SCA	11	\$3.18	\$29	1.3%	1.5%	4.0%	6.8%	\$22	\$3.68	13.6%	5.0%	7.8%	\$25	\$3.71	14.3%
SC	3	\$3.23	\$33	1.9%	2.0%	4.0%	7.9%	\$26	\$3.82	15.4%	5.0%	8.9%	\$29	\$3.85	16.1%
MR	8	\$3.23	\$32	1.8%	2.0%	4.0%	7.8%	\$25	\$3.79	14.9%	5.0%	8.8%	\$28	\$3.82	15.6%
all	26	\$3.21	\$31	1.6%	1.8%	4.0%	7.4%	\$24	\$3.75	14.5%	5.0%	8.4%	\$27	\$3.79	15.2%
1978 CC	6	\$3.42	\$36	2.0%	2.0%	4.0%	8.0%	\$27	\$4.05	15.6%	5.0%	9.0%	\$31	\$4.08	16.3%
SJ	1	\$3.30	\$37	1.6%	5.8%	4.0%	11.4%	\$37	\$4.04	18.3%	5.0%	12.4%	\$41	\$4.07	19.0%
SCA	19	\$3.32	\$34	1.4%	1.5%	4.0%	6.9%	\$23	\$3.88	14.6%	5.0%	7.9%	\$26	\$3.92	15.3%
SC	5	\$3.39	\$36	2.0%	2.1%	4.0%	8.1%	\$27	\$4.02	15.7%	5.0%	9.1%	\$31	\$4.05	16.4%
MR	9	\$3.38	\$32	1.8%	2.0%	4.0%	7.8%	\$26	\$3.96	14.8%	5.0%	8.8%	\$30	\$4.00	15.5%
all	42	\$3.35	\$34	1.6%	1.9%	4.0%	7.5%	\$25	\$3.94	14.9%	5.0%	8.5%	\$28	\$3.97	15.6%
1979 CC	1	\$5.00	\$60	2.4%	3.0%	4.0%	9.4%	\$47	\$6.07	17.6%	5.0%	10.4%	\$52	\$6.12	18.3%
SJ	1	\$3.45	\$37	1.6%	5.8%	4.0%	11.4%	\$39	\$4.21	18.0%	5.0%	12.4%	\$43	\$4.24	18.7%
SCA	11	\$3.40	\$38	1.0%	1.2%	4.0%	6.2%	\$21	\$3.99	14.9%	5.0%	7.2%	\$24	\$4.03	15.6%
SC	6	\$3.66	\$36	2.1%	2.2%	4.0%	8.2%	\$30	\$4.32	15.3%	5.0%	9.2%	\$34	\$4.36	16.0%
MR	3	\$3.35	\$37	1.6%	2.0%	4.0%	7.6%	\$25	\$3.97	15.6%	5.0%	8.6%	\$29	\$4.00	16.3%
all	25	\$3.52	\$37	1.5%	1.9%	4.0%	7.4%	\$26	\$4.15	15.1%	5.0%	8.4%	\$30	\$4.19	15.8%
1980 CC	15	\$5.07	\$59	2.6%	2.1%	4.0%	8.7%	\$44	\$6.10	16.9%	5.0%	9.7%	\$49	\$6.15	17.5%
SJ	1	\$3.80	\$42	1.6%	5.8%	4.0%	11.4%	\$43	\$4.65	18.3%	5.0%	12.4%	\$47	\$4.69	19.0%
SCA	4	\$4.54	\$53	1.9%	1.7%	4.0%	7.5%	\$34	\$5.41	16.2%	5.0%	8.5%	\$39	\$5.46	16.9%
SC	1	\$4.15	\$33	.0%	.0%	4.0%	4.0%	\$17	\$4.65	10.7%	5.0%	5.0%	\$21	\$4.69	11.5%
MR	5	\$5.00	\$58	2.5%	2.0%	4.0%	8.5%	\$42	\$6.00	16.7%	5.0%	9.5%	\$47	\$6.05	17.4%
all	28	\$4.79	\$54	2.4%	2.2%	4.0%	8.6%	\$41	\$5.74	16.6%	5.0%	9.6%	\$46	\$5.79	17.3%
1981 CC	15	\$5.47	\$62	2.7%	2.1%	4.0%	8.7%	\$48	\$6.57	16.7%	5.0%	9.7%	\$53	\$6.63	17.4%
SJ	1	\$4.00	\$42	4.8%	5.8%	4.0%	14.6%	\$58	\$5.00	20.0%	5.0%	15.6%	\$62	\$5.04	20.7%
SCA	4	\$4.91	\$55	2.1%	1.8%	4.0%	8.0%	\$39	\$5.86	16.1%	5.0%	9.0%	\$44	\$5.91	16.8%
SC	5	\$5.04	\$50	2.5%	2.1%	4.0%	8.6%	\$43	\$5.97	15.6%	5.0%	9.6%	\$49	\$6.03	16.3%
MR	5	\$5.40	\$61	2.5%	2.0%	4.0%	8.5%	\$46	\$6.47	16.5%	5.0%	9.5%	\$51	\$6.52	17.2%
all	33	\$5.18	\$57	2.6%	2.2%	4.0%	8.8%	\$46	\$6.21	16.5%	5.0%	9.8%	\$51	\$6.26	17.2%
1982 CC	13	\$5.70	\$64	2.6%	1.9%	4.0%	8.5%	\$48	\$6.82	16.5%	5.0%	9.5%	\$54	\$6.88	17.2%
SJ	1	\$4.20	\$42	4.8%	5.8%	4.0%	14.6%	\$61	\$5.23	19.7%	5.0%	15.6%	\$65	\$5.27	20.4%
SCA	6	\$4.67	\$52	1.8%	1.6%	4.0%	7.4%	\$34	\$5.53	15.6%	5.0%	8.4%	\$39	\$5.58	16.3%
SC	6	\$5.56	\$52	2.6%	2.1%	4.0%	8.7%	\$49	\$6.57	15.4%	5.0%	9.7%	\$54	\$6.62	16.1%
MR	5	\$5.70	\$64	2.7%	2.0%	4.0%	8.7%	\$50	\$6.84	16.6%	5.0%	9.7%	\$55	\$6.89	17.3%
all	33	\$5.39	\$59	2.5%	2.1%	4.0%	8.6%	\$46	\$6.44	16.3%	5.0%	9.6%	\$52	\$6.50	17.0%
1983 CC	3	\$6.65	\$81	2.8%	2.0%	4.0%	8.8%	\$59	\$8.05	17.3%	5.0%	9.8%	\$65	\$8.11	18.0%
SJ	0	\$0.00	\$0.00	.0%	.0%	4.0%	4.0%	\$0.00	\$0.00		5.0%	5.0%	\$0.00	\$0.00	
SCA	1	\$4.90	\$0.00	.0%	.0%	4.0%	4.0%	\$20	\$5.10	3.8%	5.0%	5.0%	\$25	\$5.15	4.8%
SC	5	\$5.90	\$55	2.3%	2.1%	4.0%	8.4%	\$49	\$6.94	15.0%	5.0%	9.4%	\$55	\$7.00	15.7%
MR	1	\$6.65	\$0.00	.0%	.0%	4.0%	4.0%	\$27	\$6.92	3.8%	5.0%	5.0%	\$33	\$6.98	4.8%
all	11	\$5.92	\$58	2.3%	2.2%	4.0%	8.5%	\$51	\$7.01	15.5%	5.0%	9.5%	\$56	\$7.06	16.2%
1984 CC	2	\$7.00	\$86	2.8%	2.0%	4.0%	8.8%	\$62	\$8.48	17.4%	5.0%	9.8%	\$69	\$8.55	18.1%
SJ	0	\$0.00	\$0.00	.0%	.0%	4.0%	4.0%	\$0.00	\$0.00		5.0%	5.0%	\$0.00	\$0.00	
SCA	1	\$5.05	\$0.00	.0%	.0%	4.0%	4.0%	\$20	\$5.25	3.8%	5.0%	5.0%	\$25	\$5.30	4.8%
SC	4	\$5.97	\$47	2.7%	2.1%	4.0%	8.7%	\$52	\$6.96	14.3%	5.0%	9.7%	\$58	\$7.02	15.0%
MR	1	\$7.00	\$0.00	.0%	.0%	4.0%	4.0%	\$28	\$7.28	3.8%	5.0%	5.0%	\$35	\$7.35	4.8%
all	8	\$6.24	\$55	2.7%	2.1%	4.0%	8.7%	\$54	\$7.33	14.9%	5.0%	9.7%	\$61	\$7.40	15.6%
1985 CC	4	\$7.13	\$93	2.8%	2.0%	4.0%	8.8%	\$63	\$8.68	17.9%	5.0%	9.8%	\$70	\$8.75	18.6%
SJ	0	\$0.00	\$0.00	.0%	.0%	4.0%	4.0%	\$0.00	\$0.00		5.0%	5.0%	\$0.00	\$0.00	
SCA	1	\$5.20	\$0.00	.0%	.0%	4.0%	4.0%	\$21	\$5.41	3.8%	5.0%	5.0%	\$26	\$5.46	4.8%
SC	4	\$6.08	\$66	2.7%	2.1%	4.0%	8.7%	\$53	\$7.26	16.3%	5.0%	9.7%	\$59	\$7.32	17.0%
MR	0	\$0.00	\$0.00	.0%	.0%	4.0%	4.0%	\$0.00	\$0.00		5.0%	5.0%	\$0.00	\$0.00	
all	10	\$6.45	\$75	2.5%	2.0%	4.0%	8.5%	\$55	\$7.75	16.8%	5.0%	9.5%	\$62	\$7.81	17.5%
1986 CC	4	\$7.23	\$93	2.8%	2.0%	4.0%	8.8%	\$64	\$8.79	17.8%	5.0%	9.8%	\$71	\$8.86	18.5%
SJ	0	\$0.00	\$0.00	.0%	.0%	4.0%	4.0%	\$0.00	\$0.00		5.0%	5.0%	\$0.00	\$0.00	
SCA	1	\$4.65	\$0.00	2.0%	2.0%	4.0%	8.0%	\$37	\$5.02	7.4%	5.0%	9.0%	\$42	\$5.07	8.3%
SC	3	\$6.15	\$41	3.3%	2.0%	4.0%	9.3%	\$57	\$7.13	13.7%	5.0%	10.3%	\$63	\$7.19	14.5%
MR	0	\$0.00	\$0.00	.0%	.0%	4.0%	4.0%	\$0.00	\$0.00		5.0%	5.0%	\$0.00	\$0.00	
all	8	\$6.50	\$43	2.9%	2.0%	4.0%	8.9%	\$58	\$7.51	13.5%	5.0%	9.9%	\$64	\$7.58	14.2%
1987 CC	3	\$7.38	\$118	2.8%	2.0%	4.0%	8.8%	\$65	\$9.21	19.8%	5.0%	9.8%	\$72	\$9.28	20.5%
SJ	0	\$0.00	\$0.00	.0%	.0%	4.0%	4.0%	\$0.00	\$0.00		5.0%	5.0%	\$0.00	\$0.00	
SCA	1	\$4.80	\$0.00	2.0%	2.0%	4.0%	8.0%	\$38	\$5.18	7.4%	5.0%	9.0%	\$43	\$5.23	8.3%
SC	2	\$6.20	\$19	3.2%	2.0%	4.0%	9.2%	\$57	\$6.96	10.9%	5.0%	10.2%	\$63	\$7.02	11.7%
MR	1	\$5.40	\$10	2.0%	2.0%	4.0%	8.0%	\$43	\$5.93	9.0%	5.0%	9.0%	\$49	\$5.99	9.8%
all	7	\$6.39	\$33	2.6%	2.0%	4.0%	8.6%	\$55	\$7.28	12.1%	5.0%	9.6%	\$62	\$7.34	12.9%

"% Fringe eligibility" is an assumption about what percentage, of the total paid vacations and holidays possible under the contract, that an average worker would receive.

"n" is the number of e.g. vegetable contracts with an hourly wage for general labor; The data presented is only from UFW contracts.

The regions are : Central Coast, San Joaquin, Southern California, South Coast, Multi-region employers, and all of California. Not included are the North Coast and Sacramento regions

The difference between regional totals and "all California" represents employers not assigned to a region and contracts in other regions.

"Wages Ave" is e.g. the average hourly wage of the general labor job title in union contracts.

"Fringes Ave" is the total of the average hourly fringe benefits from the RFLK Health Plan, MLK, JDLK Pension Plan, NDFW Vacation Plan.

"Holidays Ave" is the average maximum number of paid holidays available in union contracts times .5 (workers eligible for half of the holidays) times .8 (value of a holiday).

"Vacations Ave" is one-half the average paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied any minimum hourly requirement for the year.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the average worker worked 1000 hrs., 125 days or 26 weeks per year.

Tot % Fringes is the total of fringe benefits that are measured as a percentage of the hourly wage.

"Fringes % tot comp" is the percentage of total compensation that total fringes comprise, given the assumption as to the value of other fringe benefits.

Analysis Wage and Fringe Data for General Labor/ Grape UFW Contracts

	n	Wages Ave	Fringes Ave	Holidays Ave	Vacation Ave	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp
1976 CC	1	\$3.25	\$20	2.8%	3.0%	4.0%	9.8%	\$32	\$3.77	13.8%	5.0%	10.8%	\$35	\$3.80	14.5%
SJ	1	\$3.25	\$20	2.8%	3.0%	4.0%	9.8%	\$32	\$3.77	13.8%	5.0%	10.8%	\$35	\$3.80	14.5%
SCA	0														
SC	0														
MR	1	\$3.25	\$20	2.8%	3.0%	4.0%	9.8%	\$32	\$3.77	13.8%	5.0%	10.8%	\$35	\$3.80	14.5%
all	3	\$3.25	\$20	2.8%	3.0%	4.0%	9.8%	\$32	\$3.77	13.8%	5.0%	10.8%	\$35	\$3.80	14.5%
1977 CC	0														
SJ	3	\$3.28	\$25	2.1%	2.5%	4.0%	8.6%	\$28	\$3.82	13.9%	5.0%	9.6%	\$32	\$3.85	14.7%
SCA	1	\$3.35	\$37	1.6%	3.9%	4.0%	9.5%	\$32	\$4.03	16.9%	5.0%	10.5%	\$35	\$4.07	17.6%
SC	0														
MR	1	\$3.60	\$32	3.2%	3.0%	4.0%	10.2%	\$37	\$4.28	15.9%	5.0%	11.2%	\$40	\$4.32	16.6%
all	6	\$3.38	\$29	2.3%	3.0%	4.0%	9.3%	\$31	\$3.99	15.2%	5.0%	10.3%	\$35	\$4.02	15.9%
1978 CC	0														
SJ	12	\$3.45	\$31	1.3%	1.8%	4.0%	7.1%	\$24	\$4.00	13.9%	5.0%	8.1%	\$28	\$4.04	14.6%
SCA	3	\$3.55	\$50	1.6%	3.9%	4.0%	9.5%	\$34	\$4.39	19.1%	5.0%	10.5%	\$37	\$4.42	19.7%
SC	0														
MR	1	\$3.65	\$37	3.2%	3.0%	4.0%	10.2%	\$37	\$4.39	16.8%	5.0%	11.2%	\$41	\$4.42	17.5%
all	20	\$3.50	\$35	1.7%	2.4%	4.0%	8.1%	\$28	\$4.13	15.2%	5.0%	9.1%	\$32	\$4.17	16.0%
1979 CC	1	\$4.25	\$37	2.8%	3.0%	4.0%	9.8%	\$42	\$5.03	15.5%	5.0%	10.8%	\$46	\$5.07	16.2%
SJ	11	\$3.69	\$34	2.0%	2.0%	4.0%	7.9%	\$29	\$4.32	14.6%	5.0%	8.9%	\$33	\$4.35	15.3%
SCA	3	\$3.76	\$50	1.6%	3.9%	4.0%	9.5%	\$36	\$4.62	18.6%	5.0%	10.5%	\$39	\$4.65	19.2%
SC	0														
MR	1	\$3.80	\$37	3.2%	3.0%	4.0%	10.2%	\$39	\$4.55	16.5%	5.0%	11.2%	\$43	\$4.59	17.2%
all	20	\$3.74	\$37	2.1%	2.6%	4.0%	8.7%	\$32	\$4.44	15.7%	5.0%	9.7%	\$36	\$4.48	16.4%
1980 CC	3	\$4.90	\$37	2.8%	2.5%	4.0%	9.3%	\$46	\$5.72	14.3%	5.0%	10.3%	\$50	\$5.77	15.1%
SJ	12	\$3.96	\$38	1.7%	2.0%	4.0%	7.7%	\$30	\$4.64	14.7%	5.0%	8.7%	\$34	\$4.68	15.4%
SCA	2	\$4.50	\$52	1.6%	3.9%	4.0%	9.5%	\$43	\$5.45	17.4%	5.0%	10.5%	\$47	\$5.49	18.0%
SC	0														
MR	1	\$4.10	\$37	3.2%	3.0%	4.0%	10.2%	\$42	\$4.88	16.0%	5.0%	11.2%	\$46	\$4.92	16.7%
all	25	\$4.20	\$39	2.1%	2.5%	4.0%	8.6%	\$36	\$4.96	15.2%	5.0%	9.6%	\$40	\$5.00	15.9%
1981 CC	2	\$5.65	\$37	2.8%	3.0%	4.0%	9.8%	\$55	\$6.57	14.0%	5.0%	10.8%	\$61	\$6.63	14.7%
SJ	5	\$4.19	\$44	2.8%	2.4%	4.0%	9.2%	\$39	\$5.02	16.5%	5.0%	10.2%	\$43	\$5.06	17.2%
SCA	2	\$4.80	\$53	1.6%	3.9%	4.0%	9.5%	\$45	\$5.78	17.0%	5.0%	10.5%	\$50	\$5.83	17.7%
SC	0														
MR	0														
all	13	\$4.79	\$48	2.5%	2.8%	4.0%	9.4%	\$45	\$5.72	16.2%	5.0%	10.4%	\$50	\$5.77	16.9%
1982 CC	2	\$6.00	\$37	2.8%	3.0%	4.0%	9.8%	\$59	\$6.95	13.7%	5.0%	10.8%	\$65	\$7.01	14.4%
SJ	2	\$4.48	\$44	2.2%	2.0%	4.0%	8.2%	\$37	\$5.28	15.2%	5.0%	9.2%	\$41	\$5.32	15.9%
SCA	1	\$5.00	\$60	1.6%	3.9%	4.0%	9.5%	\$47	\$6.07	17.7%	5.0%	10.5%	\$52	\$6.12	18.3%
SC	0														
MR	0														
all	12	\$5.53	\$52	2.7%	2.8%	4.0%	9.6%	\$53	\$6.58	15.9%	5.0%	10.6%	\$58	\$6.64	16.6%
1983 CC	1	\$6.75	\$00	.0%	.0%	4.0%	4.0%	\$27	\$7.02	3.8%	5.0%	5.0%	\$34	\$7.09	4.8%
SJ	4	\$4.89	\$48	1.4%	1.6%	4.0%	7.0%	\$34	\$5.71	14.3%	5.0%	8.0%	\$39	\$5.75	15.1%
SCA	1	\$5.20	\$70	1.6%	3.9%	4.0%	9.5%	\$49	\$6.39	18.6%	5.0%	10.5%	\$54	\$6.44	19.3%
SC	0														
MR	0														
all	9	\$5.46	\$54	1.8%	2.3%	4.0%	8.0%	\$44	\$6.44	15.1%	5.0%	9.0%	\$49	\$6.49	15.9%
1984 CC	1	\$7.15	\$00	.0%	.0%	4.0%	4.0%	\$29	\$7.44	3.8%	5.0%	5.0%	\$36	\$7.51	4.8%
SJ	4	\$5.08	\$56	1.5%	2.0%	4.0%	7.5%	\$38	\$6.02	15.7%	5.0%	8.5%	\$43	\$6.07	16.4%
SCA	1	\$5.35	\$75	1.6%	3.9%	4.0%	9.5%	\$51	\$6.61	19.0%	5.0%	10.5%	\$56	\$6.66	19.7%
SC	0														
MR	0														
all	8	\$5.54	\$59	1.6%	2.4%	4.0%	8.0%	\$44	\$6.58	15.7%	5.0%	9.0%	\$50	\$6.63	16.4%
1985 CC	1	\$7.29	\$00	.0%	.0%	4.0%	4.0%	\$29	\$7.58	3.8%	5.0%	5.0%	\$36	\$7.65	4.8%
SJ	0														
SCA	1	\$5.45	\$75	1.6%	3.9%	4.0%	9.5%	\$52	\$6.72	18.8%	5.0%	10.5%	\$57	\$6.77	19.5%
SC	0														
MR	2	\$7.68	\$85	3.6%	4.0%	4.0%	11.6%	\$89	\$9.42	18.5%	5.0%	12.6%	\$97	\$9.50	19.1%
all	6	\$6.63	\$75	2.7%	3.6%	4.0%	10.3%	\$68	\$8.06	17.7%	5.0%	11.3%	\$75	\$8.13	18.4%
1986 CC	0														
SJ	0														
SCA	0														
SC	0														
MR	2	\$7.99	\$87	3.6%	4.0%	4.0%	11.6%	\$93	\$9.79	18.4%	5.0%	12.6%	\$1.01	\$9.87	19.0%
all	3	\$6.79	\$76	3.1%	3.5%	4.0%	10.6%	\$72	\$8.27	17.8%	5.0%	11.6%	\$79	\$8.34	18.5%
1987 CC	0														
SJ	0														
SCA	0														
SC	0														
MR	0														
all	0														

"% Fringe eligibility" is an assumption about what percentage, of the total paid vacations and holidays possible under the contract, that an average worker would receive.

"n" is the number of e.g. vegetable contracts with an hourly wage for general labor; The data presented is only from UFW contracts.

The regions are : Central Coast, San Joaquin, Southern California, South Coast, Multi-region employers, and all of California. Not included are the North Coast and Sacramento regions

The difference between regional totals and "all California" represents employers not assigned to a region and contracts in other regions.

"Wages Ave" is e.g. the average hourly wage of the general labor job title in union contracts.

"Fringes Ave" is the total of the the average hourly fringe benefits from the RFK Health Plan, MLK, JDLK Pension Plan, NDFW Vacation Plan.

"Holidays Ave" is the average maximum number of paid holidays available in union contracts times .5 (workers eligible for half of the holidays) times .8 (value of a holiday).

"Vacations Ave" is one-half the average paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied any minimum hourly requirement for the year.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the average worker worked 1000 hrs., 125 days or 26 weeks per year.

Tot % Fringes is the total of fringe benefits that are measured as a percentage of the hourly wage.

"Fringes % tot comp" is the percentage of total compensation that total fringes comprise, given the assumption as to the value of other fringe benefits.

Analysis Wage and Fringe Data for General Labor/ Nursery UFW Contracts

	n	Wages Ave	Fringes Ave	Holidays Ave	Vacation Ave	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes % Tot Comp	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes % Tot Comp
1976 CC	0														
SJ	0														
SCA	0														
SC	3	\$3.10	\$32	2.0%	2.0%	4.0%	8.0%	\$25	\$3.66	15.4%	5.0%	9.0%	\$28	\$3.69	16.1%
MR	0														
all	3	\$3.10	\$32	2.0%	2.0%	4.0%	8.0%	\$25	\$3.66	15.4%	5.0%	9.0%	\$28	\$3.69	16.1%
1977 CC	1	\$3.23	\$32	3.2%	1.0%	4.0%	8.2%	\$26	\$3.81	15.2%	5.0%	9.2%	\$30	\$3.84	15.9%
SJ	0														
SCA	0														
SC	3	\$3.23	\$32	2.0%	2.0%	4.0%	8.0%	\$26	\$3.80	15.1%	5.0%	9.0%	\$29	\$3.83	15.8%
MR	0														
all	4	\$3.23	\$32	2.3%	1.8%	4.0%	8.1%	\$26	\$3.80	15.1%	5.0%	9.1%	\$29	\$3.83	15.8%
1978 CC	1	\$3.36	\$37	3.2%	1.0%	4.0%	8.2%	\$28	\$4.00	16.0%	5.0%	9.2%	\$31	\$4.03	16.7%
SJ	4	\$3.45	\$33	2.0%	3.4%	4.0%	9.3%	\$32	\$4.10	15.8%	5.0%	10.3%	\$36	\$4.13	16.5%
SCA	4	\$3.24	\$29	2.3%	5.8%	4.0%	12.0%	\$39	\$3.92	17.3%	5.0%	13.0%	\$42	\$3.95	18.0%
SC	4	\$3.38	\$37	2.2%	2.0%	4.0%	8.2%	\$28	\$4.02	16.0%	5.0%	9.2%	\$31	\$4.05	16.7%
MR	0														
all	13	\$3.35	\$33	2.2%	3.5%	4.0%	9.7%	\$33	\$4.01	16.4%	5.0%	10.7%	\$36	\$4.04	17.1%
1979 CC	1	\$3.49	\$37	3.2%	1.0%	4.0%	8.2%	\$29	\$4.14	15.7%	5.0%	9.2%	\$32	\$4.18	16.4%
SJ	3	\$3.58	\$37	2.1%	4.0%	4.0%	10.1%	\$36	\$4.31	16.9%	5.0%	11.1%	\$40	\$4.35	17.6%
SCA	5	\$3.36	\$28	2.2%	5.8%	4.0%	12.0%	\$40	\$4.04	16.8%	5.0%	13.0%	\$44	\$4.07	17.5%
SC	2	\$3.70	\$37	2.6%	3.0%	4.0%	9.6%	\$36	\$4.42	16.3%	5.0%	10.6%	\$39	\$4.46	17.0%
MR	0														
all	11	\$3.49	\$32	2.4%	4.4%	4.0%	10.7%	\$37	\$4.19	16.7%	5.0%	11.7%	\$41	\$4.23	17.4%
1980 CC	0														
SJ	3	\$4.02	\$45	2.3%	4.2%	4.0%	10.4%	\$42	\$4.89	17.8%	5.0%	11.4%	\$46	\$4.93	18.5%
SCA	6	\$3.54	\$30	2.5%	5.8%	4.0%	12.3%	\$43	\$4.27	17.2%	5.0%	13.3%	\$47	\$4.30	17.8%
SC	3	\$4.08	\$35	2.7%	2.4%	4.0%	9.1%	\$37	\$4.80	15.0%	5.0%	10.1%	\$41	\$4.84	15.7%
MR	0														
all	12	\$3.79	\$35	2.5%	4.6%	4.0%	11.0%	\$42	\$4.56	16.8%	5.0%	12.0%	\$46	\$4.60	17.5%
1981 CC	1	\$4.60	\$38	3.2%	1.0%	4.0%	8.2%	\$38	\$5.36	14.1%	5.0%	9.2%	\$42	\$5.40	14.9%
SJ	2	\$4.40	\$45	2.4%	3.3%	4.0%	9.7%	\$42	\$5.27	16.6%	5.0%	10.7%	\$47	\$5.32	17.3%
SCA	6	\$3.96	\$37	2.7%	5.3%	4.0%	11.9%	\$47	\$4.80	17.5%	5.0%	12.9%	\$51	\$4.84	18.2%
SC	4	\$4.11	\$38	2.5%	4.7%	4.0%	11.2%	\$46	\$4.95	17.0%	5.0%	12.2%	\$50	\$4.99	17.7%
MR	0														
all	13	\$4.12	\$39	2.6%	4.4%	4.0%	11.1%	\$46	\$4.97	16.9%	5.0%	12.1%	\$50	\$5.01	17.6%
1982 CC	2	\$4.70	\$36	3.0%	3.5%	4.0%	10.5%	\$49	\$5.55	15.3%	5.0%	11.5%	\$54	\$5.60	16.0%
SJ	0		\$00	.0%	.0%	4.0%	4.0%	\$00	\$00	#DIV/0!	5.0%	5.0%	\$00	\$00	
SCA	3	\$4.37	\$47	2.7%	5.2%	4.0%	11.9%	\$52	\$5.35	18.4%	5.0%	12.9%	\$56	\$5.40	19.0%
SC	3	\$4.53	\$41	2.7%	5.2%	4.0%	11.8%	\$54	\$5.48	17.3%	5.0%	12.8%	\$58	\$5.52	17.9%
MR	0														
all	8	\$4.51	\$42	2.8%	4.8%	4.0%	11.5%	\$52	\$5.45	17.2%	5.0%	12.5%	\$56	\$5.50	17.9%
1983 CC	2	\$5.05	\$42	3.0%	3.5%	4.0%	10.5%	\$53	\$5.99	15.8%	5.0%	11.5%	\$58	\$6.05	16.5%
SJ	0														
SCA	2	\$4.74	\$54	2.2%	4.8%	4.0%	11.0%	\$52	\$5.80	18.3%	5.0%	12.0%	\$57	\$5.85	19.0%
SC	2	\$4.73	\$40	2.6%	6.1%	4.0%	12.7%	\$60	\$5.73	17.5%	5.0%	13.7%	\$65	\$5.77	18.1%
MR	0														
all	6	\$4.84	\$45	2.6%	4.8%	4.0%	11.4%	\$55	\$5.84	17.2%	5.0%	12.4%	\$60	\$5.89	17.9%
1984 CC	1	\$4.84	\$60	2.8%	5.8%	4.0%	12.6%	\$61	\$6.05	20.0%	5.0%	13.6%	\$66	\$6.10	20.6%
SJ	0														
SCA	1	\$5.33	\$00	.0%	.0%	4.0%	4.0%	\$21	\$5.54	3.8%	5.0%	5.0%	\$27	\$5.60	4.8%
SC	2	\$5.12	\$76	3.0%	8.0%	4.0%	15.0%	\$77	\$6.64	22.9%	5.0%	16.0%	\$82	\$6.69	23.5%
MR	0														
all	4	\$5.10	\$70	2.9%	6.9%	4.0%	13.8%	\$70	\$6.51	21.6%	5.0%	14.8%	\$76	\$6.56	22.2%
1985 CC	1	\$5.04	\$61	2.8%	5.8%	4.0%	12.6%	\$63	\$6.28	19.7%	5.0%	13.6%	\$68	\$6.33	20.4%
SJ	0														
SCA	3	\$5.29	\$67	2.8%	3.2%	4.0%	10.0%	\$53	\$6.49	18.4%	5.0%	11.0%	\$58	\$6.54	19.1%
SC	2	\$5.28	\$82	3.0%	8.0%	4.0%	15.0%	\$79	\$6.89	23.4%	5.0%	16.0%	\$84	\$6.95	24.0%
MR	0														
all	6	\$5.25	\$72	2.9%	5.6%	4.0%	12.5%	\$66	\$6.62	20.8%	5.0%	13.5%	\$71	\$6.67	21.4%
1986 CC	0														
SJ	0														
SCA	1	\$5.35	\$81	2.8%	3.2%	4.0%	10.0%	\$53	\$6.69	20.0%	5.0%	11.0%	\$59	\$6.74	20.7%
SC	6	\$5.54	\$88	2.9%	3.2%	4.0%	10.1%	\$56	\$6.97	20.6%	5.0%	11.1%	\$61	\$7.03	21.2%
MR	0														
all	7	\$5.51	\$87	2.9%	3.2%	4.0%	10.1%	\$55	\$6.93	20.5%	5.0%	11.1%	\$61	\$6.99	21.1%
1987 CC	1	\$5.13	\$92	2.8%	5.8%	4.0%	12.6%	\$64	\$6.69	23.4%	5.0%	13.6%	\$70	\$6.75	23.9%
SJ	0														
SCA	1	\$5.50	\$1.07	2.8%	3.2%	4.0%	10.0%	\$55	\$7.12	22.7%	5.0%	11.0%	\$60	\$7.17	23.3%
SC	3	\$5.32	\$92	3.1%	4.3%	4.0%	11.4%	\$61	\$6.84	22.2%	5.0%	12.4%	\$66	\$6.90	22.8%
MR	0														
all	6	\$5.12	\$86	2.9%	4.3%	4.0%	11.2%	\$58	\$6.55	21.9%	5.0%	12.2%	\$63	\$6.60	22.5%

"% Fringe eligibility" is an assumption about what percentage, of the total paid vacations and holidays possible under the contract, that an average worker would receive.

"n" is the number of e.g. vegetable contracts with an hourly wage for general labor; The data presented is only from UFW contracts.

The regions are : Central Coast, San Joaquin, Southern California, South Coast, Multi-region employers, and all of California. Not included are the North Coast and Sacramento regions

The difference between regional totals and "all California" represents employers not assigned to a region and contracts in other regions.

"Wages Ave" is e.g. the average hourly wage of the general labor job title in union contracts.

"Fringes Ave" is the total of the the average hourly fringe benefits from the RFK Health Plan, MLK, JDLK Pension Plan, NDFW Vacation Plan.

"Holidays Ave" is the average maximum number of paid holidays available in union contracts times .5 (workers eligible for half of the holidays) times .8 (value of a holiday).

"Vacations Ave" is one-half the average paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied any minimum hourly requirement for the year.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the average worker worked 1000 hrs., 125 days or 26 weeks per year.

Tot % Fringes is the total of fringe benefits that are measured as a percentage of the hourly wage.

"Fringes % tot comp" is the percentage of total compensation that total fringes comprise, given the assumption as to the value of other fringe benefits.

Analysis Wage and Fringe Data for General Labor/ Citrus UFW Contracts

	n	Wages Ave	Fringes Ave	Holidays Ave	Vacation Ave	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp
1976 CC	0														
SJ	0														
SCA	0														
SC	0														
MR	0														
all	0														
1977 CC	0														
SJ	0														
SCA	0														
SC	0														
MR	0														
all	0														
1978 CC	0														
SJ	0														
SCA	1	\$3.20	\$.00	2.8%	5.5%	4.0%	12.3%	\$39	\$3.59	11.0%	5.0%	13.3%	\$43	\$3.63	11.7%
SC	0														
MR	0														
all	2	\$3.28	\$.00	2.8%	5.5%	4.0%	12.3%	\$40	\$3.68	11.0%	5.0%	13.3%	\$44	\$3.71	11.7%
1979 CC	0														
SJ	0														
SCA	1	\$3.40	\$.00	2.8%	5.5%	4.0%	12.3%	\$42	\$3.82	11.0%	5.0%	13.3%	\$45	\$3.85	11.7%
SC	1	\$3.50	\$.22	2.4%	2.0%	4.0%	8.4%	\$29	\$4.01	12.7%	5.0%	9.4%	\$33	\$4.04	13.5%
MR	0														
all	4	\$3.41	\$.29	3.1%	5.2%	4.0%	12.2%	\$42	\$4.12	17.2%	5.0%	13.2%	\$45	\$4.16	17.9%
1980 CC	0														
SJ	1	\$3.85	\$.42	1.6%	2.0%	4.0%	7.6%	\$29	\$4.56	15.6%	5.0%	8.6%	\$33	\$4.60	16.3%
SCA	1	\$3.60	\$.00	2.8%	5.5%	4.0%	12.3%	\$44	\$4.04	11.0%	5.0%	13.3%	\$48	\$4.08	11.7%
SC	1	\$3.68	\$.22	2.4%	3.1%	4.0%	9.5%	\$35	\$4.25	13.3%	5.0%	10.5%	\$39	\$4.28	14.1%
MR	0														
all	5	\$3.66	\$.34	2.7%	4.7%	4.0%	11.4%	\$42	\$4.41	17.0%	5.0%	12.4%	\$45	\$4.44	17.7%
1981 CC	0														
SJ	1	\$4.10	\$.42	1.6%	2.0%	4.0%	7.6%	\$31	\$4.83	15.1%	5.0%	8.6%	\$35	\$4.87	15.9%
SCA	0														
SC	1	\$3.86	\$.22	2.4%	3.1%	4.0%	9.5%	\$37	\$4.44	13.1%	5.0%	10.5%	\$41	\$4.48	13.9%
MR	0														
all	3	\$3.85	\$.34	2.7%	4.4%	4.0%	11.0%	\$43	\$4.61	16.5%	5.0%	12.0%	\$46	\$4.65	17.2%
1982 CC	0														
SJ	0														
SCA	0														
SC	1	\$4.50	\$.50	2.8%	3.1%	4.0%	9.9%	\$45	\$5.45	17.4%	5.0%	10.9%	\$49	\$5.49	18.1%
MR	0														
all	1	\$4.50	\$.50	2.8%	3.1%	4.0%	9.9%	\$45	\$5.45	17.4%	5.0%	10.9%	\$49	\$5.49	18.1%
1983 CC	0														
SJ	0														
SCA	0														
SC	1	\$4.50	\$.50	2.8%	3.1%	4.0%	9.9%	\$45	\$5.45	17.4%	5.0%	10.9%	\$49	\$5.49	18.1%
MR	0														
all	1	\$4.50	\$.50	2.8%	3.1%	4.0%	9.9%	\$45	\$5.45	17.4%	5.0%	10.9%	\$49	\$5.49	18.1%
1984 CC	0														
SJ	0														
SCA	0														
SC	0														
MR	0														
all	0														
1985 CC	0														
SJ	0														
SCA	0														
SC	0														
MR	0														
all	0														
1986 CC	0														
SJ	0														
SCA	0														
SC	0														
MR	0														
all	0														
1987 CC	0														
SJ	0														
SCA	0														
SC	0														
MR	0														
all	0														

"% Fringe eligibility" is an assumption about what percentage, of the total paid vacations and holidays possible under the contract, that an average worker would receive.

"n" is the number of e.g. vegetable contracts with an hourly wage for general labor; The data presented is only from UFW contracts.

The regions are : Central Coast, San Joaquin, Southern California, South Coast, Multi-region employers, and all of California. Not included are the North Coast and Sacramento regions.

The difference between regional totals and "all California" represents employers not assigned to a region and contracts in other regions.

"Wages Ave" is e.g. the average hourly wage of the general labor job title in union contracts.

"Fringes Ave" is the total of the the average hourly fringe benefits from the RPK Health Plan, MLK, JDLC Pension Plan, NDFW Vacation Plan.

"Holidays Ave" is the average maximum number of paid holidays available in union contracts times .5 (workers eligible for half of the holidays) times .8 (value of a holiday).

"Vacations Ave" is one-half the average paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied any minimum hourly requirement for the year.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the average worker worked 1000 hrs., 125 days or 26 weeks per year.

Tot % Fringes is the total of fringe benefits that are measured as a percentage of the hourly wage.

"Fringes % tot comp" is the percentage of total compensation that total fringes comprise, given the assumption as to the value of other fringe benefits.

Analysis Wage and Fringe Data for General Labor/ Egg UFW Contracts

	n	Wages Ave	Fringes Ave	Holidays Ave	Vacation Ave	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp
1976 CC	0														
1976 SJ	0														
1976 SCA	0														
1976 SC	0														
1976 MR	0														
1976 all	0														
1977 CC	0														
1977 SJ	0														
1977 SCA	0														
1977 SC	0														
1977 MR	0														
1977 all	0														
1978 CC	0														
1978 SJ	0														
1978 SCA	0														
1978 SC	0														
1978 MR	0														
1978 all	0														
1979 CC	0														
1979 SJ	0														
1979 SCA	0														
1979 SC	1	\$3.97	\$0.00	2.8%	5.8%	4.0%	12.6%	\$50	\$4.47	11.2%	5.0%	13.6%	\$54	\$4.51	11.9%
1979 MR	0														
1979 all	1	\$3.97	\$0.00	2.8%	5.8%	4.0%	12.6%	\$50	\$4.47	11.2%	5.0%	13.6%	\$54	\$4.51	11.9%
1980 CC	0														
1980 SJ	0														
1980 SCA	0														
1980 SC	1	\$4.31	\$0.00	2.8%	5.8%	4.0%	12.6%	\$54	\$4.85	11.2%	5.0%	13.6%	\$58	\$4.89	11.9%
1980 MR	0														
1980 all	1	\$4.31	\$0.00	2.8%	5.8%	4.0%	12.6%	\$54	\$4.85	11.2%	5.0%	13.6%	\$58	\$4.89	11.9%
1981 CC	0														
1981 SJ	0														
1981 SCA	0														
1981 SC	1	\$4.55	\$0.00	2.8%	5.8%	4.0%	12.6%	\$57	\$5.12	11.2%	5.0%	13.6%	\$62	\$5.17	11.9%
1981 MR	0														
1981 all	1	\$4.55	\$0.00	2.8%	5.8%	4.0%	12.6%	\$57	\$5.12	11.2%	5.0%	13.6%	\$62	\$5.17	11.9%
1982 CC	0														
1982 SJ	0														
1982 SCA	0														
1982 SC	1	\$5.29	\$0.00	.0%	.0%	4.0%	4.0%	\$21	\$5.50	3.8%	5.0%	5.0%	\$26	\$5.55	4.8%
1982 MR	0														
1982 all	1	\$5.29	\$0.00	.0%	.0%	4.0%	4.0%	\$21	\$5.50	3.8%	5.0%	5.0%	\$26	\$5.55	4.8%
1983 CC	0														
1983 SJ	0														
1983 SCA	0														
1983 SC	1	\$5.82	\$0.00	.0%	.0%	4.0%	4.0%	\$23	\$6.05	3.8%	5.0%	5.0%	\$29	\$6.11	4.8%
1983 MR	0														
1983 all	1	\$5.82	\$0.00	.0%	.0%	4.0%	4.0%	\$23	\$6.05	3.8%	5.0%	5.0%	\$29	\$6.11	4.8%
1984 CC	0														
1984 SJ	0														
1984 SCA	0														
1984 SC	1	\$5.82	\$0.00	.0%	.0%	4.0%	4.0%	\$23	\$6.05	3.8%	5.0%	5.0%	\$29	\$6.11	4.8%
1984 MR	0														
1984 all	1	\$5.82	\$0.00	.0%	.0%	4.0%	4.0%	\$23	\$6.05	3.8%	5.0%	5.0%	\$29	\$6.11	4.8%
1985 CC	0														
1985 SJ	0														
1985 SCA	0														
1985 SC	0														
1985 MR	0														
1985 all	0														
1986 CC	0														
1986 SJ	0														
1986 SCA	0														
1986 SC	0														
1986 MR	0														
1986 all	0														
1987 CC	0														
1987 SJ	0														
1987 SCA	0														
1987 SC	0														
1987 MR	0														
1987 all	0														

"% Fringe eligibility" is an assumption about what percentage, of the total paid vacations and holidays possible under the contract, that an average worker would receive.

"n" is the number of e.g. vegetable contracts with an hourly wage for general labor; The data presented is only from UFW contracts.

The regions are : Central Coast, San Joaquin, Southern California, South Coast, Multi-region employers, and all of California. Not included are the North Coast and Sacramento regions

The difference between regional totals and "all California" represents employers not assigned to a region and contracts in other regions.

"Wages Ave" is e.g. the average hourly wage of the general labor job title in union contracts.

"Fringes Ave" is the total of the the average hourly fringe benefits from the RFK Health Plan, MLK, JDLC Pension Plan, NDFW Vacation Plan.

"Holidays Ave" is the average maximum number of paid holidays available in union contracts times .5 (workers eligible for half of the holidays) times .8 (value of a holiday).

"Vacations Ave" is one-half the average paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied any minimum hourly requirement for the year.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the average worker worked 1000 hrs.,

125 days or 26 weeks per year.

Tot % Fringes is the total of fringe benefits that are measured as a percentage of the hourly wage.

"Fringes % tot comp" is the percentage of total compensation that total fringes comprise, given the assumption as to the value of other fringe benefits.

Analysis Wage and Fringe Data for General Labor/ Tree Fruit UFW Contracts

	n	Wages Ave	Fringes Ave	Holidays Ave	Vacation Ave	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp
1976 CC	0														
SJ	2	\$3.10	\$32	1.6%	5.6%	4.0%	11.2%	\$35	\$3.76	17.6%	5.0%	12.2%	\$38	\$3.79	18.2%
SCA	1	\$2.95	\$32	2.0%	3.0%	4.0%	9.0%	\$27	\$3.53	16.4%	5.0%	10.0%	\$30	\$3.56	17.1%
SC	0														
MR	0														
all	3	\$3.05	\$32	1.7%	4.7%	4.0%	10.4%	\$32	\$3.68	17.2%	5.0%	11.4%	\$35	\$3.71	17.9%
1977 CC	18	\$3.23	\$32	2.0%	1.9%	4.0%	7.9%	\$26	\$3.80	15.0%	5.0%	8.9%	\$29	\$3.83	15.8%
SJ	4	\$3.24	\$32	1.8%	4.0%	4.0%	9.8%	\$32	\$3.87	16.4%	5.0%	10.8%	\$35	\$3.90	17.1%
SCA	2	\$3.14	\$32	2.2%	3.0%	4.0%	9.2%	\$29	\$3.74	16.1%	5.0%	10.2%	\$32	\$3.78	16.8%
SC	0														
MR	0														
all	24	\$3.22	\$32	2.0%	2.4%	4.0%	8.4%	\$27	\$3.80	15.4%	5.0%	9.4%	\$30	\$3.84	16.1%
1978 CC	18	\$3.35	\$36	2.0%	1.9%	4.0%	7.9%	\$27	\$3.98	15.8%	5.0%	8.9%	\$30	\$4.01	16.5%
SJ	4	\$3.41	\$33	2.2%	4.0%	4.0%	10.2%	\$35	\$4.08	16.6%	5.0%	11.2%	\$38	\$4.11	17.2%
SCA	2	\$3.35	\$37	2.2%	3.0%	4.0%	9.2%	\$31	\$4.02	16.7%	5.0%	10.2%	\$34	\$4.06	17.4%
SC	0														
MR	0														
all	24	\$3.36	\$36	2.1%	2.4%	4.0%	8.5%	\$28	\$4.00	16.0%	5.0%	9.5%	\$32	\$4.03	16.7%
1979 CC	1	\$4.00	\$40	2.4%	2.0%	4.0%	8.4%	\$34	\$4.74	15.5%	5.0%	9.4%	\$38	\$4.78	16.2%
SJ	3	\$3.57	\$37	2.3%	5.0%	4.0%	11.3%	\$40	\$4.33	17.7%	5.0%	12.3%	\$44	\$4.37	18.4%
SCA	2	\$3.75	\$37	2.8%	3.0%	4.0%	9.8%	\$37	\$4.48	16.3%	5.0%	10.8%	\$41	\$4.52	17.0%
SC	0														
MR	0														
all	6	\$3.70	\$37	2.5%	3.8%	4.0%	10.3%	\$38	\$4.45	16.9%	5.0%	11.3%	\$42	\$4.49	17.6%
1980 CC	1	\$4.40	\$47	2.4%	2.0%	4.0%	8.4%	\$37	\$5.24	16.0%	5.0%	9.4%	\$41	\$5.28	16.7%
SJ	2	\$4.10	\$42	2.4%	5.6%	4.0%	12.0%	\$49	\$5.01	18.2%	5.0%	13.0%	\$53	\$5.05	18.8%
SCA	2	\$4.00	\$37	2.8%	3.0%	4.0%	9.8%	\$39	\$4.76	15.9%	5.0%	10.8%	\$43	\$4.80	16.6%
SC	0														
MR	0														
all	5	\$4.12	\$41	2.6%	3.8%	4.0%	10.4%	\$43	\$4.96	16.9%	5.0%	11.4%	\$47	\$5.00	17.5%
1981 CC	1	\$4.80	\$47	2.4%	2.0%	4.0%	8.4%	\$40	\$5.67	15.4%	5.0%	9.4%	\$45	\$5.72	16.1%
SJ	2	\$3.98	\$30	1.8%	2.4%	4.0%	8.2%	\$33	\$4.60	13.5%	5.0%	9.2%	\$37	\$4.64	14.3%
SCA	2	\$4.32	\$37	2.8%	3.0%	4.0%	9.8%	\$42	\$5.11	15.4%	5.0%	10.8%	\$47	\$5.15	16.1%
SC	0														
MR	0														
all	5	\$4.28	\$36	2.3%	2.6%	4.0%	8.9%	\$38	\$5.02	14.7%	5.0%	9.9%	\$42	\$5.06	15.4%
1982 CC	0														
SJ	0														
SCA	0														
SC	0														
MR	0														
all	0														
1983 CC	1	\$5.25	\$58	2.0%	2.0%	4.0%	8.0%	\$42	\$6.25	16.0%	5.0%	9.0%	\$47	\$6.30	16.7%
SJ	0														
SCA	0														
SC	0														
MR	0														
all	1	\$5.25	\$58	2.0%	2.0%	4.0%	8.0%	\$42	\$6.25	16.0%	5.0%	9.0%	\$47	\$6.30	16.7%
1984 CC	1	\$5.75	\$58	2.0%	2.0%	4.0%	8.0%	\$46	\$6.79	15.3%	5.0%	9.0%	\$52	\$6.85	16.0%
SJ	0														
SCA	1	\$5.67	\$80	2.8%	3.0%	4.0%	9.8%	\$56	\$7.03	19.3%	5.0%	10.8%	\$61	\$7.08	19.9%
SC	0														
MR	0														
all	2	\$5.71	\$69	2.4%	2.5%	4.0%	8.9%	\$51	\$6.91	17.3%	5.0%	9.9%	\$57	\$6.97	18.0%
1985 CC	0														
SJ	0														
SCA	1	\$5.95	\$81	3.2%	3.0%	4.0%	10.2%	\$61	\$7.37	19.2%	5.0%	11.2%	\$67	\$7.43	19.9%
SC	0														
MR	0														
all	1	\$5.95	\$81	3.2%	3.0%	4.0%	10.2%	\$61	\$7.37	19.2%	5.0%	11.2%	\$67	\$7.43	19.9%
1986 CC	12	\$5.80	\$92	1.6%	2.0%	4.0%	7.6%	\$44	\$7.16	19.0%	5.0%	8.6%	\$50	\$7.22	19.7%
SJ	0														
SCA	1	\$6.25	\$82	3.2%	3.0%	4.0%	10.2%	\$64	\$7.71	18.9%	5.0%	11.2%	\$70	\$7.77	19.6%
SC	0														
MR	0														
all	13	\$5.83	\$91	1.7%	2.1%	4.0%	7.8%	\$46	\$7.20	19.0%	5.0%	8.8%	\$51	\$7.26	19.6%
1987 CC	12	\$5.80	\$92	1.6%	2.0%	4.0%	7.6%	\$44	\$7.16	19.0%	5.0%	8.6%	\$50	\$7.22	19.7%
SJ	0														
SCA	0														
SC	0														
MR	0														
all	12	\$5.80	\$92	1.6%	2.0%	4.0%	7.6%	\$44	\$7.16	19.0%	5.0%	8.6%	\$50	\$7.22	19.7%

"% Fringe eligibility" is an assumption about what percentage, of the total paid vacations and holidays possible under the contract, that an average worker would receive.

"n" is the number of e.g. vegetable contracts with an hourly wage for general labor; The data presented is only from UFW contracts.

The regions are: Central Coast, San Joaquin, Southern California, South Coast, Multi-region employers, and all of California. Not included are the North Coast and Sacramento regions.

The difference between regional totals and "all California" represents employers not assigned to a region and contracts in other regions.

"Wages Ave" is e.g. the average hourly wage of the general labor job title in union contracts.

"Fringes Ave" is the total of the average hourly fringe benefits from the RFK Health Plan, MLK, JDLC Pension Plan, NDFW Vacation Plan.

"Holidays Ave" is the average maximum number of paid holidays available in union contracts times .5 (workers eligible for half of the holidays) times .8 (value of a holiday).

"Vacations Ave" is one-half the average paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied any minimum hourly requirement for the year.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the average worker worked 1000 hrs.,

125 days or 26 weeks per year.

Tot % Fringes is the total of fringe benefits that are measured as a percentage of the hourly wage.

"Fringes % tot comp" is the percentage of total compensation that total fringes comprise, given the assumption as to the value of other fringe benefits.

Analysis Wage and Fringe Data for Tractor Driver UFW Contracts

	n	Wages Ave	Fringes Ave	Holidays Ave	Vacation Ave	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes % Tot Comp	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes % Tot Comp
1976 CC	4	\$3.14	\$29	2.4%	2.0%	4.0%	8.4%	\$26	\$3.69	14.9%	5.0%	9.4%	\$29	\$3.72	15.6%
SJ	4	\$3.14	\$29	2.1%	5.6%	4.0%	11.8%	\$37	\$3.79	17.3%	5.0%	12.8%	\$40	\$3.82	17.9%
SCA	2	\$3.03	\$32	2.0%	2.0%	4.0%	8.0%	\$24	\$3.58	15.5%	5.0%	9.0%	\$27	\$3.61	16.3%
SC	5	\$3.10	\$32	1.8%	2.0%	4.0%	7.8%	\$24	\$3.66	15.2%	5.0%	8.8%	\$27	\$3.69	15.9%
MR	10	\$3.12	\$30	2.1%	2.1%	4.0%	8.2%	\$26	\$3.67	15.2%	5.0%	9.2%	\$29	\$3.71	15.9%
all	25	\$3.11	\$30	2.1%	2.6%	4.0%	8.6%	\$27	\$3.68	15.5%	5.0%	9.6%	\$30	\$3.71	16.2%
1977 CC	17	\$3.24	\$32	2.6%	2.1%	4.0%	8.7%	\$28	\$3.83	15.6%	5.0%	9.7%	\$31	\$3.86	16.3%
SJ	8	\$3.24	\$29	2.0%	3.7%	4.0%	9.7%	\$31	\$3.84	15.6%	5.0%	10.7%	\$35	\$3.88	16.3%
SCA	14	\$3.17	\$29	2.1%	1.7%	4.0%	7.8%	\$25	\$3.70	14.4%	5.0%	8.8%	\$28	\$3.73	15.2%
SC	7	\$3.24	\$32	1.9%	2.3%	4.0%	8.2%	\$26	\$3.83	15.3%	5.0%	9.2%	\$30	\$3.86	16.0%
MR	11	\$3.27	\$32	1.9%	2.2%	4.0%	8.1%	\$26	\$3.84	15.1%	5.0%	9.1%	\$30	\$3.88	15.8%
all	60	\$3.23	\$31	2.2%	2.3%	4.0%	8.5%	\$27	\$3.81	15.2%	5.0%	9.5%	\$31	\$3.85	15.9%
1978 CC	20	\$3.39	\$36	2.4%	2.1%	4.0%	8.5%	\$29	\$4.04	16.1%	5.0%	9.5%	\$32	\$4.07	16.8%
SJ	22	\$3.43	\$32	1.8%	3.0%	4.0%	8.8%	\$30	\$4.05	15.4%	5.0%	9.8%	\$34	\$4.08	16.1%
SCA	32	\$3.31	\$35	2.2%	2.7%	4.0%	8.8%	\$29	\$3.95	16.3%	5.0%	9.8%	\$33	\$3.99	17.0%
SC	12	\$3.39	\$35	1.9%	2.3%	4.0%	8.1%	\$28	\$4.01	15.6%	5.0%	9.1%	\$31	\$4.05	16.4%
MR	12	\$3.40	\$33	2.2%	2.1%	4.0%	8.3%	\$28	\$4.02	15.2%	5.0%	9.3%	\$32	\$4.05	16.0%
all	107	\$3.38	\$34	2.2%	2.5%	4.0%	8.6%	\$29	\$4.02	15.8%	5.0%	9.6%	\$33	\$4.05	16.5%
1979 CC	8	\$4.12	\$39	2.3%	2.5%	4.0%	8.8%	\$36	\$4.87	15.4%	5.0%	9.8%	\$40	\$4.91	16.1%
SJ	19	\$3.63	\$35	2.4%	3.1%	4.0%	9.5%	\$35	\$4.32	16.1%	5.0%	10.5%	\$38	\$4.36	16.8%
SCA	23	\$3.45	\$37	2.1%	3.0%	4.0%	9.1%	\$31	\$4.14	16.6%	5.0%	10.1%	\$35	\$4.17	17.3%
SC	14	\$3.68	\$35	2.2%	2.7%	4.0%	9.0%	\$33	\$4.36	15.5%	5.0%	10.0%	\$37	\$4.40	16.2%
MR	7	\$3.49	\$37	2.2%	2.2%	4.0%	8.4%	\$29	\$4.15	15.8%	5.0%	9.4%	\$33	\$4.19	16.5%
all	80	\$3.62	\$36	2.2%	2.9%	4.0%	9.1%	\$33	\$4.30	16.0%	5.0%	10.1%	\$37	\$4.34	16.7%
1980 CC	21	\$4.90	\$52	2.2%	2.5%	4.0%	8.6%	\$42	\$5.85	16.1%	5.0%	9.6%	\$47	\$5.90	16.8%
SJ	19	\$3.98	\$40	2.0%	3.0%	4.0%	9.0%	\$36	\$4.74	16.1%	5.0%	10.0%	\$40	\$4.78	16.8%
SCA	13	\$3.91	\$38	2.0%	4.4%	4.0%	10.4%	\$41	\$4.70	16.8%	5.0%	11.4%	\$45	\$4.74	17.5%
SC	7	\$4.00	\$33	2.2%	3.6%	4.0%	9.8%	\$39	\$4.72	15.2%	5.0%	10.8%	\$43	\$4.76	15.9%
MR	6	\$4.67	\$51	2.5%	2.3%	4.0%	8.9%	\$41	\$5.59	16.5%	5.0%	9.9%	\$46	\$5.63	17.2%
all	78	\$4.30	\$43	2.1%	3.3%	4.0%	9.4%	\$40	\$5.13	16.3%	5.0%	10.4%	\$45	\$5.17	17.0%
1981 CC	21	\$5.28	\$57	2.1%	2.3%	4.0%	8.4%	\$44	\$6.29	16.1%	5.0%	9.4%	\$50	\$6.34	16.8%
SJ	12	\$4.18	\$42	2.1%	2.9%	4.0%	9.0%	\$38	\$4.97	15.9%	5.0%	10.0%	\$42	\$5.02	16.6%
SCA	12	\$4.32	\$42	1.9%	3.7%	4.0%	9.6%	\$42	\$5.15	16.2%	5.0%	10.6%	\$46	\$5.19	16.9%
SC	14	\$4.64	\$40	2.2%	3.1%	4.0%	9.2%	\$43	\$5.47	15.1%	5.0%	10.2%	\$47	\$5.52	15.8%
MR	4	\$5.40	\$61	2.8%	2.0%	4.0%	8.8%	\$48	\$6.49	16.7%	5.0%	9.8%	\$53	\$6.54	17.4%
all	73	\$4.74	\$48	2.1%	3.0%	4.0%	9.1%	\$43	\$5.65	16.1%	5.0%	10.1%	\$48	\$5.70	16.8%
1982 CC	18	\$5.53	\$57	2.1%	2.5%	4.0%	8.6%	\$47	\$6.57	15.9%	5.0%	9.6%	\$53	\$6.62	16.6%
SJ	3	\$4.38	\$43	2.2%	3.3%	4.0%	9.5%	\$41	\$5.23	16.1%	5.0%	10.5%	\$46	\$5.27	16.8%
SCA	7	\$4.45	\$49	2.3%	2.9%	4.0%	9.2%	\$41	\$5.35	16.7%	5.0%	10.2%	\$45	\$5.39	17.4%
SC	12	\$5.29	\$47	2.3%	2.6%	4.0%	8.9%	\$47	\$6.23	15.1%	5.0%	9.9%	\$53	\$6.29	15.8%
MR	4	\$5.70	\$64	3.1%	2.0%	4.0%	9.1%	\$52	\$6.86	16.9%	5.0%	10.1%	\$57	\$6.91	17.6%
all	57	\$5.27	\$52	2.2%	2.8%	4.0%	9.0%	\$48	\$6.27	16.0%	5.0%	10.0%	\$53	\$6.32	16.7%
1983 CC	7	\$5.86	\$57	2.3%	2.8%	4.0%	9.0%	\$53	\$6.96	15.8%	5.0%	10.0%	\$59	\$7.02	16.5%
SJ	4	\$4.89	\$48	2.0%	1.6%	4.0%	7.6%	\$37	\$5.74	14.8%	5.0%	8.6%	\$42	\$5.78	15.5%
SCA	3	\$4.89	\$59	1.6%	3.9%	4.0%	9.5%	\$46	\$5.95	17.7%	5.0%	10.5%	\$51	\$6.00	18.4%
SC	8	\$5.59	\$46	2.0%	2.7%	4.0%	8.7%	\$49	\$6.54	14.5%	5.0%	9.7%	\$54	\$6.59	15.2%
MR	1	\$6.65													
all	30	\$5.47	\$50	2.1%	2.9%	4.0%	8.9%	\$49	\$6.46	15.3%	5.0%	9.9%	\$54	\$6.52	16.0%
1984 CC	5	\$6.06	\$67	2.1%	2.0%	4.0%	8.1%	\$49	\$7.22	16.1%	5.0%	9.1%	\$55	\$7.28	16.8%
SJ	4	\$5.08	\$56	2.0%	2.0%	4.0%	8.0%	\$41	\$6.04	16.0%	5.0%	9.0%	\$46	\$6.09	16.7%
SCA	3	\$5.45	\$78	2.4%	3.4%	4.0%	9.8%	\$54	\$6.76	19.4%	5.0%	10.8%	\$59	\$6.81	20.0%
SC	2	\$5.99	\$42		2.0%	4.0%									
MR	0														
all	19	\$5.71	\$59	2.2%	2.9%	4.0%	9.1%	\$52	\$6.82	16.3%	5.0%	10.1%	\$58	\$6.88	17.0%
1985 CC	4	\$6.61	\$77	2.2%	2.0%	4.0%	8.2%	\$54	\$7.92	16.5%	5.0%	9.2%	\$61	\$7.99	17.2%
SJ	0	\$0.00													
SCA	3	\$5.69	\$78	2.0%	3.4%	4.0%	9.4%	\$54	\$7.01	18.8%	5.0%	10.4%	\$59	\$7.07	19.4%
SC	0	\$0.00													
MR	2	\$7.68	\$85		4.0%	4.0%									
all	13	\$6.35	\$70	2.1%	4.0%	4.0%	10.1%	\$64	\$7.69	17.5%	5.0%	11.1%	\$71	\$7.76	18.1%
1986 CC	3	\$7.23	\$93	2.3%	2.0%	4.0%	8.3%	\$60	\$8.76	17.4%	5.0%	9.3%	\$67	\$8.83	18.1%
SJ	0														
SCA	2	\$5.45	\$41	3.2%	2.5%	4.0%	9.7%	\$53	\$6.39	14.7%	5.0%	10.7%	\$58	\$6.44	15.4%
SC	0														
MR	2	\$7.99	\$87	2.8%	4.0%	4.0%	10.8%	\$86	\$9.72	17.8%	5.0%	11.8%	\$94	\$9.80	18.5%
all	8	\$6.68	\$72	2.6%	3.8%	4.0%	10.4%	\$69	\$8.09	17.4%	5.0%	11.4%	\$76	\$8.16	18.1%
1987 CC	1	\$7.45		2.0%		4.0%									
SJ	0														
SCA	1	\$4.80	\$00	2.4%	2.0%	4.0%	8.4%	\$40	\$5.20	7.7%	5.0%	9.4%	\$45	\$5.25	8.6%
SC	0														
MR	4	\$5.04	\$10	2.2%	2.0%	4.0%	8.2%	\$41	\$5.55	9.2%	5.0%	9.2%	\$46	\$5.60	10.1%
all	6	\$5.47	\$08	2.2%	2.0%	4.0%	8.2%	\$45	\$6.00	8.8%	5.0%	9.2%	\$50	\$6.06	9.6%

" % Fringe eligibility" is an assumption about what percentage, of the total paid vacations and holidays possible under the contract, that an average worker would receive.

"n" is the number of e.g. vegetable contracts with an hourly wage for general labor; The data presented is only from UFW contracts.

The regions are : Central Coast, San Joaquin, Southern California, South Coast, Multi-region employers, and all of California. Not included are the North Coast and Sacramento regions

The difference between regional totals and "all California" represents employers not assigned to a region and contracts in other regions.

"Wages Ave" is e.g. the average hourly wage of the general labor job title in union contracts.

"Fringes Ave" is the total of the average hourly fringe benefits from the RPK Health Plan, MLK, JDLIC Pension Plan, NDFW Vacation Plan.

"Holidays Ave" is the average maximum number of paid holidays available in union contracts times .5 (workers eligible for half of the holidays) times .8 (value of a holiday).

"Vacations Ave" is one-half the average paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied any minimum hourly requirement for the year.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the average worker worked 1000 hrs., 125 days or 26 weeks per year.

Tot % Fringes is the total of fringe benefits that are measured as a percentage of the hourly wage.

"Fringes % tot comp" is the percentage of total compensation that total fringes comprise, given the assumption as to the value of other fringe benefits.

Analysis Wage and Fringe Data for Tractor Driver/Vegetable UFW Contracts

	n	Wages Ave	Fringes Ave	Holidays Ave	Vacation Ave	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes % Tot Comp	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes % Tot Comp
1976 CC	3	\$3.83	\$32	2.0%	2.0%	4.0%	8.0%	\$31	\$4.45	14.0%	5.0%	9.0%	\$34	\$4.48	14.7%
SJ	1	\$3.45	\$32	4.4%	5.8%	4.0%	14.2%	\$49	\$4.25	18.9%	5.0%	15.2%	\$52	\$4.29	19.5%
SCA	1	\$3.83	\$32	2.0%	2.0%	4.0%	8.0%	\$31	\$4.45	14.0%	5.0%	9.0%	\$34	\$4.48	14.7%
SC	1	\$3.83	\$32	2.0%	2.0%	4.0%	8.0%	\$31	\$4.45	14.0%	5.0%	9.0%	\$34	\$4.48	14.7%
MR	8	\$3.83	\$32	1.8%	2.0%	4.0%	7.8%	\$30	\$4.44	13.8%	5.0%	8.8%	\$33	\$4.47	14.5%
all	14	\$3.80	\$32	2.0%	2.3%	4.0%	8.3%	\$32	\$4.43	14.2%	5.0%	9.3%	\$35	\$4.47	15.0%
1977 CC	3	\$3.95	\$32	2.0%	2.0%	4.0%	8.0%	\$32	\$4.58	13.8%	5.0%	9.0%	\$36	\$4.62	14.5%
SJ	0														
SCA	10	\$3.68	\$28	1.2%	1.4%	4.0%	6.7%	\$25	\$4.21	12.5%	5.0%	7.7%	\$28	\$4.24	13.3%
SC	2	\$3.90	\$34	1.9%	2.0%	4.0%	7.9%	\$31	\$4.55	14.2%	5.0%	8.9%	\$35	\$4.59	15.0%
MR	8	\$3.95	\$32	1.8%	2.0%	4.0%	7.8%	\$31	\$4.57	13.6%	5.0%	8.8%	\$35	\$4.61	14.3%
all	24	\$3.84	\$30	1.6%	1.8%	4.0%	7.4%	\$28	\$4.43	13.3%	5.0%	8.4%	\$32	\$4.47	14.0%
1978 CC	5	\$4.12	\$36	2.0%	2.0%	4.0%	8.0%	\$33	\$4.80	14.3%	5.0%	9.0%	\$37	\$4.84	15.0%
SJ	1	\$3.65	\$37	1.6%	5.8%	4.0%	11.4%	\$41	\$4.43	17.6%	5.0%	12.4%	\$45	\$4.47	18.3%
SCA	16	\$3.82	\$34	1.3%	1.5%	4.0%	6.8%	\$26	\$4.41	13.5%	5.0%	7.8%	\$30	\$4.45	14.2%
SC	4	\$4.06	\$35	2.0%	2.1%	4.0%	8.1%	\$33	\$4.74	14.4%	5.0%	9.1%	\$37	\$4.78	15.1%
MR	10	\$4.12	\$37	1.8%	1.9%	4.0%	7.7%	\$32	\$4.80	14.2%	5.0%	8.7%	\$36	\$4.84	14.9%
all	38	\$3.95	\$34	1.6%	1.8%	4.0%	7.4%	\$29	\$4.59	13.9%	5.0%	8.4%	\$33	\$4.63	14.6%
1979 CC	1	\$6.15	\$60	2.4%	3.0%	4.0%	9.4%	\$58	\$7.33	16.1%	5.0%	10.4%	\$64	\$7.39	16.8%
SJ	1	\$3.80	\$37	1.6%	5.8%	4.0%	11.4%	\$43	\$4.60	17.3%	5.0%	12.4%	\$47	\$4.63	18.0%
SCA	10	\$3.78	\$39	.9%	1.1%	4.0%	6.0%	\$23	\$4.39	14.0%	5.0%	7.0%	\$26	\$4.43	14.7%
SC	6	\$4.28	\$36	2.1%	2.2%	4.0%	8.2%	\$35	\$5.00	14.3%	5.0%	9.2%	\$40	\$5.04	15.0%
MR	3	\$4.08	\$37	1.6%	2.0%	4.0%	7.6%	\$31	\$4.75	14.2%	5.0%	8.6%	\$35	\$4.79	14.9%
all	24	\$4.06	\$37	1.5%	1.9%	4.0%	7.4%	\$30	\$4.73	14.1%	5.0%	8.4%	\$34	\$4.77	14.8%
1980 CC	12	\$6.14	\$59	2.7%	2.1%	4.0%	8.7%	\$54	\$7.27	15.5%	5.0%	9.7%	\$60	\$7.33	16.2%
SJ	1	\$4.10	\$42	1.6%	5.8%	4.0%	11.4%	\$47	\$4.99	17.8%	5.0%	12.4%	\$51	\$5.03	18.4%
SCA	3	\$4.97	\$51	1.6%	1.5%	4.0%	7.1%	\$35	\$5.83	14.8%	5.0%	8.1%	\$40	\$5.88	15.5%
SC	1	\$4.45	\$33	.0%	.0%	4.0%	4.0%	\$18	\$4.96	10.2%	5.0%	5.0%	\$22	\$5.00	11.0%
MR	4	\$6.00	\$58	2.5%	2.0%	4.0%	8.5%	\$51	\$7.09	15.4%	5.0%	9.5%	\$57	\$7.15	16.1%
all	23	\$5.62	\$53	2.4%	2.2%	4.0%	8.7%	\$49	\$6.64	15.3%	5.0%	9.7%	\$54	\$6.70	16.0%
1981 CC	12	\$6.53	\$62	2.7%	2.1%	4.0%	8.8%	\$58	\$7.72	15.5%	5.0%	9.8%	\$64	\$7.79	16.2%
SJ	1	\$4.51	\$42	4.8%	5.8%	4.0%	14.6%	\$66	\$5.59	19.3%	5.0%	15.6%	\$70	\$5.63	19.9%
SCA	3	\$5.32	\$53	2.0%	1.8%	4.0%	7.8%	\$41	\$6.26	15.0%	5.0%	8.8%	\$47	\$6.31	15.7%
SC	5	\$5.83	\$50	2.5%	2.1%	4.0%	8.6%	\$50	\$6.84	14.7%	5.0%	9.6%	\$56	\$6.89	15.4%
MR	4	\$6.35	\$61	2.5%	2.0%	4.0%	8.5%	\$54	\$7.50	15.3%	5.0%	9.5%	\$60	\$7.56	16.0%
all	28	\$6.02	\$56	2.6%	2.3%	4.0%	8.9%	\$54	\$7.11	15.4%	5.0%	9.9%	\$60	\$7.17	16.1%
1982 CC	10	\$6.54	\$64	2.6%	1.9%	4.0%	8.5%	\$56	\$7.74	15.5%	5.0%	9.5%	\$62	\$7.80	16.2%
SJ	1	\$4.71	\$42	4.8%	5.8%	4.0%	14.6%	\$69	\$5.82	19.0%	5.0%	15.6%	\$73	\$5.86	19.7%
SCA	3	\$4.70	\$40	1.6%	1.5%	4.0%	7.1%	\$33	\$5.43	13.4%	5.0%	8.1%	\$38	\$5.48	14.2%
SC	6	\$6.45	\$52	2.6%	2.1%	4.0%	8.7%	\$56	\$7.54	14.4%	5.0%	9.7%	\$63	\$7.60	15.2%
MR	4	\$6.60	\$64	2.8%	2.0%	4.0%	8.8%	\$58	\$7.82	15.6%	5.0%	9.8%	\$65	\$7.89	16.3%
all	26	\$6.17	\$58	2.6%	2.1%	4.0%	8.8%	\$54	\$7.30	15.4%	5.0%	9.8%	\$60	\$7.36	16.1%
1983 CC	2	\$7.55	\$81	2.8%	2.0%	4.0%	8.8%	\$66	\$9.02	16.3%	5.0%	9.8%	\$74	\$9.10	17.0%
SJ	0														
SCA	1	\$5.00	\$00	.0%	.0%	4.0%	4.0%	\$20	\$5.20	3.8%	5.0%	5.0%	\$25	\$5.25	4.8%
SC	5	\$6.73	\$55	2.3%	2.1%	4.0%	8.4%	\$56	\$7.84	14.2%	5.0%	9.4%	\$63	\$7.91	14.9%
MR	1	\$7.55	\$00	.0%	.0%	4.0%	4.0%	\$30	\$7.85	3.8%	5.0%	5.0%	\$38	\$7.93	4.8%
all	10	\$6.60	\$58	2.3%	2.2%	4.0%	8.5%	\$56	\$7.74	14.8%	5.0%	9.5%	\$63	\$7.81	15.5%
1984 CC	2	\$7.90	\$86	2.8%	2.0%	4.0%	8.8%	\$70	\$9.46	16.4%	5.0%	9.8%	\$77	\$9.53	17.1%
SJ	0														
SCA	1	\$5.15	\$00	.0%	.0%	4.0%	4.0%	\$21	\$5.36	3.8%	5.0%	5.0%	\$26	\$5.41	4.8%
SC	2	\$6.91	\$52	2.4%	2.1%	4.0%	8.5%	\$59	\$8.02	13.8%	5.0%	9.5%	\$66	\$8.09	14.6%
MR	1	\$7.90	\$00	.0%	.0%	4.0%	4.0%	\$32	\$8.22	3.8%	5.0%	5.0%	\$40	\$8.30	4.8%
all	6	\$7.11	\$63	2.5%	2.1%	4.0%	8.6%	\$61	\$8.36	14.9%	5.0%	9.6%	\$68	\$8.43	15.6%
1985 CC	1	\$8.05	\$00	.0%	.0%	4.0%	4.0%	\$32	\$8.37	3.8%	5.0%	5.0%	\$40	\$8.45	4.8%
SJ	0														
SCA	1	\$5.30	\$00	.0%	.0%	4.0%	4.0%	\$21	\$5.51	3.8%	5.0%	5.0%	\$27	\$5.57	4.8%
SC	1	\$6.78	\$62	2.4%	2.3%	4.0%	8.7%	\$59	\$7.98	15.1%	5.0%	9.7%	\$65	\$8.05	15.8%
MR	0														
all	3	\$6.71	\$62	2.4%	2.3%	4.0%	8.7%	\$58	\$7.91	15.2%	5.0%	9.7%	\$65	\$7.98	15.9%
1986 CC	1	\$8.15	\$00	.0%	.0%	4.0%	4.0%	\$33	\$8.48	3.8%	5.0%	5.0%	\$41	\$8.56	4.8%
SJ	0														
SCA	1	\$5.45	\$00	2.0%	2.0%	4.0%	8.0%	\$44	\$5.89	7.4%	5.0%	9.0%	\$49	\$5.94	8.3%
SC	2	\$6.40	\$19	3.2%	2.0%	4.0%	9.2%	\$59	\$7.18	10.8%	5.0%	10.2%	\$65	\$7.24	11.6%
MR	0														
all	4	\$6.60	\$13	2.8%	2.0%	4.0%	8.8%	\$58	\$7.31	9.7%	5.0%	9.8%	\$65	\$7.37	10.5%
1987 CC	1	\$8.35	\$00	.0%	.0%	4.0%	4.0%	\$33	\$8.68	3.8%	5.0%	5.0%	\$42	\$8.77	4.8%
SJ	0														
SCA	1	\$5.70	\$00	2.0%	2.0%	4.0%	8.0%	\$46	\$6.16	7.4%	5.0%	9.0%	\$51	\$6.21	8.3%
SC	2	\$6.40	\$19	3.2%	2.0%	4.0%	9.2%	\$59	\$7.18	10.8%	5.0%	10.2%	\$65	\$7.24	11.6%
MR	1	\$6.35	\$10	2.0%	2.0%	4.0%	8.0%	\$51	\$6.96	8.7%	5.0%	9.0%	\$57	\$7.02	9.6%
all	5	\$6.64	\$12	2.6%	2.0%	4.0%	8.6%	\$57	\$7.33	9.4%	5.0%	9.6%	\$64	\$7.40	10.2%

"% Fringe eligibility" is an assumption about what percentage, of the total paid vacations and holidays possible under the contract, that an average worker would receive.

"n" is the number of e.g. vegetable contracts with an hourly wage for general labor; The data presented is only from UFW contracts.

The regions are : Central Coast, San Joaquin, Southern California, South Coast, Multi-region employers, and all of California. Not included are the North Coast and Sacramento regions

The difference between regional totals and "all California" represents employers not assigned to a region and contracts in other regions.

"Wages Ave" is e.g. the average hourly wage of the general labor job title in union contracts.

"Fringes Ave" is the total of the average hourly fringe benefits from the RPK Health Plan, MLK, JDL Pension Plan, NDFW Vacation Plan.

"Holidays Ave" is the average maximum number of paid holidays available in union contracts times .5 (workers eligible for half of the holidays) times .8 (value of a holiday).

"Vacations Ave" is one-half the average paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied any minimum hourly requirement for the year.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the average worker worked 1000 hrs.,

125 days or 26 weeks per year.

Tot % Fringes is the total of fringe benefits that are measured as a percentage of the hourly wage.

"Fringes % tot comp" is the percentage of total compensation that total fringes comprise, given the assumption as to the value of other fringe benefits.

Analysis Wage and Fringe Data for General Labor/ Mushroom UFW Contracts

	n	Wages Ave	Fringes Ave	Holidays Ave	Vacation Ave	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp	Other Fringes	Tot of % Fringes	\$ Cost of % Fringes	Total Compens	Fringes% Tot Comp
1976 CC	0														
SJ	0														
SCA	0														
SC	0														
MR	0														
all	0														
1977 CC	1	\$3.40	\$32	3.0%	4.0%	4.0%	11.0%	\$37	\$4.09	16.9%	5.0%	12.0%	\$41	\$4.12	17.5%
SJ	0														
SCA	0														
SC	1	\$3.30	\$32	3.4%	4.0%	4.0%	11.4%	\$38	\$3.99	17.3%	5.0%	12.4%	\$41	\$4.02	18.0%
MR	0														
all	2	\$3.35	\$32	3.2%	4.0%	4.0%	11.2%	\$38	\$4.04	17.1%	5.0%	12.2%	\$41	\$4.07	17.8%
1978 CC	1	\$3.65	\$37	3.4%	4.0%	4.0%	11.4%	\$42	\$4.43	17.6%	5.0%	12.4%	\$45	\$4.47	18.3%
SJ	0														
SCA	0														
SC	1	\$3.56	\$37	3.4%	4.0%	4.0%	11.4%	\$41	\$4.33	17.8%	5.0%	12.4%	\$44	\$4.37	18.5%
MR	0														
all	2	\$3.61	\$37	3.4%	4.0%	4.0%	11.4%	\$41	\$4.38	17.7%	5.0%	12.4%	\$45	\$4.42	18.4%
1979 CC	2	\$4.00	\$21	3.5%	4.0%	4.0%	11.5%	\$46	\$4.67	14.3%	5.0%	12.5%	\$50	\$4.71	15.0%
SJ	0														
SCA	0														
SC	1	\$3.75	\$37	3.4%	4.0%	4.0%	11.4%	\$43	\$4.54	17.4%	5.0%	12.4%	\$47	\$4.58	18.1%
MR	0														
all	3	\$3.92	\$26	3.5%	4.0%	4.0%	11.5%	\$45	\$4.63	15.3%	5.0%	12.5%	\$49	\$4.66	16.0%
1980 CC	3	\$4.30	\$33	3.5%	3.7%	4.0%	11.2%	\$48	\$5.11	15.9%	5.0%	12.2%	\$52	\$5.15	16.6%
SJ	0														
SCA	0														
SC	1	\$3.95	\$40	3.2%	4.0%	4.0%	11.2%	\$44	\$4.79	17.5%	5.0%	12.2%	\$48	\$4.83	18.2%
MR	0														
all	4	\$4.21	\$35	3.5%	3.8%	4.0%	11.2%	\$47	\$5.03	16.2%	5.0%	12.2%	\$51	\$5.07	16.9%
1981 CC	3	\$4.77	\$32	3.5%	3.7%	4.0%	11.2%	\$53	\$5.62	15.2%	5.0%	12.2%	\$58	\$5.67	15.9%
SJ	0														
SCA	0														
SC	1	\$4.21	\$40	3.2%	4.0%	4.0%	11.2%	\$47	\$5.08	17.1%	5.0%	12.2%	\$51	\$5.12	17.8%
MR	0														
all	4	\$4.63	\$34	3.5%	3.8%	4.0%	11.2%	\$52	\$5.49	15.6%	5.0%	12.2%	\$57	\$5.53	16.3%
1982 CC	3	\$5.10	\$31	3.3%	2.7%	4.0%	10.0%	\$51	\$5.92	13.9%	5.0%	11.0%	\$56	\$5.97	14.6%
SJ	0														
SCA	0														
SC	0														
MR	0														
all	4	\$5.16	\$24	3.4%	2.8%	4.0%	10.2%	\$52	\$5.92	12.8%	5.0%	11.2%	\$58	\$5.97	13.6%
1983 CC	3	\$5.68	\$52	3.5%	3.7%	4.0%	11.1%	\$63	\$6.83	16.8%	5.0%	12.1%	\$69	\$6.88	17.5%
SJ	0														
SCA	0														
SC	1	\$5.85	\$74	3.6%	4.0%	4.0%	11.6%	\$68	\$7.27	19.5%	5.0%	12.6%	\$74	\$7.33	20.2%
MR	0														
all	5	\$5.73	\$46	3.5%	3.6%	4.0%	11.1%	\$64	\$6.83	16.0%	5.0%	12.1%	\$69	\$6.88	16.7%
1984 CC	3	\$6.10	\$54	3.5%	3.7%	4.0%	11.1%	\$68	\$7.31	16.7%	5.0%	12.1%	\$74	\$7.38	17.3%
SJ	0														
SCA	0														
SC	1	\$6.20	\$78	3.6%	4.0%	4.0%	11.6%	\$72	\$7.70	19.5%	5.0%	12.6%	\$78	\$7.76	20.1%
MR	0														
all	5	\$6.10	\$60	3.4%	3.6%	4.0%	11.0%	\$67	\$7.37	17.3%	5.0%	12.0%	\$73	\$7.43	17.9%
1985 CC	2	\$6.50	\$44	3.8%	3.5%	4.0%	11.3%	\$73	\$7.67	15.3%	5.0%	12.3%	\$80	\$7.73	16.0%
SJ	0														
SCA	0														
SC	2	\$6.30	\$90	3.6%	4.0%	4.0%	11.6%	\$73	\$7.93	20.5%	5.0%	12.6%	\$79	\$7.99	21.2%
MR	0														
all	5	\$6.38	\$53	3.6%	3.6%	4.0%	11.2%	\$71	\$7.63	16.4%	5.0%	12.2%	\$78	\$7.69	17.1%
1986 CC	3	\$6.61	\$44	3.6%	3.7%	4.0%	11.3%	\$75	\$7.80	15.2%	5.0%	12.3%	\$81	\$7.86	15.9%
SJ	0														
SCA	0														
SC	3	\$6.47	\$95	3.6%	4.0%	4.0%	11.6%	\$75	\$8.17	20.8%	5.0%	12.6%	\$82	\$8.23	21.4%
MR	0														
all	6	\$6.54	\$74	3.6%	3.8%	4.0%	11.4%	\$75	\$8.03	18.6%	5.0%	12.4%	\$81	\$8.10	19.2%
1987 CC	3	\$6.68	\$44	3.6%	3.7%	4.0%	11.3%	\$75	\$7.86	15.1%	5.0%	12.3%	\$82	\$7.93	15.8%
SJ	0														
SCA	0														
SC	2	\$6.77	\$99	3.6%	4.0%	4.0%	11.6%	\$79	\$8.54	20.7%	5.0%	12.6%	\$85	\$8.61	21.4%
MR	0														
all	5	\$6.71	\$71	3.6%	3.8%	4.0%	11.4%	\$77	\$8.19	18.0%	5.0%	12.4%	\$83	\$8.26	18.7%

"% Fringe eligibility" is an assumption about what percentage, of the total paid vacations and holidays possible under the contract, that an average worker would receive.

"n" is the number of e.g. vegetable contracts with an hourly wage for general labor; The data presented is only from UFW contracts.

The regions are: Central Coast, San Joaquin, Southern California, South Coast, Multi-region employers, and all of California. Not included are the North Coast and Sacramento regions

The difference between regional totals and "all California" represents employers not assigned to a region and contracts in other regions.

"Wages Ave" is e.g. the average hourly wage of the general labor job title in union contracts.

"Fringes Ave" is the total of the average hourly fringe benefits from the RFL Health Plan, MLK, JDL Pension Plan, NDFW Vacation Plan.

"Holidays Ave" is the average maximum number of paid holidays available in union contracts times .5 (workers eligible for half of the holidays) times .8 (value of a holiday).

"Vacations Ave" is one-half the average paid vacations available to workers with (1) at least 15 years seniority and (2) who have satisfied any minimum hourly requirement for the year.

Vacations paid on an hours, days, or weeks per year basis have been converted to a percentage of annual earnings by assuming that the average worker worked 1000 hrs., 125 days or 26 weeks per year.

Tot % Fringes is the total of fringe benefits that are measured as a percentage of the hourly wage.

"Fringes % tot comp" is the percentage of total compensation that total fringes comprise, given the assumption as to the value of other fringe benefits.

APPENDIX 3. FRINGE BENEFIT SURVEYS

Nonfarm Benefit Surveys:

Fringe benefit surveys obtain two types of data: (1) the incidence or the percentage of employers or workers receiving a particular benefit and (2) the employer's cost of providing that benefit to the employee or the value of the benefit to the employee. Most surveys report only incidence data; that is, the Bureau of National Affairs (BNA) *Basic Patterns in Union Contracts* (1986) reports only the percentage of union contracts in various regions of the country that include provisions for health insurance, pensions, and holidays. The BNA discussion of health insurance, for example, includes the percentage of contracts with provisions for deductibles and second opinions, but not the cost of such plans to employers or employees.

Most wage and benefit data are collected by the Bureau of Labor Statistics (BLS) of the U.S. Department of Labor. A recent BLS publication entitled *BLS Measures of Compensation* (1986) distinguishes among the three concepts that determine employee compensation: (1) *rate-of-pay* or the basic money return to a worker for a unit of time worked; (2) *voluntary or negotiated benefits* paid to workers or third party providers on a cents-per-hour-worked, percentage-of-earnings, or amount-per-worker (and family); and (3) *total compensation*, or the employer's cost of paying basic wages and benefits.

BLS developed most of its wage and benefit definitions in the mining, manufacturing, and construction industries of the 1940s and 1950s. The oldest continuous wage surveys report occupational wages by industry, e.g., the Industry Wage Survey: Men's and Boy's Suits and Coats, provides an overview of this industry's wage structure. Area wage surveys provide comparable wage data for white-collar workers, and the na-

tional Professional, Administrative, Technical, and Clerical pay survey provides the wage and benefit data used by the federal government to adjust its pay schedules.

Employee benefit information was added to BLS industry and area wage surveys in the 1950s, when such benefits became more common. Until 1977, BLS benefit surveys determined actual employer expenditures for benefits, so that employer contributions for benefits could be expressed as a percentage of total compensation. The ALRB based its *Adam Dairy* decision, which set fringe benefits at 22 percent of total compensation for make-whole purposes, on the 1974 BLS compensation survey.¹⁹ However, BLS discontinued these compensation surveys in 1977; the last survey was published in 1980 as *Employee Compensation in the Private Nonfarm Economy*, 1977.

The major BLS benefits survey today is the Employee Benefits Survey (EBS). The EBS was a response to the federal Pay Comparability Act of 1970, which requires studies of the adjustments needed in federal salaries and benefits to achieve comparability with private sector workers. The EBS generates data on the incidence of three major types of benefits: paid leaves such as paid holidays and vacations; health and life insurance; and retirement and pension plans. The EBS "does not measure employer costs for benefits," and EBS results are published annually in a BLS bulletin entitled *Employee Benefits in Medium and Large Firms*.

Employee Benefits in Medium and Large Firms, 1984 (1985) reports that 46 percent of all full-time production workers employed by firms with more than 50, 100, or 250 workers (depending on the industry) had employers who paid the entire health insurance premium for a

¹⁹Preliminary data were provided by Richard Schurman, BLS, May 12, 1987.

worker and his/her family. Similarly, 72 percent of the full-time production workers had "wholly employer-financed" retirement pensions. The EBS disregards any minimum service requirements to be eligible for employer paid benefits; workers are counted as covered even if they have not met the minimum service requirement at the time of the survey.

The EBS is based on responses from about 1,500 private-sector firms, and its results are assumed to be representative of 45,000 firms that employ 21 million workers, or about one-fifth of the work force. Interviewers visit most firms and obtain data as well as benefit plan descriptions, which are then entered into BLS benefit data bases.

BLS has developed an Employment Cost Index (ECI) to measure changes in the total compensation of employees by industry, union occupation, union status, and region. For example, the ECI for union nonmanufacturing workers rose from 121.9 in March 1984 to 125.3 in March 1985, an increase of 2.8 percent. The ECI is a sample survey designed to measure changes in basic wages and 23 specific benefits. However, the ECI does not report employer expenditures for particular benefit items such as health insurance.

Data for the ECI are collected from about 2,200 private sector employers for 12,000 jobs. All wage data are converted to hourly rates, including salaries and piece rates or incentive pay plans. Data are collected on 23 benefits grouped into six categories: (1) legally required benefits such as social security; (2) supplemental pay for overtime or weekend work; (3) insurance benefits for life, health, and sickness; (4) retirement benefits such as pension plans; (5) paid leave for vacations and holidays; and (6) other benefits such as supplemental UI and severance pay. BLS collects data for each surveyed job so that the employer's cost of benefits can be expressed in cents per hour worked; however, such actual cost of fringe benefits data is not published.

The ECI data is published in *Current Wage Developments*. The wage and benefit data are collected for the pay period which includes the 12th day of the months of March, June, September, and December.

In 1988, BLS plans to begin publishing fringe benefit cost data again. For employees in the private nonfarm economy, BLS plans to publish cost-of-fringe-benefit data comparable to that used by the ALRB in the *Adam Dairy* decision. Preliminary unpublished data for December 1986 indicate that fringe benefits for all private nonfarm workers were 27.6 percent of total compensation, and that legally mandated benefits were 8.5 percent of total compensation, so that voluntary or negotiated percentage fringes were 19.1 percent of total compensation. For nonmanufacturing private sector workers, all fringe benefits were 26 percent of total compensation, meaning that voluntary or negotiated fringes were 17.5 percent of total compensation. These percentages are preliminary and may change after BLS changes its employment weights from 1980 census data to 1986 data.

Agricultural Benefit Surveys: USDA

The U.S. Department of Agriculture collects farm-worker data from households and from farm employers. The household survey, published biennially as *The Hired Farm Working Force of 1985*, the latest available, obtains only wage data such as days of farm and nonfarm work and monthly or annual cash wages or salary for farm and nonfarm work. The *Farm Labor* report is based on a quarterly survey of a sample of farm employers who produced or sold farm products worth at least \$1,000 or who spent at least \$1,000 on inputs such as feed or supplies to produce farm products.

The *Farm Labor* report lists five types of benefits: room and board, housing, meals and food, monetary bonus, and other benefits. The *Farm Labor Interviewer's* manual says that (1) workers can receive benefits in

only one benefit category, and (2) the priority for assigning workers to a benefit category is in the order given, e.g., a worker who gets both room and board and a monetary bonus is considered to receive only room and board. The definitions of each benefit (pgs. 723-724) require that: (1) room and board must include at least one meal prepared and served and that paid family members living with the operator be considered hired farmworkers who are receiving a room and board benefit; (2) employer-provided housing must be a "livable dwelling"; (3) meals and food imply that someone other than the worker prepares food; (4) monetary bonuses must be cash payments, e.g., to harvest workers who complete the harvest; and (5) other benefits include employer-paid health or life insurance, paid vacation or holidays, or paid transportation, utilities, or the provision of "snacks." Workers receiving only wages and mandatory social security, unemployment insurance, and worker's compensation coverage are considered by *Farm Labor* to have no benefits.

Farm Labor reports that about one-half of all hired workers receive no benefits. Benefit data are provided only at the national level. In July 1986, 53 percent of all hired farmworkers received no benefits and (1) 8 percent received room and board, (2) 15 percent received housing, (3) 7 percent received meals or food, (4) 3 percent received cash bonuses, and (5) 14 percent received other benefits. During the week of July 6-12, 1986, *Farm Labor* estimated that 1,233,000 hired workers were employed on U.S. farms, implying that 653,490 workers obtained no benefits and 98,640 received room and board. California employed 204,000 or 16.5 percent of these hired workers.

Agricultural service workers are reported separately. The *Farm Labor* questionnaire asks farm employers if any organization performed agricultural service work for a fee or on a contract basis during the survey week, and then asks for the name and address of the

service establishment. Agricultural services are defined as establishments providing soil preparation services (071); crop services (072); livestock veterinary services (0741); other livestock services (0751); and farm labor and management services (076). A sample of agricultural service establishments is interviewed in California and Florida, and the results for California, Florida, and the United States are published separately in the *Farm Labor* report.

The agricultural service questionnaire includes questions about worker benefits, but only employment, hours, and wage data are published. During the week of July 6-12, 1986, *Farm Labor* estimated that 55,000 agricultural service workers were employed in California for an average 43 hours at an average wage of \$6.61, or a weekly wage of \$284. Thus, California's total hired worker employment from July 6-12, 1986, would be 204,000 + 55,000 or 259,000.

Agricultural Benefit Surveys: California

Agricultural employer groups also conduct periodic surveys of farmworker wages and fringe benefits. The surveys available for review sometimes provide detailed data on average hourly wages by job title, commodity, and region and on the frequency with which seasonal and year-round (employed 10 or more months on the responding farm) workers are provided certain fringe benefits, but no regular survey includes cost-of-fringe benefit data. The wage and benefit questions which are asked vary from year-to-year and survey-to-survey; the most consistent questionnaire is that developed by the Farm Employers Labor Service (FELS) and distributed annually since 1980. None of these surveys is based on a scientific sampling procedure.

Statewide FELS wage data indicate that hourly general labor II (unskilled) wages rose from \$3.56 in 1980 to \$4.41 in 1986, an increase of 19 percent. However, almost all of this increase occurred in 1981, when

the average hourly wage jumped to \$4.39. Wages for other job titles changed in a similar fashion, i.e., jumping sharply in 1980-81 and since then remaining stable.

Most benefit data separate benefits for year-round (at least 10 months) and seasonal workers. Employers grouped workers on their farms by their duration of employment, but they could report the incidence of benefits for only the two groups of workers, even if they actually had three or more tiers of benefits. The major conclusion of the FELS surveys is that year-round workers receive more benefits than seasonal workers.

The FELS survey for 1983 through 1986 report that about 75 percent of employers offer health insurance benefits to year-round workers, while only 25 employers offered health insurance to seasonal workers. Similarly, about 70 percent of responding employers offered paid vacations to seasonal workers. About 55 percent of responding employers offered paid holidays to year-round workers, versus 15 to 20 percent of the employers of seasonal workers. The FELS survey does not distinguish between union and nonunion employers or report benefits by size of farm. Therefore, suppose only 20 percent of the responding employers offer paid holidays to seasonal workers; if these were the largest employers, then considerably more than 20 percent of all seasonal workers would receive a paid holiday benefit. About 30 percent of the responding employers offered a pension or profit-sharing plan to their year-round employees in the mid-1980s, versus only 10 percent who offered such a benefit to seasonal workers.

The FELS data can be disaggregated by commodity and region. Most wage trends were similar—sharp increases in 1980-81, and then stability since 1982. However, average hourly wages for general laborers and tractor drivers changed erratically in recent years. For example, average year-round general labor wages in field crops rose from \$4.14 in 1985 to \$4.31 in 1986, an

increase of 5 percent, but general labor wages in tree fruits dropped 10 percent in 1985 to \$3.92 in 1986 while vineyard wages rose 7 percent in 1985 to \$4.53.

Benefits also changed erratically between 1984 and 1986. The percentage of employers offering most of these benefits dropped during these years; for example, only 54 percent of the year-round workers hired by field crop employers in 1986 had employer-paid health insurance, versus 80 percent in previous years. The percentage of field crop employers offering benefits to seasonal workers also appears to have decreased in 1985. In all commodities, the wages and benefits of year-round workers exceed those of workers. Since the number of employer responses is small, these 1986 results could be a statistical aberration and not a trend.

Similar wage and benefit patterns prevail for most commodities and areas. Generally, the percentage of employers offering health benefits to year-round workers was in the 70 to 80 percent range until 1986, when it dropped to 50 to 60 percent. Similarly, the percentage of employers offering health benefits to seasonal workers dropped from 30 to 40 percent to 15 to 30 percent in 1986. The only exception to this trend of declining benefits is for employers of year-round horticultural workers whose benefits did not change in 1986.

Horticulture differs from other commodities in several respects. First, there was an actual decline in average hourly wages for general laborers II between 1983 and 1986, from \$4.39 to \$4.30. Tractor driver II wages also fell over this period from \$5.45 to \$5.03. About 90 percent of the employers of year-round horticultural workers offered health insurance, paid vacation, and paid holidays, but only 20 percent of the reporting employers offered such benefit to seasonal workers. The California Association of Nurserymen conducts a similar wage and benefits survey, and it generates data almost identical to the FELS horticultural data.

The number of dairy/livestock respondents was very small—three in 1983 and six in 1985 reported hiring general labor II. Between these years, employers reported that average wages fell from \$4.53 to \$4.19. Few dairy/livestock employers offered any benefits to seasonal workers.

The FELS wage and benefit data are available by region for 1983 through 1986. Generally, wages and benefits were highest in the Central Coast area, followed by southern California, the San Joaquin Valley,

and the Sacramento Valley.

The major conclusion of the FELS employer surveys since 1980 is that average hourly wages rose significantly until 1983, but have stagnated or declined since then. The second major conclusion is that about three-fourths of the responding employers provide voluntary fringe benefits to year-round workers in most commodities and areas, but only about one-fourth of the responding employers provide such benefits to seasonal workers.

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U.S. Department of Labor, Bureau of Labor Statistics,
BLS Bargaining Calendar, Bulletin 2258, 1986..

This annual bulletin summarizes data from contracts on file with BLS that cover 1,000 or more workers. The 2025 such "major contracts" cover about 9.1 million workers, and the 1986 BLS Bulletin provides detailed tables on the distribution of contracts between manufacturing (28 percent of contracts and 30 percent of workers), nonmanufacturing (43 and 46 percent), and state and local government employers (28 and 24 percent). Several tables cover patterns in Cost of Living Allowances (COLA) in union contracts: In October 1985, about 22 percent of the contracts which covered 39 percent of the workers had COLA clauses. Most of the bulletin is devoted to a listing of the month-by-month contract expirations in 1986; for each month, the company, union, covered workers, and SIC code are listed.

U.S. Department of Labor, Bureau of Labor Statistics,
BLS Employee Benefits in Medium and Large Firms, 1985, Bulletin 2262, 1986.

This bulletin presents the results of the annual Employee Benefits Survey conducted by BLS. Data are collected on benefits provided to professional-administrative, technical-clerical, and production workers employed by establishments with more than a mini-

mum number of employees (50, 100, or 250). Data were obtained from 1,325 private establishments which employed 4.3 million workers in 1985; these sampled employers were assumed to be representative of about 43,000 establishments employing 23 million workers. About 45 percent of the sample establishments and 58 percent of the sample workers were in manufacturing; the remainder were in nonmanufacturing industries.

U.S. Department of Labor, Bureau of Labor Statistics,
BLS Employee Compensation in the Private Non-farm Economy, Bulletin 1963, 1977.

This 64-page bulletin is based on a four-page questionnaire mailed to employers in 1975 which collected information on 1974 total labor expenditures for office and nonoffice employees. Employers were asked to report their total dollar payrolls and then the cost of (1) premium and overtime pay, (2) pay for leave such as vacations, (3) the cost of mandatory benefits such as UI, and (4) the cost of other fringes such as health insurance and pensions. In addition, employers were asked to report the total hours of work they paid for in 1974 and overtime, vacation, etc., hours. Finally, employers answered a series of yes/no questions about whether they paid for, e.g., health insurance for office and nonoffice employees in 1974.

BLS concluded that straight-time pay was 78

percent of total compensation in 1974 for: (1) all employees in the private nonfarm economy and (2) non-manufacturing employees (Table 38). the ALRB adopted this figure for nonmanufacturing employers as its standard to make fringe benefits 22 percent of total compensation in California agriculture in 1978.

U.S. Department of Labor, Bureau of Labor Statistics, *Measures of Compensation*, Bulletin 2239, 1986.

This bulletin defines the terms and concepts used to measure employee compensation and then describes nine compensation data series in detail. The BLS Employee Benefits Survey (EBS) is explained as a program which generates data "on the percent of employees covered by major employee benefits and also on the detailed provisions of the benefit plans" (p. 83). The EBS has been conducted annually since 1979.

The EBS collects information on full-time workers in medium and large private sector firms. Information is collected on the percentage of employees covered by three types of "voluntary" fringes: paid leaves, such as paid lunch and rest periods, paid holidays, and paid vacations; programs for sickness, disability, health, and life insurance; and retirement and pension plans. The EBS is estimated to represent 21 million workers employed by 45,000 establishments.

EBS survey data is collected from a sample of 1,500 firms that are drawn from a list of employers in UI files. The sample is stratified by the size of employer. The EBS "does not measure employer costs for benefits" (p. 86). Results of the EBS are published annually in a bulletin entitled *Employee Benefits in Medium and Large Firms*.

Bureau of National Affairs, *Basic Patterns in Union Contracts*, 1986.

This publication is based on a sample of 400 contracts maintained by BNA. Most statistics are sepa-

rated into manufacturing and nonmanufacturing categories. For example, 80 percent of the manufacturing and 78 percent of the nonmanufacturing contracts in 1986 are for three years.

Data from 215 sample contracts provided insurance benefit details: 96 percent of these contracts provided life insurance and about 75 percent provided sickness, hospitalization, and surgical benefits. Most contracts that provide health insurance benefits also cover dependents, usually after a deductible of \$100 and then 80-20 cost sharing.

Only 168 contracts mentioned pensions and retirement; three-fourths of the contracts require at least 10 years of service. About 44 percent of the plans pay a flat dollar amount each month per year of service (e.g., \$20 per year of service). Many plans, especially multi-employer pension plans, set benefit levels according to trust assets.

Holidays are included in 99 percent of the contracts. The median number of holidays is 11; the range is four to 17. Nonmanufacturing employers offer a median 10 paid holidays. The six most common holidays are Thanksgiving, Christmas, Labor Day, the 4th of July, New Year's Day, and Memorial Day; all are found in at least 93 percent of sample contracts. Not all holidays are paid; 78 percent of the nonmanufacturing and 98 percent of the manufacturing contracts specify paid holidays. In 60 percent of the contracts, employees must work both the day before and the day after the holiday to be paid for it.

Vacations are included in 92 percent of the sample contracts (construction is the exception). Almost 85 percent of all contracts provide at least four weeks of vacation, 62 percent provide five weeks, and 22 percent six weeks. Most contracts link vacation to years of service; most common is one week of vacation for one year of service, two weeks for two years; three weeks for eight years; four weeks for 15 years; and five weeks for

21 years. Half of the contracts pay vacation at the base rate of one-third use average earnings to set vacation pay.

Almost all BNA sample contracts had hours and overtime provisions. Most contracts specify an eight-hour day and 40-hour week, with overtime of 1.5 times the base wage after eight hours daily or 40 weekly. Only one-fourth of the contracts included sixth- or seventh-day premiums.

U.S. Chamber of Commerce, *Employee Benefits*, Washington, D.C., annual issues.

This annual survey of large employers generates fringe benefits as a percentage of total compensation. A three-page interview form is mailed to Fortune 500 companies and others; in 1983, there were 1,454 responses from 8,368 questionnaires (17 percent). The questionnaire follows the BLS format, with employers' reporting: (1) gross pay (straight pay plus premium pay); (2) the employer's share of legally required payments for, e.g., social security; and (3) the employer's share of voluntary or negotiated fringe benefits for e.g., health insurance, paid holidays, and vacations.

Table 10 of the survey reports that mandated and voluntary or negotiated fringe benefits added 36.6 percent to payroll wages and salaries in 1983; 38.7 percent in manufacturing and 34.9 percent in non-manufacturing. Table 16 reports the average cost of the

fringe benefits of companies that paid them; since few respondents paid all the benefits listed, the summation of the percentage cost of the various benefits listed exceeds 36.6 percent.

According to 1983 Chamber respondents, mandated benefits typically added 8.9 percent to payroll: social security (6.3 percent), UI (1.3 percent), and workers compensation (1.3 percent). These percentages are presumably less than the percentages more familiar in California agriculture because these employer contributions must be paid only on the first increment of an employee's wages.

The five major voluntary or negotiated fringe benefits were pension plan premiums, which added 5.9 percent to payrolls; health and life insurance premiums (7.1 percent); paid lunch and rest periods, travel time, paid get ready time, etc. (4.0 percent); paid vacations (5.2 percent); and paid holidays (3.3 percent). Not all companies offered all of these benefits, and not all companies that offered all five paid the average cost of each benefit. However, if a company did offer the average cost benefit(s) in each of these five areas, then these major fringe benefits would add 25.5 percent to gross payrolls.

The following table is derived from Table 16 in the 1983 Chamber of Commerce Report on Fringe Benefits. It indicates that these benefits are more costly in manufacturing than in nonmanufacturing.

Average Benefit Costs as a Percentage of Payrolls,^a 1983

	All Industries	Manufacturing	Nonmanufacturing
1. Pension Premiums	5.9%	5.5%	6.2%
2. Life and Health Insurance Premiums	7.1	8.4	6.0
3. Paid Nonwork Periods	4.0	4.0	4.0
4. Paid Vacations	5.2	5.4	5.1
5. Paid Holidays	3.3	3.5	3.1
Total	25.5%	26.8%	24.4%

^aOnly for the companies that actually provide these benefits.

Business and Legal Reports, *Fringe Benefits in California*, 1985.

This is based on responses from 265 California companies to a questionnaire that is not reproduced in the report. There are no details on how the sample was drawn. Responses are given for 10 regions of California, for plant and office workers, and by size of firm.

The sequence of questions is unusual. For example, the first question is on vacations. Sixty-one percent of the office worker respondents require one year of service to be eligible for two weeks vacation, whereas 29 percent with one or two plans for plant workers. Most respondents provide more than the "standard six" holidays; one-fourth of the companies provide an additional four holidays and one-fourth provide an additional five or six holidays.

Medical insurance is typically the most costly fringe benefit. About 70 percent of the respondents pay the full premium for hospitalization insurance; about only one-fourth pay the full premium for dependents. Similarly, 70 percent of the companies pay the full employee premium for medical and surgical insurance, but only 20 percent pay the full premium for dependents. The most common deductible is \$50-\$100 (37 percent).

National Agricultural Statistics Service, *Quarterly Agricultural Labor Survey*, quarterly issues.

The QALS surveys about 14,000 U.S. farm employers, including 1,200 in California. The Agricultural Labor Survey (ALS) is conducted in January, April, July, and October for the week which includes the 12th day of the month. Most interviews are conducted by telephone.

The ALS collects data on who manages the farm and on the work and wages of farm operators, unpaid workers, and hired workers during the survey week. For each of these three categories, data on hours worked

during the survey week are collected. For hired workers, data are collected by type of worker (i.e., field worker, livestock worker, supervisor/manager, other) and method of pay, (i.e., hourly, piece-rate, other). Field and livestock workers are defined by the employer or by type of farm that employs them, not by their task during the survey week, e.g., a worker hoeing weeds on a livestock farm could be reported as a livestock worker. The wage data recorded are the total hours worked and gross wages during the survey week, and employers are asked to separate hired workers into those who will be employed more than 150 days on their farms and those working less time.

Employers are asked "how many workers receive or will receive" (1) housing and meals, (2) housing only, (3) meals only, (4) cash bonuses, (5) other benefits such as health insurance, and (6) cash wages only. Workers can be assigned to only one of these six benefit categories, so, many unionized California farmworkers will appear in the fifth category. Therefore, this survey benefit question sheds little light on what workers receive which benefit.

Several definitions warrant special notice. Family members working for wages are hired workers, and most of them receive room and board. There is no distinction between full-time and part-time workers, so the average hours figure reflects both. A few workers may be counted twice if they worked on two farms during the survey week.

QALS survey data are published quarterly in *Farm Labor* or three states (California, Florida, Hawaii) and 15 multi-state regions. Employment and weekly hours are reported for self-employed, unpaid, and hired workers, and average hourly wages are reported by region for hired workers by (1) method of pay and (2) type of work. Benefit data are reported only for the United States, and only the percentage of workers in each benefit category is reported.