

Agricultural Job Satisfaction Survey

English Version

Contact: [REDACTED]



<i>Please complete this information before the questionnaire</i>	
Company Name	
Job Type (Circle one)	Permanent employee
	Seasonal employee
	H2A worker
Do you work as any of the following? (Circle all that apply)	Field Worker
	Tractor Driver
	Irrigator
	Pesticide Applicator
	Leadership role (e.g., crew leader)
	Mechanic or Welding
	Other:
What city do you live in? (Or where is H2A housing?)	
What is your age?	

INSTRUCTIONS:

First complete the essential demographic information at the top of the questionnaire: company name, job role, and type of employee (permanent or seasonal). We will not be able to identify you from this information and your response will remain anonymous.

Indicate how much you agree or disagree with each of the following statements by circling or marking a number in the box next to each statement. Rate each statement on a scale from 0 to 5, where:

Indicate DISAGREE	Indicate AGREE
0 = Strongly	3 = Slightly
1 = Moderately	4 = Moderately
2 = Slightly	5 = Strongly

For example, for the statement, 'I like the coffee served here' and you really love the coffee here, you might circle '5' for 'strongly agree', as below:

		Disagree			Agree		
Please rate the following statements		Strongly	Moderately	Slightly	Slightly	Moderately	Strongly
1	I like the coffee served here	0	1	2	3	4	5

If you think the coffee here is not very good you might circle '2' for 'moderately disagree', as below:

1	I like the coffee served here	0	1	2	3	4	5
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Please rate each of the statements below		Disagree			Agree		
		Strongly	Moderately	Slightly	Slightly	Moderately	Strongly
1	I feel I am being paid a fair amount for the work I do	0	1	2	3	4	5
2	I feel appreciated by the company when I think about what they pay me	0	1	2	3	4	5
3	I feel satisfied with my chances for salary increases	0	1	2	3	4	5
4	The benefits we receive are as good as most other companies offer For example: health, dental, vision, life insurance, 401k.	0	1	2	3	4	5
5	The benefit package we have is equitable For example: health, dental, vision, life insurance, 401k.	0	1	2	3	4	5
6	I am satisfied with the benefits I receive For example: health, dental, vision, life insurance, 401k.	0	1	2	3	4	5
7	There are good opportunities for promotion at my job For example: permanent from seasonal employee, crew leader, specialized worker (e.g., tractor driver, irrigator)	0	1	2	3	4	5
8	Those who do well on the job stand a fair chance of being promoted For example: permanent from seasonal employee, crew leader, specialized worker (e.g., tractor driver, irrigator)	0	1	2	3	4	5
9	I am satisfied with my chances for promotion For example: permanent from seasonal employee, crew leader, specialized worker (e.g., tractor driver, irrigator)	0	1	2	3	4	5
10	Work assignments are fully explained	0	1	2	3	4	5
11	I feel that I know what is going on with the company	0	1	2	3	4	5

Please rate each of the statements below		Disagree			Agree		
		Strongly	Moderately	Slightly	Slightly	Moderately	Strongly
12	The goals of this company are clear to me	0	1	2	3	4	5
13	There are many rewards for those who work here	0	1	2	3	4	5
14	I feel that the work I do is appreciated	0	1	2	3	4	5
15	I feel my efforts are rewarded the way they should be	0	1	2	3	4	5
16	The work in this crew is conducted in a fair manner	0	1	2	3	4	5
17	My crew leader is fair to me	0	1	2	3	4	5
18	My crew leader is competent in doing his/her job	0	1	2	3	4	5
19	My job allows me to spend enough time with family	0	1	2	3	4	5
20	I like the hours of work in this job	0	1	2	3	4	5
21	My job is convenient for my family	0	1	2	3	4	5
22	I am happy with the distance to work from my home	0	1	2	3	4	5
23	It is affordable to travel to work	0	1	2	3	4	5
24	Travelling to work is easy	0	1	2	3	4	5
25	I am more likely to work for a company who provide transport to work	0	1	2	3	4	5

The following will be rated in the same way except you will indicate how important each of the following are to you in a vineyard job. Rate each statement on a scale from 0 to 5, where:

1 = Not very important	2 = Slightly important	3 = Moderately important	4 = Very important	5 = Extremely important
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How important are each of these factors to you in a vineyard job:		Not very	Slightly	Moderately	Very	Extremely
26	A company culture of respect	1	2	3	4	5
27	Vineyard directors and human resources communicate information well (e.g., about benefits, company policies, listening to worker concerns)	1	2	3	4	5
28	Supervisors and managers communicate information well (e.g., clear expectations and instructions, feedback on performance)	1	2	3	4	5
29	Good relationships with coworkers and supervisors	1	2	3	4	5
30	Equality in the workplace (e.g., of task assignments among crew members, favoritism for promotion)	1	2	3	4	5
31	Fair workload and work pace	1	2	3	4	5
32	Professional and safe work environment	1	2	3	4	5
33	Opportunity for promotion, training, mentorship	1	2	3	4	5
34	Transportation support (e.g., vans, gas mileage payments)	1	2	3	4	5
35	Location of work (e.g., distance from home, ease of commute)	1	2	3	4	5
36	Paid time off (e.g., sick days, vacation days, national holidays)	1	2	3	4	5
37	Fair pay	1	2	3	4	5
38	Benefit plans (e.g., health dental, vision, & life insurance, 401k)	1	2	3	4	5
39	Childcare support (e.g., on site care or stipends)					

BENEFITS & WORK HOURS

40. How do you use company health insurance? *(Check one box)*

- ☐ Company does not offer me health insurance
- ☐ I opt out of company health insurance
- ☐ I have company health insurance, but I have not used it for treatment
- ☐ I have used it for medical treatment for myself and/or family members

41. If health insurance is offered by your company but you do not use it, why not?

(Check any that apply)

- ☐ I am healthy and do not need insurance
- ☐ There has been no medical reason to use the insurance yet
- ☐ I do not want the money deducted from my pay for insurance
- ☐ The insurance is not worth the cost (e.g., co-pays are too high)
- ☐ I find the insurance confusing to use
- ☐ I have other access to medical treatment (e.g., free clinic, insurance through family)
- ☐ Other *(please specify)*: _____

TRANSPORT

42. How do you get to work? (Check one box)

- ☐ Own or co-worker's car
- ☐ Private shared van
- ☐ Company van only
- ☐ Company van + other transport
- ☐ Other (please specify): _____

43. What do you think is the best way a company can make travel to work easier?

(Check one box)

- ☐ Company provides transport
- ☐ Payment based on gas mileage
- ☐ Higher monthly wage to offset transport cost
- ☐ Other (please specify): _____

44. Why do you/don't you use company transport?

45. From which areas would you be willing to use the company vans to travel to work?

(Check any that apply)

- ☐ I would not use the company vans
- ☐ Napa County
- ☐ Lake County
- ☐ Marin County
- ☐ Solano County
- ☐ Sonoma County
- ☐ San Joaquin County
- ☐ Sacramento County
- ☐ Other

SURVEY FEEDBACK

46. How useful do you think it is to participate in this survey? (*Check one box*)

- ☐ Very useful
- ☐ Moderately useful
- ☐ Not very useful

47. If you took part in this survey last year (2022) do you think: (*Check one box*)

- ☐ The company addressed some or all the issues raised in the survey
- ☐ The company addressed issues raised in the survey and consulted workers further
- ☐ It was not clear the company took any action in response to the survey
- ☐ The survey did not raise an issue that the company needed to address
- ☐ Other (*please specify*): _____

48. If you would like to give any anonymous comments or suggestions about your job, please do so in the space below. These will be passed on to your employer.