

AN ASSESSMENT OF THE DEMAND FOR HIRED FARM WORKER HOUSING IN NAPA COUNTY

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Executive Summary

This report presents findings from an assessment of farmworker housing in Napa County. The overarching purpose of the research was to evaluate farmworker housing in Napa County and ways in which Napa County's General Plan can address those needs. The specific goals of the assessment were to identify: (a) the number of farmworkers working in Napa County; (b) their length of employment in Napa County throughout the year; (c) their accompaniment status (i.e. whether they are in Napa by themselves or accompanied by nuclear family members); (d) their current housing status; (d) their migratory status or permanent place of residence in the United States; and (e) gaps in the provision of adequate housing for farmworkers in Napa County.

The assessment was conducted during the period October 2005-February 2007. Research methods included a survey of 158 agricultural employers in Napa County, face-to-face interviews with 200 farmworkers during the 2006 winegrape harvest, key informant interviews with 20 individuals familiar with the housing needs of farmworkers in Napa County, focus groups with three sets of farmworkers, secondary data analysis and a review of relevant documents pertaining to farmworker housing in Napa County.

Key Findings

- The assessment findings indicate that there were 6,790 farmworkers working in Napa County during 2005. Of those, 3,744 had been hired by a Napa County employer for 7 months or more, 1,258 worked for 3 to 6 months and 1,788 worked for less than 3 months.
- Nearly two-thirds (64%) of farmworkers reported permanent residence in Napa County, 18% lived in the surrounding counties while 17% lived further away, principally in the Central Valley. An additional 2% were follow-the-crop migrants.
- An estimated 903 (13%) of all farmworkers working in Napa County live in non-adjacent counties, but would prefer to live in Napa County if housing were more affordable. Of those, an estimated 540 would require housing for unaccompanied workers, while 363 would require family housing.
- Two-fifths (40%) of respondents were accompanied by a spouse and/or children. One-third (32%) of farmworker households include children under the age of 18. The mean number of children was 2.0. Nonetheless, 24% of households included three or more children. Two-thirds (63%) of children live with their parents only, 25% live in households including parents and related adults, while 12% live in households including unrelated adults.
- With respect to housing during the work week, 46% of farmworkers reported that they live in an apartment, 40% in a house, 5% in a labor camp, 4% in a garage, 3% in a motel and 2% in a trailer. Only 5% of respondents lived on the farm where they worked.

- Respondents that rent reported an average rent per adult of \$252 per month. Respondents living with a spouse and/or children report an average monthly rent per adult of \$319. Unaccompanied respondents reported an average monthly rent of \$218. Among respondents residing in Napa County during the work week, accompanied workers reported an average monthly rent of \$345 per adult, while unaccompanied workers reported average monthly rents of \$254 per adult. Renters report spending an average of 23% of gross annual income on housing.
- Based on US Census definitions, 66% of farmworkers working in Napa County live in “crowded” conditions during the week (defined as more than one person per room), while 37% live in “severely crowded” conditions (over 1.5 persons per room). While crowding was comparable across all groups, severe crowding varied: 78% of farmworkers working in Napa County for less than 3 months out of the year were found to be living in “severely crowded” conditions, the case for 44% of those working in Napa County for 3 to 6 months and 28% of those working for 7 or more months out of the year.
- Farmworkers reported a range of issues related to housing. The principal problems cited were problems getting landlords to make repairs (27%), stress associated with excessive noise or a lack of privacy (23%), inability to obtain health care or social services due to lack of documentation regarding place of residence (16%) and inability to pay the rent because housemates were unable to pay their share (13%).
- Twenty-nine percent of farmworkers reported difficulties paying their rent or mortgage during the previous 12 months, while 42% reported spending less on other basic needs – principally food and health care – in order to be able to pay for housing. Two-fifths (39%) of households with children under age 18 reported foregoing some of their other basic needs to pay for housing.
- One-fifth (19%) of farmworkers reported ever having stayed at a farm labor camp in Napa County. Approximately half (56%) thought they might do so again, while 39% would not and 6% were unsure. The most common reason for not planning to stay in a labor camp again was lack of family housing options. The most common reason for never having stayed at labor camp was lack of need. Nonetheless, cost is clearly a factor as well. The cost of staying at a public labor camp is approximately \$350 per month, compared with \$218 per month for unaccompanied workers in private sector housing. Although the public labor camps include three meals a day, most farmworkers still perceive private sector housing as cheaper, despite the fact that it is doubtful that they can feed themselves for less than \$5 per day. Significantly, 23% of farmworkers reported a lack of familiarity with farm labor camps as a reason for never having stayed there. This indicates an opportunity to increase occupancy rates through greater outreach.

Recommendations

Competitive Housing Costs. Virtually all farmworkers come to the United States to work, save money and send remittances to their families in Mexico and Central America. It is apparent that most are willing to endure crowded and substandard housing conditions in exchange for lower rent. Average farmworker housing costs are \$250 per month. Efforts to improve farmworker housing conditions will need to be competitive in order to attract farmworkers.

Family Housing. One third of farmworker households include minor children. Most households with children include children and parents only. Nonetheless, 25% include extended family members, while 12% include unrelated adults. More affordable family housing options are needed to preclude the need for families with children to live with unrelated adults. There are likely a number of families living with extended family members who would prefer to live in “nuclear” family situations as well. One fourth of households with children consist of three or more children, indicating a need for three and four bedroom family units.

Farm Labor Camps. Napa County’s public farm labor camps serve an important function, providing many farmworkers with safe and clean housing, nutritious meals and other services. They also charge on a daily basis, eliminating the need for security deposits and first/last month’s rent, which is a hardship for many farmworkers. Farmworkers are responsible only for their rent, and are therefore not dependent on others for paying rent. Nonetheless, farmworkers with family or friends generally prefer market rate housing, which is perceived by them to be nearly 40% cheaper. While the cost of farm labor camps is extremely reasonable – particularly since three meals a day are provided – they cannot compete with private sector housing among those with the option of living with family or friends. Reducing the cost of staying at the labor camps may therefore be necessary to attract more occupants. Possible options for doing so include eliminating the provision of meals and raising additional public and/or private funds to further subsidize the cost of staying at the labor camps. On another note, 21% of farmworkers interviewed were unfamiliar with public labor camps. Increased outreach could result in increased occupancy.

Housing for Temporary Workers. The assessment findings indicate that one fourth of farmworkers working in Napa County are there for less than three months out of the year. Employer interviews indicated that housing for these workers was a priority need. In order to supplement available housing at labor camps during peak periods, Napa County may want to explore an option along the lines of the mobile farmworker housing units that the California Human Development Corporation is currently developing. These 6-person units can be transferred on flat-bed trucks from region to region based on need. They will only require water and sewage hook-ups, similar to recreational vehicles. It has not yet been decided whether each unit will have its own kitchen or whether there will be a mobile central kitchen. The units are still in the design phase and will hopefully be operational in two or three years. Projected rents will be comparable to rates at the public labor camps.

Emergency Rental Assistance. Nearly one in three farmworkers reported difficulties paying their rent at some point during the year, while one in eight was unable to pay rent because a housemate could not pay their portion. Most addressed that situation informally by seeking loans from friends or family. This indicates an opportunity for more formal support in the form of emergency rental assistance, through Napa County or nonprofit organizations.

Information and Resources. While many farmworkers are familiar with the existence of housing assistance programs, very few were able to name any of these programs or describe them in any detail, indicating a need for more outreach and education regarding those options. A number of farmworkers also described poor housing conditions, but felt they lacked recourse to address them. The Center for Community Advocacy in Salinas has a successful program educating farmworkers about housing options and providing them with the tools to improve housing situations. This is a model that Napa County may want to consider exploring.

Safe Communities. One of the most frequent concerns expressed by farmworkers was neighborhood safety. While this is not an issue specific to farmworkers, like most other residents of Napa County, they care deeply about these issues. This represents an opportunity to organize and engage with farmworkers to promote safer neighborhoods and communities.

Introduction

With an estimated population of 125,000 (US Census 2000) and a peak agricultural labor force of 6,000 hired farm workers (EDD 2005), approximately 1 of every 20 Napa County residents is a farmworker. Agricultural workers are arguably the backbone of Napa County's \$549 million agricultural economy (Napa County Agricultural Commissioner), which accounted for \$2.3 billion in wine sales in 2004, \$9.5 billion in economic impacts and half of all jobs in the county (MFK Research 2005). Nonetheless, despite their vital importance to the region's economy, Napa County has often faced challenges in providing adequate housing for agricultural workers.

As a means of addressing these issues, Napa County commissioned a study to assess the demand for farmworker housing in Napa County. The purpose of the research was to evaluate farmworker housing needs in the county as well as ways in which Napa County's General Plan could address those needs. The specific goals of the assessment were to identify: (a) the number of farmworkers working in Napa County; (b) their length of employment in Napa County throughout the year; (c) their accompaniment status (i.e. whether they are in Napa by themselves or accompanied by nuclear family members); (d) their current housing status; (d) their migratory status or permanent place of residence in the United States; and (e) gaps in the provision of adequate housing for farmworkers in Napa County.

More specifically, the research sought to answer the following questions:

1. What are the numbers and characteristics of farmworkers living and working in the Napa Valley?
 - a. What percent are regular/seasonal/temporary?
 - b. What percent are accompanied/unaccompanied?
 - c. What percent are employed by growers, farm labor contractors (FLCs) and vineyard management companies?
 - d. What percent reside in Napa County and what percent commute from out of county?
2. How do these characteristics vary at different times of the year?
3. In what types of housing do farmworkers live (e.g. houses/apartments; public/private labor camps; motels, garages, tool sheds; cars/street)?
4. What is the extent of overcrowding?
5. What are current and projected trends regarding employment and hiring patterns in Napa County (i.e., direct hire, employment by farm labor contractors and employment by vineyard management companies)?
6. To what extent will we see continued or increased employment via farm labor contractors bringing workers from out of county?
7. To what extent are workers employed by out of county farm labor contractors displacing farmworkers living in Napa County?
8. To what extent will farmworkers commuting from the Central Valley continue to do so and to what extent will they eventually seek to settle in Napa County?

9. What are the impacts of increased use of farm labor contractors on agricultural wages in the Napa Valley?
 - a. What, in turn, are the impacts of that on the demand for different types of farmworker housing?
10. What impacts will other trends, including current and projected acreage in new and bearing winegrapes, mechanization, spacing of winegrapes, use of more workers during the harvest, etc., have on the demand for agricultural labor in Napa County?
11. What impacts will agricultural and other employment patterns in other regions have on farm labor in Napa County? For example, will there continue to be a pool of workers willing to commute to Napa?
12. What are the principal drivers of farmworker housing choices (e.g., cost, accompaniment status, proximity to recreation/amenities/services, proximity to farms, etc.)?

Research Methods

Data for this assessment were collected via the following methods:

Literature review. A review of the literature on farmworker housing in Napa County was conducted. Literature consulted included the Philip Martin study (Martin 2002) and the California Institute for Rural Studies' Napa County Agricultural Worker Health case study (Nichols et al 2003). Other documents reviewed include the Napa County General Plan (2002), the Napa County General Plan Housing Element update (2002), the Calistoga Affordable Housing report (2002), the California Migrant and Seasonal Farmworker Enumeration Profiles Study (Larson 2000) and newspaper articles and clippings regarding farmworker housing in Napa County.

Key Informant Interviews. Key informant interviews were conducted with 21 stakeholders familiar with farmworker housing conditions in Napa County. Key informants included housing advocates, farm labor advocates, growers and others familiar with farmworker housing conditions in Napa County. The purpose of the key informant interviews was to assess expert stakeholder perceptions of the demand for farmworker housing in Napa County and to elicit recommendations for improvements. (See Appendix A for a list of key informants interviewed as part of this assessment.)

Employer Survey. A survey of 158 agricultural employers in Napa County was conducted between June and September 2006. Telephone surveys were conducted with 139 winegrape growers and vineyard management companies, as well as with 18 farm labor contractors supplying workers in Napa County. An additional interview was conducted with a large nursery located in Napa County. Participation rates among employers in each of these categories were as follows: 45% of winegrape growers and vineyard management companies, 78% of farm labor contractors, and 100% of nursery employers (only one was contacted). A key goal of the employer survey was to identify the per/acre demand for long-, medium- and short-term agricultural labor by farm size, in order to arrive at an estimate of the total number of workers in Napa County on a seasonal basis. In addition, the employer survey identified important information

regarding trends in the demand for labor, mechanization, the provision of farm labor housing and employer recommendations for improving the housing status of farmworkers in Napa County. (See Appendix B for more details regarding the employer survey methodology.)

Farmworker Survey. A total of 200 farmworkers were interviewed via a face-to-face employer-based survey between September and November 2006, the winegrape harvesting season. Farmworkers from a total of 19 employers were interviewed, including 15 winegrape growers and vineyard management companies, three farm labor contractors, and one nursery employer. Participation rates for employers contacted for the farmworker survey were as follows: 21% of winegrape growers and vineyard management companies, 13% of farm labor contractors and 100% of nursery employers (only one was contacted). Once an employer agreed to participate and allow their workers to be interviewed, farmworkers were selected and approached at the farm site to assess their willingness to participate in the survey. Interviews were conducted on-farm or at the respondents' place of residence, based on their preference. Participation rates could not be determined for the farmworker interviewees, as many did not refuse directly but rather did not join the group of workers when the project was described to entire crews at the farm site. Of farmworkers that agreed to participate and scheduled an interview, 88% followed through and completed the interview. The farmworker survey gathered a broad range of information, including length of employment in Napa County, permanent place of residence, residence during the work week, accompaniment status, housing conditions, housing costs, income and demographic characteristics. Questions regarding housing referred to the respondents' place of residence during the work week. It is worth noting that only 5% of respondents seek temporary housing in or near Napa County – and away from their permanent place of residence – during the work week. The vast majority commute from their permanent place of residence, which may be in or out of Napa County. Unless otherwise noted, the farmworker survey results refer to all respondents, not only those living in Napa County during the work week. Eleven cases were ultimately excluded from the analysis, as the responses were determined to be incomplete or unreliable. The farmworker survey findings are therefore based on 189 responses. (See Appendix C for more details regarding the farmworker survey methodology.)

Focus Groups. Three focus groups were conducted with farmworkers working in Napa County. The focus groups took place between September and November 2006. One focus group was conducted with farmworkers living at a public labor camp in Napa County, another with farmworkers staying in a motel just outside of Napa County and another on-site at a Napa Valley vineyard. The purpose of the focus groups was to assess farmworker perceptions of their current housing conditions, drivers behind their housing choices and recommendations for ways to improve farmworker housing conditions in Napa County.

Secondary Data Collection. Secondary data was collected from a range of sources, including the Napa County Agricultural Commissioner's Office; the Napa County Assessor's office; the California Department of Food and Agriculture (CDFA); the California Employment Development Department (EDD); the U.S. Census and local agency data.

Background: Farmworker Housing in Napa County

There are a variety of housing options for farmworkers working in Napa County, including public and privately run farm labor camps, on-farm housing provided by growers, private sector rental houses and apartments, homes and apartments owned by farmworkers, rooms and garages rented from Latino homeowners, motels, homeless shelters and “camping,” most notably along the Napa River in the City of Napa.

Farm Labor Camps

There are three publicly run labor camps in Napa County – Calistoga, Mondavi and River Ranch¹ – which serve unaccompanied males only. Each camp has 60 beds (30 rooms with 2 beds each), for a total of 180 beds. Four mobile units also provide 16 beds for farmworkers in remote areas of the County. Additionally, according to a Napa County representative, there are eight privately run labor camps with an estimated 159 beds. That number is down from approximately 30 private labor camps in the 1970s. In addition to permanent labor camps, there is a temporary “yurt camp” with the capacity for 40 beds. While not a permanent installation, that camp can be set up in one or two days. The yurts were purchased as temporary housing while awaiting construction of the River Ranch camp. They are now used as “overflow” housing when the farm labor camps are full. Due to a lack of demand, they have not been used in approximately five years.

None of the public labor camps is open year round. Each is closed for portions of the period November-February, when the demand for labor goes down. However, the months during which they close are staggered, such that at least one of the camps is open during any given month of the year. No alcohol is allowed and with the exception of a lounge area with TV, recreational opportunities are limited.

The public labor camps charge \$11.50 per night, which includes lodging and three meals per day. The actual cost to the camps is \$27 per bed per night. Most of the shortfall comes from Measure L funds, which assesses growers up to \$10 per acre.

The public labor camps have experienced vacancies in recent years. The overall occupancy rate for the Calistoga Camp during the 2004-2005 fiscal year² was 63%, with a low of 35% in March and a high of 83% in May. The occupancy rate for the Mondavi camp during the 2003-2004 fiscal year³ was 60%, with a low of 7% in January and a high of 88% during May. The River Ranch camp reported an overall occupancy rate of 82% during the 2004-2005 fiscal year, with a low of 40% in December a high of 98% during the months of August/September 2004 and May/June 2005.

Vacancy rates in the public labor camps are a function of several factors. Focus group participants reported that the main disadvantages of living in a labor camp are a lack of

¹ The Beringer labor camp is currently being used by the winery and is no longer a public labor camp.

² The fiscal year is July 1–June 30.

³ Figures for the 2004-2005 fiscal year are unreliable, as the camp remained closed during the months of February-April, but had projected occupancy for those months, skewing the figures.

autonomy and the fact that the camps are perceived to be more expensive than shared private apartments. At \$11.50 per day, the cost of staying in a public labor camp is approximately \$350 per month. Farmworkers can pay significantly less staying in market rate housing, especially when the rent is shared among many individuals. However, when the cost of food is taken into account, the differences are probably not significant and in fact may be higher in market rate housing (based on average rent of \$200 per month and a minimum of \$5 per day in food expenditures).⁴ Survey respondents cited the lack of family housing in the labor camps as a reason for not staying there. This is a deterrent to the approximately one-third of farmworkers accompanied by a spouse and/or children. Finally, a key informant noted that fear of immigration raids may also discourage some farmworkers from staying at the public labor camps.

However, the focus group discussion with farmworkers living in one of the public labor camps revealed relatively high levels of satisfaction with conditions there. Focus group participants indicated that one of the main reasons that they live in the labor camp is because they do not know anyone with whom to share other housing options. While a number indicated that they would prefer market rate housing if they had someone with whom to share the costs, respondents cited several advantages to staying at the public labor camps. They mentioned significantly less crowded conditions as well a lack of dependence on others to pay the rent. They also appreciated the fact that labor camp management provided them with flexibility in terms of the timing of paying the rent during periods of low employment, something about which private landlords were perceived to be less flexible.

On-Farm Housing

The Napa County General Plan (2002) states that “each parcel in the agriculturally-zoned areas (about 90% of the unincorporated County) is conditionally permitted a farm labor dwelling, and many such parcels meet the County's prerequisite for such permission of showing sufficient agricultural use on the property to justify the need for a full-time resident farmworker.” The General Plan states, “about 45% of the seasonal agricultural workforce are also currently housed in agricultural areas by their grower-employers.” In contrast, findings from the farmworker survey indicate that only 5% of farmworkers report living in grower-provided housing.

Data from the employer survey indicate that 15% of growers and vineyard management companies provide housing for some or all of their farmworkers,⁵ while none of the farm labor contractors do so. Nearly three-fourths (71%) of agricultural employers that provide housing do so for permanent employees, one-third (33%) provide housing for seasonal employees.

⁴ In fact, a 2005 CIRS study of diet and nutrition among farmworkers in Fresno County found that unaccompanied farmworkers reported mean monthly expenditures of \$296 on food, or nearly \$10 a day. That included mean expenditures of \$205 on groceries and mean expenditures of \$91 on prepared food consumed outside the home.

⁵ As a winegrape industry representative noted, “What other industry does that?”

Almost half (48%) of growers and vineyard management companies providing on-farm housing provide housing for unaccompanied males, with a mean of 9.2 beds and a range of 2 to 85. Twelve (80%) of the growers and vineyard management companies that provide housing for unaccompanied males do so free of charge. One charges \$2 per day, another charges \$9 per day while a third charges \$20 per week.

Fourteen (71%) of the growers and vineyard management companies providing on-farm housing offer some family housing units. Nine (64%) offer one unit of family housing, three (21%) offer three units of family housing and two (10%) offer four units of family housing. Nine (64%) provide that housing free of charge, while the remainder charge \$150, \$600, \$700, \$1,000 and \$2,000 per month.

Seven (33%) of the growers and vineyard management companies providing farmworker housing reported vacancies at the time of the survey, which was conducted between June and September 2006. Reasons for vacancies varied. One employer noted that he only provides housing during the harvest, while another noted that his workers would soon be returning for the harvest. One noted that he offers a couple of trailers for his workers to stay in, “but they’re pretty run-down and they prefer to stay in St. Helena or Fairfield” while another explained that “there are always rooms available” in his farmworker housing. He noted that “even if transportation and housing are offered, farmworkers might prefer to be on their own, to have a chance to drink or have some down time after work.”

When asked why they do not provide housing, all types of farm employers cited a range of factors. These included a perceived lack of need as their employees already have stable housing, the high costs and onerous regulations associated with providing farmworker housing, and the high cost of land in Napa County. As a grower explained, “about 30 years ago, we did have some legal farm labor camps. Now, there are too many rules and regulations.” Similarly, a farm labor contractor noted that, “there are too many legal issues and regulations. Plus, as a farm labor contractor, you can’t pass the cost of providing housing on.” A number of growers also commented on the lack of perceived responsibility for issues like housing if they contract with farm labor contractors and vineyard management companies and do not hire workers directly. Finally, NIMBYism was also cited as a factor. A farm labor contractor explained that he does not provide farmworker housing because “you hear that they don’t want people staying in Napa County, they just want them to come to work.”

Private Sector Housing

Most farmworkers live in private sector housing, including private sector rental houses and apartments, homes and apartments owned by farmworkers, rooms and garages rented from Latino homeowners and motels in and around Napa County. Private sector housing in Napa County is expensive, particularly in relation to farmworker income levels. The median rent in Napa County in 2005 was \$1,077 (US Census 2005), with 92% of all rental units renting for \$650 or more.

There are a number of apartment complexes in the City of Napa with large populations of farmworkers, including Mayacamas Village, Wilkins, Laurel, Pueblo, Villesitas and Stone House. There are also numerous smaller complexes of 15-20 units. Rents in these units vary, with average rents of approximately \$900 for 1-bedroom apartments and \$1,200 for 2-bedroom units. Overcrowding is rampant – one key informant cited the case of a farmworker family renting a hallway in an apartment for \$250 per month. Many farmworkers and key informants cited problems obtaining private sector housing. For example, many landlords require a social security number to conduct a credit check, which many farmworkers do not have.

Of 15,879 rental units in Napa County in 2005, an estimated 1,084 were vacant, signifying a vacancy rate of 7%. This is comparable to a rate of 6% at the state level, as of 2005 (US Census 2005). In addition to impacting rental costs and availability, vacancy rates are associated with a number of other factors. A number of key informants noted that when vacancy rates are high landlords offer incentives to new renters, such as one month's free rent. High vacancy rates are also associated with landlords "looking the other way" if the number of individuals living in those units exceeds the number allowed in the rental agreement. Nonetheless, once vacancy rates go down, excessive complaints or too many occupants living in a unit are said to result in "retaliatory" evictions.

Low mortgage rates in recent years have contributed to increased Latino homeownership in Napa. A number of farmworker families have bought homes together, further decreasing the demand for other types of housing generally sought by farmworkers. Many of these families also rent rooms and/or garages to other farmworkers. In fact, 5% of farmworker survey respondents report renting rooms from homeowners, while an additional 4% report residence in garages. Conditions in garages are particularly substandard. Many are unfinished and lack basic amenities such as heat, toilets, running water and cooking facilities, conditions that are particularly unhealthful for families with children. Residents of garages often report having to wait until the owners come home to use the bathroom, which they are not allowed to use during the night. This is also associated with unhygienic conditions. Nonetheless, despite these poor conditions, there is a significant "catch-22" with respect to this type of housing. In the absence of suitable alternatives, efforts to address these deplorable conditions are likely to result in loss of housing for those residents, a situation most can ill afford. This suggests the need to establish viable alternatives for farmworkers living in substandard housing before engaging in actions that might result in the loss of that housing for them.

While there are no reliable statistics on the conditions of private sector housing in general, anecdotal data indicate numerous problems. As an example, Calistoga Affordable Housing recently ordered a market report from a real estate firm. However, the firm could not find enough affordable units in good condition in either Calistoga or St. Helena to be able to come up with an estimate and consequently had to include Napa City in its estimates as well. This is a clear indication of the need for decent, affordable housing throughout Napa County.

According to statistics compiled by Fair Housing Napa Valley (FHNV), a tenant advocacy organization, the principal complaint (29% of all complaints) cited by Latino tenants⁶ in 2006 had to do with habitability, including leaking and humidity (exacerbated by too many people living in an apartment), bathrooms breaking down (also due to overuse), mold and associated asthma and other respiratory problems, non-functioning kitchen equipment, heating problems and rodent infestations. That is followed by problems with security deposits (24% of complaints), unjust eviction (19% of complaints), insufficient notice regarding termination of lease (15% of complaints) and disputes regarding rent (10% of complaints). FHNV also cites a trend toward predatory lending among Latino homeowners, particularly those with limited English. That can consist of a range of practices, including overly high interest rates, exorbitant penalties for early payoff, overly high closing fees or inflated appraisals.

Another key issue related to the type and quality of the housing stock available to farmworkers in Napa County is the need for family housing. With heightened border restrictions, it has become increasingly dangerous and expensive to cross the U.S.-Mexico border without legal permission. Many farmworkers are consequently bringing their family members to live with them in the U.S., rather than risk repeated trips back and forth across the border to visit them. Findings from the farmworker survey indicate that approximately one in three farmworkers working in Napa County is accompanied by a spouse and/or children. The Napa County General Plan, Housing Element Update (2004) addresses the issue of accompanied farmworkers, and notes that Napa County “and several cities in the County – along with non-profit housing development partners – are working to address the needs of these year-round [farmworker] families in conjunction with more broad-based efforts to increase the affordable housing supply for all types of households within the county. For example, of a total of 338 units built and/or managed by Napa Valley Community Housing, 167 of them (about 50%) are occupied by farm workers – with about half of those including their families.”

A recent NVCH development with 14 units of dedicated housing for farmworkers has only been able to rent 11 of the 14 units, which some observers believe indicates a lack of demand for farmworker housing in Napa County. Nonetheless, others note that difficulties finding tenants for those apartments may be due to a number of factors unrelated to need, including relatively high rents per person, due to restrictions on the number of tenants allowed in each unit, stringent requirements regarding personal and financial documentation and an insistence that all family members have legal residence in the US (despite the fact that funding programs require that only one family member be documented).

High demand for affordable housing is demonstrated in the case of Calistoga Affordable Housing (CAH), which recently completed an affordable housing development known as Saratoga Manor. The project consists of 18 units built with “sweat equity.” A total of 175 people came to an initial public meeting, 140 of whom applied for the project. Of those, 75 qualified as eligible and 18 (i.e., approximately 10% of those that came to the initial

⁶ Figures for farmworkers as a specific sub-population are not available.

meeting) were selected for inclusion via a lottery. This is a vivid demonstration of the unmet need for affordable housing in that part of the County.

Homelessness

As is true for the general population, it is difficult to obtain accurate data regarding the number of homeless farmworkers in Napa County and surrounding areas.⁷ While there has been significant anecdotal evidence of farmworkers “camping” along the Napa River, observers note that those numbers have diminished in recent months, as a result of sweeps and greater enforcement of laws prohibiting people from sleeping there.

The Napa County Ten Year Plan to End Homelessness (2006) estimates that there are approximately 1,000 homeless people in Napa County at any given time. That document notes that, “Most homeless people (78%) live in the City of Napa, and the rest live in the towns and rural areas of up-valley Napa County. Many of this latter group are migrant farm workers.”

Approximately 2% of the individuals identified as homeless, or at risk of homelessness, by the Napa County Homeless Management Information System self-identify as migrant farmworkers. However, a representative from that agency feels that number may be low, since the system only tracks individuals receiving services from public and nonprofit agencies, which many farmworkers do not utilize. The Plan’s recommendations regarding farmworkers include the following:

- Increase the funding available for developing extremely low income housing, including low-income permanent family housing for farm workers.
- Develop targeted health, mental health and drug and alcohol treatment services for sub-populations (chronically homeless, families, youth, farm workers).
- Enhance existing outreach capacity to reach additional under-served populations, including people in North County and farmer workers. Translate outreach materials and street sheets into Spanish.

⁷ While none of the farmworkers interviewed reported being homeless at the time of the survey, a number noted that they had slept in their cars for extended periods of time in previous years.

Key Findings

Profile of Farmworkers Working in Napa County

Number of Farmworkers

The present study finds there were 6,790 farmworkers working on Napa County farms during 2005. Of those, 3,744 worked in Napa County for 7 months or more (defined here as “regular workers”), 1,258 worked in Napa County for 3 to 6 months (defined here as “seasonal workers”), and 1,788 worked in Napa County for less than 3 months (defined here as “temporary workers”).

Figure 1: Farmworkers Employed in Napa County in 2005 by Seasonal Employment Status

	Number	Percent
Regular (7 months or more)	3,744	55%
Seasonal (3 to 6 months)	1,258	19%
Temporary (Less than 3 months)	1,788	26%
Total	6,790	100%

In addition, of the 6,790 farmworkers employed in Napa County during 2005, 5,415 were hired directly by farm operators, including winegrape growers and vineyard management companies. The remaining 1,375 were employed by farm labor contractors (defined here as contractors that are not also active as farm operators). Of the farm labor contractor employees, 101 were hired by Napa County based companies, and 1,274 by companies based outside of Napa County. Overall, farmworkers in the sample reported working for an average of 1.4 distinct Napa County farm employers during the previous 12 months.

With regard to demographics, 96% of farmworkers in the sample were men and 4% were women. Mexico was the country of origin for 99% of respondents. In addition to Spanish, 10% of respondents reported speaking an indigenous language. The average age of respondents was 35, and one-third were over 40. Farmworkers had been in the US for an average of 13 years, and in Napa County for an average of 9 years. Thirty-one percent reported some form of work authorization status in the U.S., while 60% reported that they are undocumented. Another 3% indicated that their documents are being processed, and the remaining 6% declined to answer the question regarding immigration status.

Living Arrangements and Accompaniment Status

The farmworkers interviewed in the present study report a wide assortment of living arrangements. Just over half report living in a situation including one or more unrelated adults, approximately two in five live with related adults and/or spouses, while one in three live with minor children.

Figure 2: Who Do Farmworkers Live With?

Relationship	Percent⁸
Unrelated adults	51
Related adults	41
Spouse	38
Children under age 18	31
Children over age 18	18
Parents	4

The most typical arrangement consists of a farmworker living only with other unrelated adults, as reported by nearly one in three respondents. This is followed in frequency by workers who reported sharing housing with a spouse and children only, and by those who said they live with both related and unrelated adults.

Figure 3: Living Arrangements

Living Arrangement	Percent
Unrelated adults	29
Spouse and children	20
Related and unrelated adults	16
Related adults only	13
Spouse, children and related adults	5
Spouse and related adults	5
Spouse only	3
Alone	2
Spouse, children, parents and related adults	2
Children and unrelated adults	2
Mixed: children and adults	5
Total	100

Living Arrangements Among Accompanied Farmworkers

Overall, 78% of farmworkers in our sample reported that they were married and/or had children under 18. However, only 40% reported living with their spouse and/or children while working in Napa. Based on permanent place of residence, 46% of farmworkers living in Napa County live with a spouse and/or children during the work week, as was also the case for 46% of those living in adjacent counties and 19% of those living in non-adjacent counties.

Among farmworkers living with a spouse and/or children, over half live in “nuclear” arrangements, consisting of the farmworker, spouse and and/or children. Approximately a third live in “extended” living arrangements, consisting of parents and/or other related adults, while one in ten live with unrelated adults.

⁸ Percentages add up to more than 100% because respondents could select more than one option.

Figure 4: Shared Housing Among Accompanied Farmworkers

Living Arrangement	Percent
Nuclear family members	57
Extended family members	32
Unrelated adults	11
Total	100

Children’s Living Arrangements

Nearly one in three (31%) of the households in the farmworker sample include children under the age of 18. Overall, respondents reported a mean number of children per household of 2.0, with a range of 1 to 6. Among households with children, 24% had three or more children.

The need to share housing with others can result in children living with unrelated adults. As seen in Figure 5 below, nearly two-thirds of the children in our sample live in households with their parents only, while one-fourth also live with related adults and just over one in ten also live with unrelated adults.

The issue of living arrangements is complex. Living with extended family members is a common practice in Latino society, however, the survey did not assess whether a respondent’s decision to do so was based on choice or necessity. It is however likely that the decision to live with unrelated adults is one of necessity. Key informants mentioned that the need to share housing costs by living with people outside of the nuclear family may increase children’s risk of exposure to abuse.

Figure 5: Children’s Living Arrangements

Who Children Live With	Percent
Parents only	63
Parents and related adults	25
Parents and unrelated adults	12
Total	100

Place of Residence

Two-thirds (64%) of the farmworkers in our sample cited Napa County as their permanent place of residence, while 18% cited adjacent counties and 17% cited non-adjacent counties, principally in the Central Valley. As the following table indicates, residence in Napa County is correlated with length of employment throughout the year.

Figure 6: Permanent Place of Residence by Length of Employment

Place of Residence	Employment Status		
	Regular	Seasonal	Temporary
Napa County	76%	57%	0%
Adjacent counties	18%	17%	22%
Non-adjacent counties	6%	27%	78%
Total	100%	100%	100%

Workers citing a permanent place of residence in Napa County lived in the following towns:

Figure 7: Place of Residence Within Napa County

Town	Percent
Napa	83
St. Helena	5
Calistoga	5
Rutherford	4
No Response	3
Total	100

Among farmworkers living in Napa County, only 6% cited plans to move out of county within the next year. The main reasons for planning to move out of county were related to joining family elsewhere, although several workers also mentioned the high cost of living in Napa and the seasonal nature of work there. Workers with a permanent residence outside of Napa County lived in the following towns:

Figure 8: Place of Residence Outside of Napa County

Town	Percent
Santa Rosa	28
Stockton	20
Lodi	14
Vallejo	12
Madera	9
Yuba City	5
Middletown	3
Kelseyville	3
Other	6
Total	100

Among workers that do not live in Napa County, the main reasons cited for not doing so were:

Figure 9: Reasons for Not Living in Napa County

Reason	Percent Citing ⁹
Already has home elsewhere, can travel to Napa County from there	47
Too expensive to live in Napa County	27
Stays with family/friends elsewhere, can travel to Napa County from there	22
Doesn't know Napa County, or people there that could live with	17
Can't find somewhere to live in Napa County	7

Of the 1,154 farmworkers residing in non-adjacent counties, an estimated 903 (78%) would prefer to live in Napa County if housing were more affordable. Of those, an estimated 540 are unaccompanied while 363 would require family housing. With an average “nuclear” family size of four, the provision of housing for accompanied workers would require housing for 1,452 individuals. Nonetheless, when extended family members are taken into account, farmworkers report an average household size of 5.1, which would translate to demand for housing for 1,851 farmworkers and related family members.

Of farmworkers with a permanent residence in Napa County, 86% work there in agriculture for 7 or more months of the year, while the remainder do so for between 3 and 6 months. Of those living in adjacent counties, 77% work in Napa County on a regular basis, 16% are seasonal and 7% are temporary workers. Interestingly, 36% of those living in non-adjacent counties work in Napa County on a regular basis, while 32% are seasonal and another 32% are temporary.

Figure 10: Employment Patterns by Permanent Place of Residence

	Napa County	Adjacent County	Non-Adjacent County
Regular Workers (7 or more months/yr)	86%	77%	36%
Seasonal Workers (3-6 months/yr)	14%	16%	32%
Temporary Workers (Less than 3 months/yr)	0%	7%	32%
Total	100%	100%	100%

Commute Patterns

⁹ Percentages add up to more than 100% because respondents could cite more than one factor.

Among workers with a permanent residence outside of Napa County, 85% commute to work in Napa County from their place of residence each day, taking on commutes of up to 2.5 hours each way. The remaining 15% chose to stay closer to work, with 6% in apartments or labor camps within Napa County, and 9% in motels in neighboring towns such as Fairfield. These workers often return to their permanent place of residence on the weekends or when there is little work.

Almost all (94%) of the farmworkers living in adjacent counties commute to Napa County on a daily basis, reporting an average round-trip commute time of two hours and average weekly transportation costs of \$46. Similarly, 75% of farmworkers living in non-adjacent counties reported commuting to Napa County on a daily basis, with an average round-trip commute time of four hours and weekly commute costs of \$80.

With respect to how they get to work, the respondents indicated that they utilized the following means of transportation:

Figure 11: Means of Transportation to Work

Means of Transportation	Percent ¹⁰
Own car	50
Ride with co-workers, friends, or family	42
“Raitero,” (someone who charges to transport farmworkers to work)	23
Company vehicle	4
Walk or bicycle	4
Public transportation	1

Housing Characteristics and Costs

With respect to housing during the work week, respondents reported the following:

Figure 12: Type of Residence

Housing Type	Percent
Apartment	46
House	40
Labor Camp	5
Garage	4
Motel	3
Trailer	2
Total	100

Eighty-seven percent of respondents reported that they rent, while 11% own. The remaining 2% received free housing from their employer. Only 5% of respondents lived on the farm for which they work.

¹⁰ Percentages add up to more than 100% because respondents could select more than one option.

The average monthly rental payment among all farmworkers responding to the survey was \$1,056 per unit. Among farmworkers living in Napa County during the week, reported average rental costs on a per unit basis were \$782 for a one-bedroom unit, \$1,071 for two bedrooms and \$1,416 for a three-bedroom unit.

Among all farmworkers responding to the survey, average rent per adult was reported at \$252 per month. Respondents living with a spouse and/or children reported average monthly rent of \$319 per adult. Unaccompanied respondents reported average monthly rent of \$218 per adult. Monthly housing costs per adult represent 23% of monthly income.

Among respondents residing in Napa County during the work week, accompanied workers reported an average monthly rent of \$345 per adult, while unaccompanied workers reported average monthly rents of \$254 per adult. Farmworkers residing outside of Napa County during the work week reported lower rents on average.

Respondents who own their place of residence cited mean mortgage payments of \$2,167 per month. Ninety-five percent of homeowners lived with their spouse and children (underage and/or adult), all were documented, and they had been living in Napa County for an average of 20 years.

Among respondents who rent, 45% reported that they did not have to pay utilities (electric, gas, water and trash), as they were included in the rent. Of those respondents who did pay utilities, the average cost was \$66 per month for respondents who rent. For respondents who own their own home, the average monthly cost for utilities was \$225.

Crowding

Respondents reported an average of 4.1 rooms in their dwellings (not counting bathrooms) and an average of 2.3 bedrooms. The average number of residents per room was 1.7, while the average number of residents per bedroom was 2.8. The US Census (2000a) defines “crowding” as more than one person per room, while “severe crowding” is defined as more than 1.5 persons per room. Based on these definitions, 66% of all farmworkers working in Napa County live in “crowded” or “severely crowded” conditions during the work week. Looking at those living in “severely crowded” conditions only, 37% of all farmworkers fall in this category. These rates are significantly higher than the rates of 5.7% and 2.7% respectively for the US (US Census 2000).

Thirty-two percent of respondents reported use of rooms other than bedrooms for sleeping purposes. These include the living room (84%), the garage (14%), and the dining room (5%).

There are no significant differences with respect to “crowding” among regular, seasonal and temporary employees. However, there are significant differences with respect to “severe crowding.” Whereas 28% of regular employees live in “severely crowded”

conditions, that is the case for 44% of seasonal employees and 78% of temporary workers.

Amenities and Repairs

With respect to where they live while working in Napa County, most respondents reported access to amenities such as hot and cold running water, indoor plumbing, stoves and refrigerators.¹¹ Very few reported problems with those amenities, as seen in Figure 13¹².

Figure 13: Access to Amenities

Amenity	Have? (% Yes)	Broken/Disrepair? (% Yes)
Plumbing: Cold Water	100	0
Plumbing: Hot Water	100	0
Flush Toilet	100	1
Shower or Bathtub	100	1
Refrigerator	100	0
Stove	98	2
Phone (land line or cellular)	93	0
Central Heat	81	5
Air Conditioner	52	2

Housing Problems

The farmworker survey included a series of questions about general problems with housing that respondents had experienced in the previous two years while working in Napa County. As seen in Figure 14 below, the most frequently cited issue was stress due to excessive noise or lack of privacy, as linked to overcrowding. This was reported by 23% of respondents. That was followed by delays in housing repairs, as reported by 21% of respondents. An additional 16% of respondents reported problems accessing social services or health care due to lack of proof of residence.¹³

¹¹ This includes having the amenity in their own living space or having regular and reliable access to it in neighboring units, in the case of residents of motels, labor camps and garages.

¹² Nonetheless, because the majority of survey respondents were men, figures regarding disrepair may be low. For example, a survey respondent's wife came home while her husband was responding to the survey and was surprised to see that he had reported everything to be in working order, noting that a number of amenities were in fact not working.

¹³ Proof of residence in the form of a rental agreement or utility bill is generally required for accessing programs such as Medi-Cal and food stamps. While applicants may be able to provide other forms of documentation, such as a pay stub, the data reveal that they may not always be aware of that option.

Figure 14: Housing Problems

Issue	Percent Citing¹⁴
Experienced stress due to excessive noise or lack of privacy where live	23
Asked landlord to repair something, but there was a long delay before it was repaired	21
Couldn't receive social services or health care because of lack of proof of residence (i.e. rental contract or utility bill in worker's name)	16
Couldn't pay rent because someone else in household couldn't pay their part	13
Had health problems due to mold or excessive moisture where live	9
Asked landlord to repair something, but it was never repaired	6
Denied housing because agricultural worker	5
Denied housing because of lack of money to pay deposit	4
Afraid to ask landlord to repair something for fear of being evicted	3

Other housing problems that were mentioned in open-ended questions included being evicted for having too many people living at a residence, as well as vandalism and concern about lack of neighborhood safety. As will be discussed later in the report, neighborhood safety and “tranquility” were also frequently mentioned when farmworkers were asked what housing qualities were most important to them.

Problems Paying Rent

Twenty-nine percent of respondents reported having had difficulties paying their rent or mortgage at some point during the previous 12 months. Of those who did report having difficulties, when asked what they had done to pay the rent in that situation, the great majority (91%) said that they had taken out a loan to do so. In addition to seeking loans, other mechanisms that were reported for meeting rent payments included spending less on other necessities (22%), utilizing savings (5%), taking out credit card advances (4%), taking out paycheck advances (2%), and seeking out additional renters to share rental costs (2%). No respondents reported receiving emergency rental assistance.

Of those who took out loans to pay their rent, 90% reported that they had gotten a loan from family or friends, 12% from their boss, and 6% respectively from a bank or private lending institution. On average, respondents that reported taking out loans had done so

¹⁴ Percentages could add up to more than 100% because respondents could cite more than one factor.

twice in the last 12 months. The average value of a loan was \$581, and 93% of loans were interest free.

Forty-two percent of all respondents reported spending less on food or health care in order to pay rent during the past 12 months. This was true for 39% of farmworkers living with their minor children, likely affecting their children as well.

Forty-five percent of respondents were familiar with low-income housing assistance, but the majority were unable to identify a specific program. This may indicate that many farmworkers are unlikely to actually make use of such services.

Perceptions of Labor Camps

Nineteen percent (n=36) of farmworkers reported having stayed at a farm labor camp in Napa County. Over half (56%) thought they might do so again, while 39% would not and 6% were unsure. Of those not planning to stay in a labor camp again, 39% (n=6) cited the lack of family housing options as their main reason.

The top five reasons cited by the 81% of farmworkers that have never stayed in a farm labor camp in Napa County are seen in Figure 15. The fact that nearly one in four of respondents reported a lack of familiarity with labor camps indicates a potential for greater outreach to increase awareness of that housing option.

Figure 15: Perceptions of Farm Labor Camps Among Farmworkers Who Have Never Stayed at a Camp

Principal reasons for not staying in farm labor camps in Napa County	Percent Citing
No need	46
Never heard of labor camps	23
No options for families	5
Too many rules and regulations	3
Camp was full	3

Winter Housing/Residence Patterns

It is becoming increasingly dangerous and expensive for undocumented workers to travel back and forth between the U.S. and Mexico. As a result, anecdotal evidence indicates that many farmworkers are remaining in the U.S. during the winter months. In order to identify issues associated with housing during a time when employment and income are limited, the farmworker survey included questions to that effect as well.

Thirty-two percent of respondents reported returning to Mexico or their country of origin during the previous winter. Of those that did not, 59% spent the winter in Napa County, while 41% spent it elsewhere. Seventy-three percent of those remaining in Napa County during the winter were unemployed at some point during the winter, for an average of 8 weeks. These respondents resorted to a variety of mechanisms for paying their rent or

mortgage while unemployed, including paying rent with personal savings (63%), taking a loan (41%), relying on income from a spouse (7%), collecting unemployment (7%), cutting costs for other necessities (7%) and adding housemates to reduce rent costs (4%). Nonetheless, none of the respondents reported being evicted due to an inability to pay the rent. As one respondent commented with respect to cutting costs, “Sometimes [in the winter] I had to skip doing laundry or buying food. I would eat only beans and eggs or instant soups.”

Income and Employment

Eighty-four percent of the farmworker survey respondents were general laborers, while 10% engaged in specialized labor and 6% were foremen or supervisors. The majority, 72%, were paid piece rate (per ton of grapes harvested) during the harvest. The average amount paid per ton was \$101, with a minimum of \$75 per ton and a maximum of \$165 per ton. An additional 26% reported being paid by the hour during the harvest and 2% are salaried.

General laborers reported mean earnings of \$15,745 in the previous year, while mean earnings for specialized workers and foremen/supervisors were \$26,317 per year and \$37,000 per year, respectively. Total household income for farmworkers and spouses was reported at \$19,122 for general laborers, \$33,268 for specialized workers, and \$50,294 for foremen/supervisors.

Eighty-nine percent of farmworkers surveyed sent remittances to family outside of the U.S. in the last 12 months. Remittances represented a notable portion of some respondents’ earnings. The average yearly value of remittances sent by general laborers was \$3,663, which represents 23% of their average yearly earnings. Some observers have criticized farmworkers for sending money home instead of paying more for decent housing in the U.S. Nonetheless, it important to recognize that many farmworkers are in the U.S. in order to help support their families outside the country. Remittances are consequently seen as an obligation, not a matter of choice.

Employer and Farmworker Recommendations and Priorities

Employer Recommendations

The employer survey elicited a number of recommendations regarding ways to improve farmworker housing conditions in Napa County. The principal recommendations included additional farmworker labor camps, more affordable housing in Napa County in general, more family housing for farmworkers, emergency rental assistance, easing zoning, land use and building regulations to make it easier for growers to provide housing for workers and more housing for farmworkers during the harvest.¹⁵

¹⁵ The survey included the following prompts when asking about recommendations: “new farmworker camps; family housing; housing for solo males; emergency rental assistance; more affordable housing options, or any other options you might think of.” The provision of those prompts may have affected the prevalence of certain recommendations.

Figure 16: Employer Recommendations

Recommendation	Percent
New farmworker camps	27%
More affordable housing	24%
Family housing	15%
Eased housing regulations	9%
Emergency rental assistance	9%
Harvest housing	6%

Employers acknowledged that easing zoning, land use and building regulations would be difficult, but felt doing so would ultimately contribute to improved farmworker housing conditions. As one explained, “I know that the housing and zoning regulations are strict for a reason, so that poor housing doesn’t pop up all over the place. But, it would be great if the regulations could be relaxed or changed a bit, just during the harvest season. I would like to be able to provide trailers for my workers during the harvest, just for a month or month and a half. But because of the regulations I can’t. During the non-harvest time, it is not a problem. The permanent workers have places to stay.”

Some growers cited the need for a simplified permit process. As one explained, “The county needs to allow people with 50 acres or more to simplify the permit process or reduce liability issues. That might let growers build housing for workers.”

Another suggested that Napa County should “...make it easier for farmers to put up a kind of mobile home...like those manufactured type of homes they have at camp sites or in Europe. Perhaps something measuring 25 feet by 8 feet.” Yet another noted that, “There’s more housing than probably ever. The issue is seasonal labor demand. The harvest is the big push. Maybe allow individual farmers to have temporary housing. Trailers are against county rules, but could be a solution.”

Other recommendations included temporary housing such as the “sophisticated tent housing they have for the harvest in Champagne, France,” which a grower offered as “a great low-cost solution.” Another employer called for more farmworker housing closer to farms, which would reduce traffic, pollution and commute costs for farmworkers and allow farmworkers to spend more time with their families. As he noted, “We should have labor camps and housing closer to where [the farmworkers] work. Gas is so expensive to drive from Fairfield. The cost for the workers is difficult. I don’t see how they can work, commute and raise a family.”

Challenges for farmworkers also affect their employers, and several noted that improvements in farmworker housing would make their lives easier. As a grower explained, “[Public labor camps] should be for families, since it’s hardest for families to find affordable housing. Family housing would also attract more workers, which we need.” Also with regard to labor camps, a farm labor contractor reported that, “More space in labor camps would help. That way we could have more people working in Napa from Napa, and we wouldn’t have to transport them from so far away.”

Finally, another farm labor contractor suggested that

Aside from funding to be able to build housing, a register of properties that would consider offering short term leases would be a big help. The register could be provided exclusively to registered contractors and employers. We go up to Napa every year to look for housing options we can tell our workers about, and you just can't find anything. The housing situation in Napa is really bad! Almost all of our Napa workers stay in Santa Rosa, either in motels or some in rental properties. They commute every day to Napa, and some go back to Madera Saturday afternoon to Sunday afternoon to see their families. If there were more housing in Napa there wouldn't be such a growing demand for labor from outside Napa.

Farmworker Recommendations

A variety of recommendations about how to improve farmworker housing also came out of the farmworker survey. As seen in Figure 17, the principal recommendations included more affordable housing in general, higher salaries so farmworkers are better able to afford housing and more housing dedicated to farmworkers. Interestingly, a number of respondents cited the need for more housing stock in general, as a means of reducing housing costs. In addition to the recommendations listed below, a small number of respondents mentioned issues such as more information on housing and services and providing retirement housing for older farmworkers.

Figure 17: Farmworker Recommendations for Improving Housing Conditions

Recommendation	Percent Citing¹⁶
More affordable housing for farmworkers	65
Higher salaries	12
More housing stock to lower costs	9
Housing closer to work	6
Family labor camps/family housing	6
Housing for undocumented farmworkers	6
Better housing conditions	5
Less documentation required for renting	4
More government assistance	3
More labor camps and on-farm housing	5

In addition, the farmworker survey included an open-ended question related to farmworker priorities around housing. Respondents were asked what they considered the most important factors – in addition to cost – that they seek in housing. As the following figure indicates, safe and tranquil conditions was by far the most common response, as cited by 52% of respondents. That was followed by proximity to work, good housing conditions (including amenities) and proximity to services.

¹⁶ Percentages add up to more than 100% because respondents could cite more than one factor.

Figure 18: Farmworker Preferences Regarding Housing

Housing Preference	Percent Citing¹⁷
Safe/tranquil conditions	52
Close to work	29
Good condition/amenities	22
Close to services	19
Live with friends/family	11
Location – general	7
Privacy	3

Additional Factors Affecting the Demand for Farmworker Housing in Napa County

The assessment addressed a number of additional indicators that are associated with the demand for farmworker housing in Napa County. These include the following:

Growth in Sectors Competing with Agriculture

Projections indicate growth in employment in sectors such as construction, painting, landscaping and services, which traditionally draw farmworkers away from agriculture. This is important because growth in those sectors in the Central Valley will likely signify a decline in the percentage of farmworkers commuting to Napa County from that region. A decline in those numbers could create a vacuum, attracting new farmworkers that may want to live in or near Napa County.

For example, most of the farmworkers commuting to Napa County from the Central Valley live in the San Joaquin cities of Stockton and Lodi. California Employment Development Department (EDD) projections for San Joaquin County indicate a 28% increase in jobs in construction during the period 2002-2012, representing 3,800 jobs. Similarly, EDD data project an increase of 26% in jobs in the “leisure and hospitality” sector, representing an estimated 4,200 jobs.

Trends in Labor Demand

There has been a dramatic change in the pattern of reported monthly employment over the past 15 years. In addition to increased overall demand for farm labor, there has been a significant “smoothing” of peaks and valleys in the demand for farm labor during the course of the year. During the period 1987-89, peak monthly employment was significantly greater than employment during the remainder of the year, jumping by two-thirds as compared with the two preceding months. However, by 2002-04, the period of peak employment extends for as much as five months. In addition, farm employment during every month in 2002-04 was substantially greater than during the earlier period, in particular in April and May, when it was up by 80%. These data significantly understate

¹⁷ Percentages add up to more than 100% because respondents could cite more than one factor.

the labor contribution of farm labor contractors who are not based in Napa County, but whose employees work in the county. (See Appendix D for more detailed information.)

These findings suggest that there may be a significant increase in the number of regular or year-round farm laborers employed on Napa County farms. Similarly, peak employment during the grape harvest has increased by more than 1,200 individuals during this 15-year interval, suggesting that there are now many more short-term or seasonal workers.

Changing Patterns of Labor Use During the Harvest

Anecdotal reports point to a trend toward hiring more farmworkers for fewer hours during the harvest in order to harvest grapes in the cool early morning hours. This has purportedly reduced the amount individuals can earn in a single day. Farmworker survey respondents reported working an average of 6.6 hours per day during the 2006 harvest. Although 39% did not feel that was enough hours, the vast majority (96%) reported that they plan to work in Napa County again during 2007. This trend is therefore unlikely to affect the demand for farmworker housing.

Trends in Winegrape Production

A number of trends with respect to winegrape production in Napa County will likely affect demand for labor in the County. In particular, the trend toward denser spacing of vineyard rows has been increasing labor needs. Whereas many vineyards were historically spaced at 10x10¹⁸, current trends are toward much tighter spacing, as close as 6x4. According to a vineyard management company representative, whereas 10x10 spacing required approximately 120 person-hours per acre per year, 6x4 spacing requires about 300 person-hours per acre per year.

Other trends contributing to increased demand for farm labor include significantly more canopy management than in the past, including leaf removal, lateral removal and thinning crops, new trellis systems, vertical shoots, moving wire and more hand work in vineyards. As a grower interviewed for this assessment explained, they “now work more at the high end and are very careful about quality.” A very rough estimate provided by a grower is that the demand for labor has increased by approximately 30% in the last 10 or 20 years. More skilled labor is also required for precision in pruning, leafing and suckering, which in turn entails a need for better supervision to ensure higher quality work. However, some key informants noted that these changes in vineyard management may have “topped out” and that future demand for labor is not likely to increase significantly.

In contrast to some of the above trends related to use of skilled hand labor, however, a key informant noted that “...with an increase in large corporate ownership of vineyards there has been a big push to cut hours per acre, increase mechanization and use outside

¹⁸ This refers to 10 feet between rows and 10 feet between vines within each row.

labor contractors. For example, many vineyards are now outsourcing jobs to Fresno.” This was corroborated by another key informant, who noted “...with consolidation and the big publicly-traded corporations coming in, there’s greater focus on bottom line and less concern about having a consistent labor force in Napa.”

The employer survey indicates very little mechanization during the past five years. Only 7% and 9% of respondents have mechanized harvesting and pruning respectively. Nonetheless, a significantly higher percentage – 35% – have mechanized weed control in the past five years. At the same time, 16% of respondents foresee increased mechanization in the next five years, particularly for pruning and harvesting.

Immigration Policy and Farm Labor Shortages

While there is considerable controversy in this regard, many observers agree that U.S. immigration policy and heightened restrictions on the U.S.-Mexico border have contributed to farm labor shortages in California in recent years. In the absence of comprehensive immigration reform, it is likely that farm labor shortages will continue. Farm labor shortages have resulted in higher wages for farmworkers in some regions. Should that happen in Napa, it could translate to increased ability of farmworkers to afford higher quality housing. Nonetheless, it is unclear whether farmworkers would devote additional income to housing or other needs.

Trends in Latino Homeownership in Napa County

Many Latino homeowners are purported to rent out rooms and garages to farmworkers, usually to help cover the mortgage costs. As seen below, the number of Latino homeowners in Napa County is increasing. According to the 1990 U.S. census, there were 1,508 Latino homeowners in Napa County, representing 6% of all home owners. That figure rose to 2,522 in 2000, representing 9% of all homes and signifying an increase in Latino home ownership of 67% over the 10-year period 1990-2000. Data from the American Community Survey indicate that the total number of Latino homeowners in Napa County rose to 4,012 by 2005. That figure represents 12% of all homeowner in Napa County and an increase of 59% in Latino home ownership trends over the five year period 2000-2005.

Unfortunately, no data exists on what percent of Latino homeowners rent rooms or garages to farmworkers. However, it seems likely that if the above trends in the number of Latino homeowners continue, growth in that sector would signify continued availability of private sector housing for farmworkers, particularly in the absence of other, more attractive or affordable options.

Figure 19: Latino Homeownership in Napa County

Year	Number of Latino Homeowners	Percent of All Napa County Homeowners	Increase in Latino Homeowners from Previous Period
1990	1,508	5.7%	
2000	2,522	8.5%	67%
2005	4,012	12.4%	59%

Source: 1990 US Census, 2000 US Census, 2005 American Community Survey

Conclusions and Recommendations

Summary of Findings

The assessment findings indicate that there were 6,790 farmworkers working in Napa County during 2005. Of those, 3,744 (55%) worked in Napa County for 7 months or more, 1,258 (19%) worked for 3 to 6 months and 1,788 (26%) worked for less than 3 months.

Nearly two-thirds (64%) of farmworkers reported permanent residence in Napa County, 18% lived in the surrounding counties while 17% lived further away, principally in the Central Valley. An additional 2% were follow-the-crop migrants.

Forty percent of respondents were accompanied by spouses and/or children. Among those farmworkers, the mean number of children per household was 2.0, with a range of 1 to 6.

With respect to where they live or stay in Napa County during the week, 46% of farmworkers reported that they live in an apartment, 40% in a house, 5% in a labor camp, 4% in a garage, 3% in a motel, and 2% in a trailer. Only 5% lived on the farm for which they work.

Respondents that rent reported average total rental payment of \$1,056 per month for the dwellings in which they lived. When household size and composition are factored in, the average rent per adult comes to \$252 per month. For respondents that live with a spouse and/or children, the average monthly rent per adult was \$319. For respondents that are unaccompanied, the average monthly rent per adult was \$218. Data for renters indicate that housing costs represent 23% of gross annual income.¹⁹ Nonetheless, rental costs are 35% of income when remittances are subtracted from gross household income.

Based on US Census definitions, two in three (66%) of all farmworkers working in Napa County live in “crowded” conditions during the week, while 37% of all farmworkers live in severely crowded conditions.

¹⁹ This figure was not calculated for homeowners due to small n and unreliable data re: numbers of renters, rental income, etc.

Farmworkers reported a range of issues related to housing. The principal problems cited were stress associated with excessive noise or a lack of privacy, problems getting landlords to make repairs, inability to obtain health care or social services due to lack of documentation regarding renter status and inability to pay the rent because others were unable to pay their share.

Twenty-nine percent of respondents reported difficulties being able to pay their rent or mortgage during the past 12 months. Additionally, 42% reported spending less on food or health care to be able to pay for housing. That was the case for 39% of households with children under age 18.

Nineteen percent of the farmworker survey respondents reported having stayed at a farm labor camp in Napa County. Of those, 56% thought they might do so again, 39% would not, while 6% were unsure. The most common reason cited for not planning to stay in a labor camp again was lack of family housing options (39%). The most common reason cited for never having stayed at labor camp was lack of need. Nonetheless, 21% of respondents reported a lack of familiarity with that option, indicating a need for greater efforts to increase awareness of the farm labor camps.

Recommendations for Improving Farmworker Housing in Napa County

Based on the assessment findings, we offer the following recommendations for improving housing conditions among farmworkers in Napa County.

Additional Housing

Of the 6,790 farmworkers working in Napa County in 2005, an estimated 4,316 (64%) live or stay in Napa County or adjacent counties during the week, while 2,474 (36%) commute from non-adjacent counties on a daily basis. Based on the average number of persons per room in each of the seasonal categories, we estimate that an additional 388 rooms (or 95 units at an average of 4.1 rooms per unit) are needed to bring crowding levels to 1.5 persons per room, while an additional 1,827 rooms (or 388 units) are needed to bring crowding levels to 1 person per room.

Because crowding is in large part of function of economics, it is important to keep in mind that the provision of additional units may not reduce crowding unless their cost is perceived as affordable for farmworkers. In many cases that will mean comparable to what farmworkers are currently paying. For example, based on average current monthly rental costs of \$218 per person among unaccompanied farmworkers, a four-room, two-bedroom apartment for four people should cost \$872 to be considered competitive.

Figure 20: Demand for Additional Housing: Farmworkers Staying in or Near Napa County

		Additional rooms needed @	Additional units needed @	Additional rooms needed @1	Additional units needed @ 1
Employment Status	Number of farm workers	1.5 persons per room	1.5 persons per room ²⁰	person per room	person per room
Regular	2,621	109	27	983	240
Seasonal	1,093	232	57	596	145
Temporary	603	47	12	248	61
Total	4,317	388	96	1,827	446

Should Napa County and its municipalities decide to increase housing options for farmworkers currently commuting from non-adjacent counties, we estimate that an additional 175 rooms (or 43 units at an average of 4.1 rooms per unit) are needed to bring crowding levels to 1.5 persons per room, while an additional 999 rooms (244 units) are needed to bring crowding levels to 1 person per room.

Figure 21: Demand for Additional Housing: Farmworkers Commuting from Non-Adjacent Counties

		Additional rooms needed @	Additional units needed @	Additional rooms needed @ 1	Additional units needed @ 1
Employment Status	Number of farm workers	1.5 persons per room	1.5 persons per room	person per room	person per room
Regular	1,123	47	11	421	103
Seasonal	165	35	9	90	22
Temporary	1,185	93	23	488	119
Total	2,474	175	43	999	244

Affordable Housing

The need for more affordable housing for farmworkers is apparent, based on high rates of crowding, difficulties paying rent and a reported inability to pay for basic needs such as food and health care. This is clearly an issue with which Napa County has struggled for many years, with no clear solutions. Attempts at providing affordable housing for farmworkers in Napa County have faced a number of challenges, including documentation requirements and housing costs that may be are often higher than what farmworkers are willing or able to pay. The survey findings indicate that farmworkers spend an average of \$250 per adult per month for rent. While it will be difficult for affordable housing programs to compete with that figure, it will be important to take that into account when developing future housing options for farmworkers. It is also important to keep in mind that farmworkers already spend an average of 35% of their income after remittances on rent.

²⁰ The number of additional units was calculated based on the current reported average of 4.1 rooms per unit.

Competitive Housing Costs

Virtually all farmworkers come to the United States to work, save money and send remittances to their families in Mexico and Central America. It is apparent that most are willing to endure crowded and substandard housing conditions in exchange for lower rent. Average farmworker housing costs are \$250 per month. Efforts to improve farmworker housing conditions will need to be competitive in order to attract farmworkers.

Family Housing

The assessment findings indicate that 40% of farmworkers live with a spouse and/or children while working in Napa County. Of households with children, a relatively high percentage (63%) include children and parents only. Nonetheless, 25% live with extended family members, while 12% live in households which include unrelated adults. More affordable family housing is needed to obviate the need for families with children to live with unrelated adults in order to pay the rent. The same is true for those living with extended family members who would prefer to live in “nuclear” family situations. Current farmworker housing programs provide options for undocumented unaccompanied men and documented families. There is however a gap in services for undocumented families. Additionally, 24% of households with children consist of three or more children, indicating a need for three and four bedroom units.

Farm Labor Camps

The farm labor camps serve an important function, providing safe and clean housing, nutritious meals and other important services for numerous farmworkers each year. They provide housing for anyone employed in agriculture in Napa County, regardless of immigration or documentation status and charge on a daily basis, eliminating the need for security deposits and first/last month’s rent, which represent hardships for many farmworkers. Farmworkers are responsible only for their rent, and are not dependent on others for paying rent. A focus group discussion with farmworkers living in one of the public farm labor camps indicated relatively high levels of satisfaction with conditions there. Nonetheless, the labor camps appear to be most attractive to those that do not have the option of sharing with family or friends. Focus group participants indicated that one of the main reasons that they live in the labor camp is because they do not know anyone with whom to share housing. Conversely, the main reasons they prefer to live in private sector housing is greater independence and the ability to find cheaper housing, even if it may be more crowded or of lower quality and not include food. In order for the farm labor camps to continue to serve the important function that they do, they will need to remain competitive with private sector housing costs.

Nearly one in four of the farmworkers that had never stayed at a farm labor camp was unaware of their existence. During the course of conducting surveys with farmworkers staying in motels outside of Napa County it became apparent that many were unaware of the labor camps and expressed interest in learning more. Outreach among farmworkers

living in these motels might prove especially fruitful. As noted, several farm labor contractors expressed interest in being able to offer farmworkers information about housing. In addition to direct outreach to farmworkers, indirect outreach through farm labor contractors may present an efficient means of reaching that population as well. Given that the farm labor camps already exist as a valuable resource for Napa County farmworkers, and that they have faced low occupancy rates in the past, additional funds to support outreach might be a cost-effective way to capitalize on this resource.

The elimination of meals at the farm labor camps represents a possible option for increasing occupancy rates at labor camps. A rough estimate of the cost of providing meals at the public labor camps is approximately \$6 per person per day.²¹ If existing subsidies were to continue at current levels, the labor camps could potentially lower the cost of staying there to \$5 or \$6 per night, which would no doubt make them significantly more attractive to farmworkers.

There are however a number of challenges associated with eliminating meals that would first need to be considered. The kitchens are commercial and therefore require supervision by paid staff if residents were to use them on their own. Efforts to let residents use kitchens in other counties have resulted in a number of problems, including broken equipment and allegations of food theft. Not allowing the use of the central kitchen could result in the use of hot plates and cooking in rooms, with its own set safety and public health ramifications. Microwaves do however present an alternative to hot plates.

Despite these challenges, it may be worth experimenting with that option at one of the labor camps and monitoring the results over several seasons. While eliminating meals would be preferable to closing the labor camps altogether, seeking additional public and/or private funds in addition to Measure L is another approach to lowering the cost of staying at public labor camps and increasing occupancy rates, while providing healthy meals for farmworkers.

Housing for Temporary Workers

The assessment findings indicate that approximately 1,750 farmworkers work in Napa County on a temporary basis, for less than three months out of the year. Employer interviews indicated that housing for these workers was a priority need. In order to supplement available housing at labor camps during peak periods, an option worth exploring are the mobile farmworker housing units that the California Human Development Corporation is developing. These units can be transferred from region to region based on need, potentially allowing Napa County to share their costs with other agricultural regions.

Emergency Rental Assistance

²¹ That calculation is based on the following: cook = \$13.31/hour @ 8 hours per day / 60 beds = \$1.77. Food = \$3.29 per person per day. Utilities = \$1/day (very rough calculation – exact figures not available at time of producing this report). Total estimated cost = \$6.06 per person per day.

Nearly one in three farmworkers reported difficulties paying their rent at some point during the year, while one in eight were unable to pay their rent because a housemate could not pay their portion. Most addressed that situation informally, seeking loans from friends or family. This indicates an opportunity for the provision of more formal support in the form of emergency rental assistance. This could come through the County or nonprofit organizations, which may be less encumbered by the need to verify documentation status. For example, Catholic Charities has an emergency rent program in the Salinas Valley, a model that could be adopted in Napa County, or existing programs could be bolstered to reach more of the farmworker population

Safe Communities

One of the most frequent concerns expressed by farmworkers was the safety of their neighborhoods. While this is not an issue specific to farmworkers, farmworkers, like most other residents of Napa County, care about these issues. This may represent an opportunity to organize farmworkers to promote safer neighborhoods and communities.

Information and Resources

While many farmworkers are familiar with the existence of housing assistance programs, very few were able to name any of these programs or describe them in any detail. This indicates a need for more outreach and education. At the same time, a number of farmworkers described poor housing conditions, but felt they lacked recourse to address them. The nonprofit Center for Community Advocacy in Salinas has a successful program educating farmworkers about housing options and providing them with the tools to improve their housing situations. This is a model that Napa County may want to consider exploring. Information about housing options could also be provided at venues drawing large numbers of farmworkers, including flea markets and health and other service fairs that are offered on a periodic basis.

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Appendix A: Key Informant Interviews

- Alejandro Oyarzabal, Fair Housing Napa Valley
- Angel Calderon, California Human Development Corporation
- Bob Fiddaman, Calistoga Affordable Housing
- Chris Oseguera, Calistoga Family Center
- David Grabill, Attorney, Santa Rosa (attorney in lawsuit filed by CRLA against Napa County)
- Erika Sklar, Calistoga Affordable Housing
- Ilene Jacobs, California Rural Legal Assistance
- Jennifer Kopp, Napa Valley Grapegrowers
- Jenny Gomez, Housing Authority of the City of Napa
- John Heymann, Napa Farmworker Housing Oversight Committee
- Jon Kanagy, Nord Coast Vineyard Services
- Jorge De Haro, Napa (plaintiff in lawsuit filed by CRLA against Napa County)
- Judith Tiller, California Human Development Corporation
- Marisol Verdugo, MA student, San Jose State University (conducting thesis research on farmworker housing)
- Pete Richmond, Silverado Farming Co.
- Peter Nissen, Nissen Vineyard Services
- Plácido García Hernández, Chateau Montelena Vineyards
- Ruben Oropeza, Napa County Environmental Health Department
- Sam Turner, Vista Vineyard Management
- Stephen Cogswell, Fair Housing Napa Valley
- Sue Dee Shenck, Napa Valley Community Housing

Appendix B: Employer Survey Methodology

Sampling Procedure

The sample of employers to be interviewed was drawn from three pools: farm labor contractors (FLCs), nursery crop farms, and vineyard farm operators (growers and vineyard management companies).

The farm labor contractor sample comprises two sub-groups. The first consists of 20 FLCs registered with the Napa County Agricultural Commissioner that were active in 2005 in Napa County but who did not hold a 2005 pesticide permit. In addition, there were three Napa County FLCs with active licenses but who are neither registered with the Agricultural Commissioner nor held a pesticide permit. Since neither sub-group held a pesticide permit, it can be inferred that they were not active as farm operators in Napa County. In that sense, both sub-groups could be characterized as possibly “pure” labor contractors. All 23 FLCs were contacted for interviews. There are a number of farm management companies that held a 2005 pesticide permit and were also registered as FLCs. However, all of these firms are represented in the group of vineyard farm operators considered below, and are excluded from the FLC group.

The second group consists of one ornamental nursery crop farm operators whose employment is, by far, very much larger than any other Napa County nursery crop farm. For this reason, this nursery was contacted and an interview sought.

The third group comprises randomly selected vineyard farm operators. The sample frame comprises 563 farm business operators holding 2005 permits for the use of registered pest control materials in wine grapes. The sample frame was arbitrarily divided into four roughly equal sub-groups according to the size of their reported total vineyard acreage, as follows:

First Quartile: 141 permit records, 60.00 total acres or greater

Second Quartile: 148 permit records, 15.01 to 59.99 acres

Third Quartile: 136 permit records, 5.00 to 15.00 acres

Fourth Quartile: 138 permit records, 0.03 to 4.50 acres

In each of the four quartiles, records were randomly selected according to the following protocol. The records were ranked in descending size order by total vineyard acres within an Excel file. As indicated previously, the complete file of 563 records was sub-divided into four separate files, according to the definitions above. The internal Excel Function `RANDBETWEEN` was utilized to generate a random number assigned to each record within each of the four quartiles. For example, in the First Quartile, the bottom number in the Excel Function was chosen to be 1, and the top number was chosen to be 141 (equal to the total number of records in the First Quartile). The `RANDBETWEEN` function automatically assigns a randomly selected number between 1 and 141 for each record. It is important to note that the `RANDBETWEEN` function makes the random selection of a

number between 1 and 141 for each and every record in the First Quartile file. Thus, some records in a given quartile will be found to have the same randomly assigned number.

The last point, that some records in a given quartile have the same randomly assigned number, requires some reflection. Imagine ten marbles, each painted with a unique number between 1 and 10, placed in a bowl. Then mix the marbles and imagine choosing one marble and record the number. One could either put the marble aside and draw a second marble, or one could put the first drawn marble back in the bowl. In the first instance, the odds of choosing the first number (marble) is exactly 1:10. But the odds of choosing the second number would be 1:9 because only nine marbles remain in the bowl. By putting the first drawn marble back in the bowl the odds of drawing the second number (marble) is 1:10 again. Thus, by replacing each drawn marble before making another draw, we assure that the odds of choosing a particular marble remains unchanged, exactly 1:10 throughout the process. Of course, some specific numbered marbles have a chance of being drawn more than once. That is why some records in a given quartile will be found to have the same randomly assigned number: it is direct evidence that each record had exactly the same chance of being selected.

Once all records in each quartile were assigned a randomly assigned number, the file was sorted in ascending order of those randomly assigned numbers. The first 32 records in each quartile became part of the “original sample” of vineyard farm operators to be contacted for interviews. In addition, a second set of 32 records was also selected in each quartile. These second sets (termed the “shadow sample”) were used, in order listed, to replace records of farm operators that were found to be out of business when contacted, or proved to be impossible to contact otherwise. For example, if two farm operations within the primary set of 32 records of the first quartile were determined to be impossible to contact, the first two records of the corresponding shadow sample were used as replacements. Initially, the original sample (128 employers) and the shadow sample (127 employers) were drawn, for a total of 255 employers to contact. When interview quotas for two quartiles could not be met using the original and the shadow samples, a second smaller shadow sample was drawn for those quartiles. Fifty-four employers were contacted from the second shadow sample. In all, 309 employers were contacted.

The table below indicates that each quartile’s sample represents approximately the same share of reported grape acreage as compared with the other quartiles, and also compares favorably with the fractional share of farm operators.

Figure 22: Wine Grape Pesticide Permits, 2005

Sample comprises 32 randomly selected permits in each quartile

<i>Quartile (permits)</i>	<i>Sample %</i>	<i>Sample Acres</i>	<i>Quartile Acres</i>	<i>Sample Acres %</i>
One (141)	23%	11,499.04	42,878.71	27%
Two (148)	22%	1,016.28	4,411.96	23%
Three (136)	24%	271.26	1,294.30	21%
Four (138)	23%	73.80	309.07	24%

Survey Administration

The proposed methodology for the employer survey portion of this assessment called for interviews to be conducted with 150 agricultural employers in Napa County. A total of 158 employers were interviewed, including 18 farm labor contractors, one nursery, and 139 vineyard farm operators. Interviews took place during the period of June to September 2006, with the exception of the nursery survey, which took place later in the fall.

Employers within each sample described above were contacted by telephone. For the random sample of vineyard farm operators, up to three calls were made to each employer in an attempt to reach them. If no contact had been made after three calls, they were coded as a non-responder. The extra eight interviews above the goal of 150 were a result of vineyard farm operators that had been contacted early in the interview process with no response, but who then decided to participate much later in the process, after they had already been determined to be non-responders. Of the total of 309 vineyard farm operators that we attempted to contact, interviews were completed with 139, for a response rate of 45%.

For the list of 23 “pure” farm labor contractors and the one nursery to be contacted, the three-call limit was not imposed. Both of these samples were small and represented the entire universe of employers in these categories, rather than a random sample, so we tried to get as many of these employers as possible to participate. The higher response rates for these employer categories are likely a reflection of this persistence. Of the 23 farm labor contractors contacted, interviews were completed with 18, for a response rate of 78%. The one nursery contacted also agreed to participate, for a response rate of 100%.

Appendix C: Farmworker Survey Methodology

Sampling Procedure

The farmworker survey was conducted as an employment-based survey; randomly selected farm employers were contacted and permission to interview their employees was sought. A stratified sample of employers was drawn from the sample frame of all farm pesticide permit holders and registered farm labor contractors. It was contemplated that three randomly selected workers per crew would be interviewed. Thus, two successive levels of random selection were planned.

Two sets of employers were contacted and permission to interview a random selection of their employees was sought. First, during the earlier employer survey among randomly selected farmers and vineyard management firms, some agreed to cooperate in the worker survey. All of these were contacted again.

A second group of randomly selected employers was added to this list. For this group, all vineyard properties with unique site identification assigned by the Napa County Agricultural Commissioner were listed and ranked in descending size order (acreage). More than 1,900 unique vineyard properties were identified. A sample of 200 properties was randomly selected from this list. Every vineyard, no matter what the size, had an equal chance of being selected. Using 2006 pesticide permit files, each of the 200 vineyards in the sample was matched to the corresponding farm operator or vineyard management company. Some farm operators or vineyard management companies were represented by more than one vineyard. Also, a few members of this second sample had previously agreed during the employer survey to cooperate in the farm worker survey. This duplication led to some deletions. In the end, 123 unique farm operators or vineyard management companies comprised this second component of the sample.

To the lists described above, a single stratum of all registered farm labor contractors that were not pesticide permit holders was added. Finally, a single nursery farm was added to the sample.

Survey Administration

The project goal of 200 farmworker interviews was accomplished. During the data entry process, 11 surveys were determined to contain insufficient information to be of use or to be unreliable. Therefore, only 189 surveys were utilized for data analysis. Of this total, 77% were employees of vineyard farm operators and 21% were employees of registered and licensed farm labor contractors. The remaining 2% were employees of a nursery business.

Representatives of employers selected for inclusion in the sample were contacted by telephone between the months of September and November 2006. Project staff sought to obtain permission to interview workers during the course of the grape harvest. The first

group of employers, those who had participated in the employer survey and indicated a willingness to allow their workers to be interviewed as well, were contacted first. Interviews were completed with farmworkers from 46% of these employers. Once this list had been exhausted, calls were made to the second group of randomly selected employers until the target number of farmworker interviews had been reached, at which point no further calls were made. Among the second group of employers, interviews were completed with farmworkers from 7% of the companies contacted. In total, among vineyard farm operators contacted from both lists, the participation rate was 21%. In addition, interviews were completed with farmworkers from 13% of all employers on the farm labor contractor list. The sole nursery contacted also agreed to participate, and nursery employees were interviewed. In all, workers were interviewed from 15 vineyard farm operators, 3 farm labor contractors and 1 nursery, for a total of 19 employers.

A major and unexpected difficulty was encountered during efforts to interview workers. The original goal was to meet with workers at their place of work, and to conduct interviews either at that time on-farm, or at a later time at their place of residence. However, it was found that the red winegrape harvest timing has a somewhat erratic and unpredictable daily schedule, determined mainly by measurement of grape sugar content and 'readiness'. This made it quite difficult to set, with much advance planning, times and places to meet with the workers. In addition, many farms would begin the harvest early in the day and conclude by late morning. The part-time interviewers recruited to participate in the project, mostly students, were asked to be available during afternoon or evening hours. As a consequence, it proved extremely difficult to provide interviewers to the farm at a time when workers might be available to be interviewed on-farm. In order to accomplish the desired number of interviews in an efficient manner, the survey protocol of seeking three randomly selected interviews from each available crew was modified. Some interviews, 16% percent, were accomplished by rigorous compliance with this protocol. Other interviews, 84% percent, were accomplished following a modified procedure that allowed a greater number of workers per crew to be interviewed. An analysis of a randomly selected sub-sample of the non-random interviews revealed no significant differences between the two groups. The entire sample was therefore used for the analysis.

Interviews with farmworkers took place between the end of September and the end of November of 2006. Most interviews were conducted in Napa County, both on-farm and at farmworkers' residences. However, most interviews of employees of farm labor contractors were conducted out-of-county, in Fairfield, Lodi, Santa Rosa and Stockton.

Appendix D: Trends in Hired Farm Labor Employment in Napa County

Hired farm labor employment is reported by agricultural businesses in conjunction with their Federal and State employment taxes. Virtually all California employers are required to file quarterly employment and payroll reports with the Department of Employment Development. The data includes the number of persons reportedly employed during the payroll period that includes the 12th day of the month for each month of the quarter, and the total payroll for all persons employed at any time during that quarter. These individual reports are then aggregated and currently published as the Quarterly Census of Employment and Wages (QCEW) findings. The QCEW is not a survey; it is a universal summary (census) for all qualifying employers.

Findings of the QCEW are published by the California Department of Employment Development, and are presently available through 2004. Data is available for individual North American Industry Classification System categories at the two-, three-, four-, five- and six-digit NAICS codes (formerly Standard Industrial Classification, or SIC, codes). There are categories for each significant category within a specific industry, and as specific for agriculture as grape farm and farm labor contractor. Data is available at the national, state and county level.

As agriculture is subject to substantial year-to-year variations in production, due to weather, market or pest problems, multi-year averages of employment and payroll are the most reliable indicators of trends. We use three-year averages for this purpose.

Hired farm laborer employment in Napa County includes direct-hire workers as well as persons who work for various categories of agricultural service businesses, such as vineyard management firms or farm labor contractors. Thus, workers hired through contractors are included along with those directly employed by farm operators.

Since the early 1990s, hired farm laborer employment has increased substantially in Napa County, from an annual average of 3,114 during 1987-89 to 4,982 in the period 2002-04. This represents a significant increase of 60% over the fifteen-year interval. On the other hand, the reported total number of employers remained nearly the same: 349 during 1987-89 vs. 342 in 2002-04. These findings are shown in Figure 23.

Figure 23: Farm Employment, Napa County, 3-Year Averages, 1987-89 vs. 2002-04

	<i>1987-89 (3-Year Average)</i>	<i>2002-04 (3-Year Average)</i>
Employment	3,114	4,982
Employers (Reporting Units)	349	342

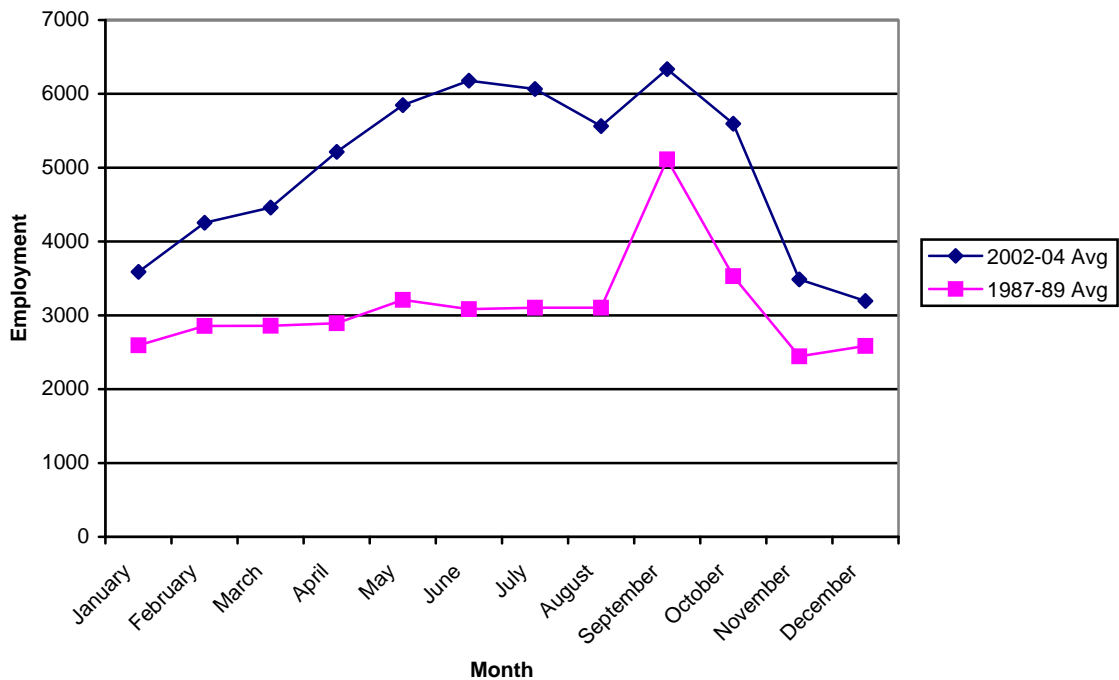
Sources: EDD, Agricultural Employment (1987-89); EDD, QCEW (2002-04).

Caution must be used in interpreting the findings reported in Figure 23. First, reported employment includes all employees, both workers directly engaged in farm tasks as well as office and administrative workers. Second, as further discussed elsewhere (Villarejo 2003), there is substantial evidence that some multi-county employers with

administrative headquarters out-of-county report all of their employment in their home county, even if they have substantial numbers of workers in Napa County. Thus, their Napa County employees would be attributed elsewhere. Conversely, some multi-county employers headquartered in-county report all of their employment as though it is in Napa County, even if they have significant numbers of workers employed in other counties.

One of the most remarkable findings of reported hired farm workers employment is the dramatic change over the past 15 years in the pattern of reported monthly employment. Not only has peak monthly employment increased, but substantial increases occurred in every month. The 3-year averages of monthly employment for 1987-89 as compared with 2002-04 is shown in Figure 24. During the period 1987-89, peak monthly employment was significantly greater than employment during the remainder of the year, jumping by two-thirds as compared with the two preceding months. However, by 2002-04, peak employment extends for several months. And farm employment during every month during 2002-04 was substantially greater than during the earlier period, in particular in April and May, when it was up by 80%.

Figure 24: Monthly Farm Employment, 3-Year Average 1987-89 vs. 2002-04, Napa County, California



These findings suggest that there may be a significant increase in the number of regular or year-round farm laborers employed on Napa County farms. Similarly, peak employment during the grape harvest has increased by more than 1,200 individuals

during this 15-year interval, suggesting that there are now many more short-term seasonal workers during the recent period.

As discussed previously, there are several shortcomings of these data. For example, the QCEW reports indicate that just 12 Napa farm labor contractors reported hired workers in 2004. However, there were 41 farm labor contractors registered with the Napa County Agricultural Commissioner as of December 20, 2005. Nearly half (20) have out-of-county business addresses. Some of those on the current list of registrants are vineyard management companies that also operate a farm labor contractor business and are likely classified as farm management companies, not labor contractors, in the QCEW file.

It is likely that some, if not most, of the out-of-county farm labor contractors attribute their employment to another county. In a study of farm labor market intermediaries for the California Department of Industrial Relations that examined individual quarterly employment reports for the year 2000 submitted by agricultural employers in considerable detail, it was found that multi-county firms normally attribute all of their employment only to their headquarters county (Villarejo 2003). This can result in substantial distortion of reported county-level employment if there are a significant number of workers hired by multi-county agricultural businesses.

A second finding of the DIR report was that many farm labor contractor and farm management firms self-identify their business classification incorrectly to EDD, most often indicating their business as a farm, not as an agricultural service business. Examination of the year 2000 data for Napa County, which was studied in conjunction with the DIR report, shows that this effect was especially significant for Napa County farm management firms – employment in this category was understated by as much as 50% in the 3rd Quarter 2000. Correspondingly, employment by grape farm operators was significantly overstated, by as much as 30%. To illustrate the size of this effect, the data for September 2000 is summarized in Figure 25.

Figure 25: Napa County Farm Employment, September 2000, Selected SIC Codes, QCEW Reports & Corrected Totals

<i>Type of Employer (SIC Code)</i>	<i>Employment (QCEW)</i>	<i>Employment (Corrected)</i>
Grape Crop Farm (0172)	4,047	2,865
Farm Labor Contractor (0761)	158	191
Farm Management (0762)	1,725	2,874

The obvious and rather striking conclusion illustrated in Figure 25 is that farm employment reported by farm management firms in Napa County was very slightly greater than the corresponding figure reported by grape farm operators. It is important to realize that the total employment for the three SIC categories shown in Figure 25 remains the same after correction. Only the SIC category for incorrectly classified employers has

been reassigned. There were 17 employers that were misclassified: 16 should have been categorized as farm management firms, and one was a farm labor contractor.

This example indicates that EDD QCEW reports of Napa County employment and payroll for each of the categories of grape farm operators, farm labor contractors and farm management companies are probably incorrect. However, total employment for all three categories together is more reliable.

In 2000, these three categories of employers – grape farm, farm labor contractor, farm management – accounted for 94% of reported farm employment in Napa County. The only other category with significant numbers of workers in 2000 was ornamental floriculture and nursery crop production (SIC = 0181), which accounted for just 2% of Napa County farm employment.

Finally, it was also found in 2000 that at least 15 multi-county employers of farm labor that were active in Napa County, including farm labor contractors, farm management firms and grape farm operators, reported all of their employment in another county. It is not known whether this is still a significant reporting problem for recent years.

Appendix E: Data Limitations

There are a number of limitations to the data, which may affect the validity of the findings. These limitations include the following:

- The farmworker sample was selected from 20 distinct employers. This compares to a sample size of 150 for the employer survey. The difference in the number of employers between the employer survey and the farmworker survey may be associated with disparate estimates regarding the number of regular, temporary and seasonal employees.
- Farmworker survey administration began in late September, by which time an estimated 25% of the harvest was completed. A number of employers originally selected for inclusion in the sample had completed their harvest at that time and were therefore no longer eligible for participation in the survey.
- Finally, the farmworker survey took place during the 2006 harvest season only. The data therefore only reflect the characteristics of the Napa County farm labor force during the harvest, but not other times of the year, including pruning

Appendix F: Finding of Special Note from the Employer Survey with Farm Labor Contractors

Sample Frame. There were 20 FLCs registered with the Napa County Agricultural Commissioner who were active in during 2005 and who did not also operate a vineyard management business. There were an additional three FLCs with Napa County addresses, not registered with the agricultural commissioner, who had current licenses with the state Labor Commissioner's office (Division of Labor Standards Enforcement). All 23 of these will be described as "pure FLCs." It should be noted that a number of vineyard management companies operate separate FLC businesses and are registered as such with the agricultural commissioner. However, all of these latter firms were found to hold pesticide permits for the farms they manage and are therefore already included in the separate farm operator/vineyard management company sample frame.

FLC Sample. Interviews were conducted with 18 FLC businesses active in Napa during 2005. This represents three-quarters (78%) of the entire sample frame. Of the remaining five FLCs, just one declined to be interviewed; the other four could not be contacted despite repeated efforts. It is not known whether any or all of those four FLCs were active in Napa during 2005. Thus, this report will strictly limit its report of findings to those from the sample, and not seek to extrapolate to the full sample frame. It is possible that findings regarding FLC employment may be understated by an unknown amount.

Findings of special note:

- Only six of the eighteen FLCs in the sample were headquartered in Napa County.
- Every one of the twelve out-of-county FLCs reported all of their employment and wages to the Department of Employment Development (EDD) as though it was only in their headquarters county. Thus, none of their Napa County employment is reflected in reports on Napa County agricultural employment.
- The aggregate total number of persons employed in Napa County vineyards during 2005 by the six Napa county-based FLCs was 126.
- The aggregate total number of persons employed in Napa County vineyards by the twelve out-of-county FLCs in 2005 was 1,773, or fourteen times as many as employed by Napa county-based FLCs.

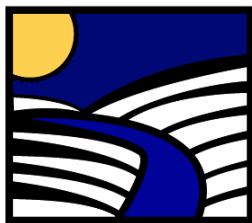
Figure 26: Number of Persons Employed by Farm Labor Contractors in Napa County

Category of workers	Napa County FLCs	Out-of-county FLCs
Regular workers (at least 7 mos.)	54	400
Seasonal workers (3 – 6 mos.)	18	1,105
Temporary workers (less than 3 mos.)	54	268
Total-all categories	126	1,773

- Some 454 FLC employees worked in Napa County vineyards at least seven months during 2005.
- There were 1,123 FLC employees working in Napa County vineyards between three and six months during 2005.
- Just 322 FLC employees worked in Napa County vineyards less than three months during 2005.
- Seven FLCs (39%) said their employees worked only in the Napa County wine grape harvest.
- Three FLCs (17%) said their employees worked only in non-harvest work in Napa County wine grapes, such as vine pruning, leaf thinning and planting new or replacing old vineyards.
- Eight FLCs (44%) said their employees worked in both harvest and non-harvest tasks in Napa County vineyards.
- When asked if their business had increased the number of persons they employed in Napa County vineyards during the last five years, three Napa County-based FLCs said it had increased or was unchanged and three said it had decreased.
- Among out-of county FLCs, seven said their business had the same or increased number of workers employed in Napa County vineyards, and just two said the number had decreased (three said they “didn’t know”).
- Three-quarters (75%) of FLC employees, or 1,428 persons, reside out-of-county and commute on a daily basis to their jobs. Some commute from Central Valley communities, such as Lodi and Stockton, and travel for as long as two and a half hours each way every workday. Just one-quarter of FLC employees (25%, or 471 individuals) reside in Napa County communities.

Appendix G: Farmworker Survey Instrument

**Encuesta de Vivienda
para los Trabajadores Agrícolas
en el Condado de Napa**



**CALIFORNIA
INSTITUTE FOR
RURAL STUDIES**

INTRODUCCIÓN

Hola, me llamo _____. Trabajo para el Instituto de Estudios Rurales de California. Estamos realizando una encuesta para el Condado de Napa, para identificar las necesidades de vivienda de los trabajadores agrícolas. Esta información servirá para mejorar las condiciones de vivienda de los trabajadores agrícolas. La encuesta dura aproximadamente media hora. Estamos dando \$10 a todas las personas que participan para agradecerles su tiempo. Todo lo que hablamos es completamente confidencial, no vamos a apuntar ni su nombre ni su dirección. Le interesa participar en esta encuesta?

1. ¿De dónde es usted?

¹ México → Estado: _____

² Otro país [*especifique*]: _____

³ Estados Unidos

⁴ No responde

2. ¿Tiene su residencia permanente en el condado de Napa?

Sí → ¿Dónde vive en el condado de Napa?

Ciudad/pueblo: _____

→ ¿Tiene algún plan para mudarse fuera del condado de Napa durante el próximo año?

Sí → ¿Por qué? _____

No

No sabe/responde

[PASE A Q9, EN LA PAGINA 52]

No

Para el/la entrevistador/a...

Las siguientes ciudades quedan dentro del condado de Napa:

- *Napa*
- *American Canyon*
- *Calistoga*
- *St. Helena*
- *Yountville*
- *Deer Park*
- *Oakville*
- *Pope Valley*
- *Rutherford*
- *Angwin*

Para más información, vea el mapa del condado de Napa al final de la encuesta.

3. ¿Vive de forma permanente en otro lugar?

Sí → ¿Dónde vive de forma permanente?

Ciudad/pueblo: _____

No tiene residencia permanente, sigue las cosechas [**PASE A Q5**]

4. Entre semana, cuando trabaja en el condado de Napa, ¿viaja todos los días desde su residencia permanente, o se queda en algún otro lugar dentro o más cerca del condado de Napa?

¹ Viaja todos los días desde su residencia permanente [**PASE A Q6**]

² Se queda en otro lugar dentro o más cerca del condado de Napa

5. ¿El lugar donde se queda entre semana cuando trabaja en el condado de Napa, está dentro del condado de Napa?

¹ Sí, está dentro del condado de Napa
→ ¿Dónde?

Ciudad/pueblo: _____
[**PASE A Q9, EN LA PAGINA 52**]

² No, está fuera del condado de Napa
→ ¿Dónde?

Ciudad/pueblo: _____

³ Se queda en varias ciudades/pueblos

6. ¿Porqué no se queda en el condado de Napa mientras trabaja aquí?
[MARQUE TODAS LAS QUE APLICAN]

¹ Tiene su casa en otro lugar, y puede viajar a Napa desde ahí

² Se queda con familia/amigos en otro lugar, y puede viajar a Napa desde ahí

³ No puede encontrar un lugar para vivir en el condado de Napa

⁴ Demasiado caro

⁵ Otro [*especifique*]: _____

⁶ No sabe/responde

7. ¿Preferiría tener su residencia permanente en el condado de Napa, si fuera posible?

Sí

No **[PASE A Q9]**

No sabe/responde **[PASE A Q9]**

No aplica, no tiene residencia permanente **[PASE A Q9]**

8. ¿Tiene algún plan para mudarse al condado de Napa?

Sí

No

No sabe/responde

9. Las preguntas siguientes tienen que ver con el lugar donde se queda entre semana, mientras trabaja en el condado de Napa, o sea... [**CONFIRME EL LUGAR**]

¿Cuánto tiempo tarda en llegar al trabajo desde el lugar donde se queda entre semana, mientras trabaja en el condado de Napa (o sea, solo de ida)?

_____ horas _____ minutos

No sabe/responde

10. ¿Cómo va a su trabajo? [**MARQUE TODAS LAS QUE APLICAN**]

¹ Coche propio

² Aventón/raite con amigos/compañeros/familiares

³ Viaja con un “raitero”, o una persona que lleva gente y cobra

⁴ Transporte público

⁵ Camina

⁶ Bicicleta

⁷ Otro [*especifique*]: _____

11. ¿Cuánto gasta en viajar al trabajo, de ida y vuelta?

\$ _____ por día semana mes

No sabe/responde

12. Entre semana, mientras trabaja en el condado de Napa, ¿en qué clase de vivienda vive?

¹ Casa

² Apartamento

³ Traila

⁴ Cuarto en una casa donde vive el dueño

⁵ Garaje

⁶ Motel

⁷ Campo laboral

→ ¿Cuál?: ¹ Calistoga ² River Ranch ³ Mondavi

Otro [*especifique*]: _____

⁸ Coche, tienda de campaña, refugio, en la calle, etc.

→ *Especifique*: _____

⁹ Otro [*describe*]: _____

¹⁰ No responde

13. ¿Vive en el rancho donde trabaja?

Sí

No

No responde

14. ¿Actualmente, con quién vive – o sea, en el lugar donde se queda entre semana mientras trabaja en el condado de Napa? [LEA LAS SIGUIENTES OPCIONES Y MARQUE TODAS QUE APLICAN]

		¿Cuántos?
A. Su esposo/a o pareja	<input type="checkbox"/> Sí <input type="checkbox"/> No	
B. Hijos <u>menores</u> de 18 años, propios o de su pareja	<input type="checkbox"/> Sí <input type="checkbox"/> No	
C. Hijos <u>mayores</u> de 18 años, propios o de su pareja	<input type="checkbox"/> Sí <input type="checkbox"/> No	
D. Sus padres	<input type="checkbox"/> Sí <input type="checkbox"/> No	
E. Otros familiares	<input type="checkbox"/> Sí <input type="checkbox"/> No	
F. Otros no-familiares	<input type="checkbox"/> Sí <input type="checkbox"/> No	

SI NO VIVE CON SU ESPOSO/A O PAREJA, O SI NO VIVE CON SU(S) HIJO(S), PASE A LA TABLA SIGUIENTE. SI VIVE CON LA FAMILIA, PASE A LA PRÓXIMA PÁGINA.

15. ¿Tiene...?	16. <i>Si es que sí,</i> ¿Dónde vive(n)?	17. ¿Preferiría que viviera aquí con ud.?
A. Esposo/a o pareja: <input type="checkbox"/> Sí <input type="checkbox"/> No	Ciudad/pueblo: _____ País: _____	<input type="checkbox"/> Sí <input type="checkbox"/> No
B. Hijos <u>menores</u> de 18 años, propios o de su pareja: <input type="checkbox"/> Sí <input type="checkbox"/> No	Ciudad/pueblo: _____ País: _____	<input type="checkbox"/> Sí <input type="checkbox"/> No

18. ¿Alquila, es dueño, o le prestan el lugar donde se queda entre semana, mientras trabaja en el condado de Napa?

¹ Alquila [SIGUE A Q19]

² Dueño [PASE A Q24]

³ Es prestado [PASE A Q27]

SI ALQUILA...

19. ¿Cuánto es el pago de alquiler que corresponde a usted en el lugar donde se queda entre semana, mientras trabaja en el condado de Napa?

\$ _____ por día semana mes

No responde

20. ¿Para cuántas personas paga el alquiler (incluyendo a usted mismo)? # _____

21. ¿Paga usted el alquiler de toda la vivienda, o lo comparte con varias personas?

¹ Paga todo el alquiler

² Lo comparte con otras personas

→ ¿Cuál es el monto total del alquiler, o sea, para toda la vivienda?

\$ _____ por día semana mes

No sabe/responde

22. ¿El contrato de arrendamiento está a su nombre [o de su esposo/a]?

Sí No No sabe/responde

23. ¿Está algún recibo de pago (luz, gas, o teléfono) a su nombre [o de su esposo/a]?

Sí No No sabe/responde

[PASE A Q27]

SI ES DUEÑO...

24. ¿Cuánto es el pago mensual de hipoteca que corresponde a usted?

\$ _____

No responde

25. Su casa es propia, o sea, solo de su familia, o la compró con otra(s) familia(s) o personas?

¹ Casa propia

² La compró con otros

→ ¿Cuánto es el pago mensual de hipoteca de toda la casa?

\$ _____

No sabe/responde

26. ¿Recibe algunos ingresos de inquilinos o gente que renta?

Sí → ¿Cuánto recibe? \$ _____ por día semana mes

No sabe/responde

No

27. ¿Cuánto le corresponde pagar cada mes de los siguientes servicios en el lugar donde se queda entre semana mientras trabaja en el condado de Napa?

A. Luz y Gas (PG&E)	\$ _____	<input type="checkbox"/> Nada, está incluido en el alquiler	<input type="checkbox"/> No sabe
B. Agua	\$ _____	<input type="checkbox"/> Nada, está incluido en el alquiler	<input type="checkbox"/> No sabe
C. Basura	\$ _____	<input type="checkbox"/> Nada, está incluido en el alquiler	<input type="checkbox"/> No sabe

O, SI LOS PAGA JUNTOS:

Luz, gas, agua y basura	\$ _____	<input type="checkbox"/> Nada, está incluido en el alquiler	<input type="checkbox"/> No sabe
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28. Sin contar baños, ¿cuántos cuartos hay en el lugar donde se queda entre semana, mientras trabaja en el condado de Napa?

29. ¿Cuántas recámaras hay?

30. ¿Alguien en la casa usa algún cuarto aparte de las recámaras para dormir?

Sí → ¿Qué otros cuartos se usan para dormir? [**MARQUE TODAS LAS QUE APLICAN**]

Sala Comedor Cocina Pasillo Garage

Otro [*especifique*]: _____

No

31. ¿Tiene los siguientes servicios en el lugar donde se queda entre semana, mientras trabaja en el condado de Napa? Dígame también si algo no sirve.

	¿Tiene?	¿Sirve?
Agua caliente entubada	<input type="checkbox"/> Sí <input type="checkbox"/> No	<input type="checkbox"/> Sí <input type="checkbox"/> No
Agua fría entubada	<input type="checkbox"/> Sí <input type="checkbox"/> No	<input type="checkbox"/> Sí <input type="checkbox"/> No
Excusado, con drenaje	<input type="checkbox"/> Sí <input type="checkbox"/> No	<input type="checkbox"/> Sí <input type="checkbox"/> No
Tina o Regadera	<input type="checkbox"/> Sí <input type="checkbox"/> No	<input type="checkbox"/> Sí <input type="checkbox"/> No
Estufa	<input type="checkbox"/> Sí <input type="checkbox"/> No	<input type="checkbox"/> Sí <input type="checkbox"/> No
Parrilla eléctrica	<input type="checkbox"/> Sí <input type="checkbox"/> No	<input type="checkbox"/> Sí <input type="checkbox"/> No
Refrigerador	<input type="checkbox"/> Sí <input type="checkbox"/> No	<input type="checkbox"/> Sí <input type="checkbox"/> No
Calefacción central (no un calentador portátil)	<input type="checkbox"/> Sí <input type="checkbox"/> No	<input type="checkbox"/> Sí <input type="checkbox"/> No
Aire acondicionado	<input type="checkbox"/> Sí <input type="checkbox"/> No	<input type="checkbox"/> Sí <input type="checkbox"/> No
Teléfono (normal o celular)	<input type="checkbox"/> Sí <input type="checkbox"/> No	

32. ¿Ha tenido alguno de los siguientes problemas durante los últimos dos años en algún lugar donde ha vivido mientras trabajaba en el condado de Napa? **[LEA LAS SIGUIENTES OPCIONES Y MARQUE TODAS QUE APLICAN]**

[SI EL/LA ENCUESTADO/A ES DUEÑO, PASE A LA LETRA C]

Pidió al dueño reparar algo, y:	
A. Se tardó mucho en hacerlo, o	<input type="checkbox"/> Sí <input type="checkbox"/> No
▪ Se negó completamente en hacerlo	<input type="checkbox"/> Sí <input type="checkbox"/> No
▪ Tuvo problemas con su vivienda, pero no le pidió al dueño repararlo por miedo de ser sacado/a	<input type="checkbox"/> Sí <input type="checkbox"/> No
B. Le negaron la vivienda por falta de dinero para pagar el depósito	<input type="checkbox"/> Sí <input type="checkbox"/> No
C. Le negaron la vivienda por ser trabajador/a agrícola	<input type="checkbox"/> Sí <input type="checkbox"/> No
D. No podía pagar la renta o hipoteca, porque una persona con quien vivía no podía pagar su parte	<input type="checkbox"/> Sí <input type="checkbox"/> No
E. No pudo conseguir servicios sociales o de salud por falta de documentos con su nombre y dirección, tal como un contrato de alquiler o un recibo de luz o agua	<input type="checkbox"/> Sí <input type="checkbox"/> No
F. Sintió mucho estrés o nervios por el ruido excesivo o por falta de privacidad	<input type="checkbox"/> Sí <input type="checkbox"/> No
G. Tuvo problemas de salud por la humedad, o sea moho o hongos, en su vivienda	<input type="checkbox"/> Sí <input type="checkbox"/> No

33. ¿Ha tenido algún otro problema con respecto a la vivienda durante los últimos dos años, en algún lugar donde ha vivido mientras trabajaba en el condado de Napa?

Sí

→ Cuál? _____

No

No sabe/responde



34. En los últimos doce meses, ¿alguna vez ha tenido dificultades en pagar la renta o hipoteca en algún lugar donde ha vivido mientras trabajaba en Napa?

- Sí
- No [PASE A Q38]
- No sabe/responde [PASE A Q38]
- No aplica, le prestan un lugar [PASE A Q39]

35. ¿Qué ha hecho para poder pagar la renta o hipoteca? [LEA LAS SIGUIENTES OPCIONES Y MARQUE TODAS QUE APLICAN]

¹ Pidió prestado → ¿A quién? [MARQUE TODAS QUE APLICAN]

¹ Familiares o amigos

² Patrón

³ Un prestamista particular

⁴ Banco

⁵ Una organización comunitaria

⁶ Otro [especifique]: _____

² Tomó un préstamo de día de pago

³ Usó su tarjeta de crédito

⁴ Recibió asistencia de emergencia para la renta

⁵ Buscó otros inquilinos para compartir la renta

⁶ Gastó menos en otras necesidades, como comida o atención médica

⁷ Otro [especifique]: _____

**SI PIDIÓ PRESTADO O USÓ SU TARJETA DE CRÉDITO, SIGUE A Q36.
SI NO, PASE A Q38.**

36. ¿Cuántas veces durante los últimos doce meses pidió prestado o usó su tarjeta de crédito para pagar la renta o hipoteca?

37. Pensando en la última vez que pidió prestado o usó su tarjeta de crédito:

A. ¿Qué fue el monto?

\$ _____

No sabe/responde

B. ¿Le cobraron intereses?

Sí → ¿Cuánto? _____% por día semana mes año

No sabe/responde

No

38. En los últimos doce meses, ¿alguna vez tuvo que gastar menos en la comida o la atención médica para poder pagar la renta o hipoteca en un lugar donde ha vivido mientras trabajaba en Napa?

- Sí
- No
- No sabe/responde

39. ¿Ha oído de programas que ofrecen renta reducida, o ayuda con la renta, para personas de bajos ingresos? Por ejemplo, HUD, la Sección 8, vivienda pública para los trabajadores del campo, o asistencia de emergencia para la renta.

- Sí → ¿Cuál programa(s)? _____
- No
- No sabe/responde

40. Alguna vez, ¿se ha quedado en un campo laboral en el condado de Napa?

- Sí → ¿Piensa quedarse allí de nuevo algún día? Sí [PASE A Q42]
- No
- No sabe/responde
- No
- No sabe/responde

41.¿Por qué no...[ESCOGE LA FRASE APROPRIADA]

- ...piensa quedarse en un campo laboral de nuevo?
- ...se ha quedado en un campo laboral nunca?

[MARQUE TODAS LAS QUE APLICAN]

- ¹ No ha oído de los campos laborales
- ² No había cupo
- ³ Demasiado caro
- ⁴ Ubicación – no está accesible al trabajo
- ⁵ Ubicación – no está accesible al otros servicios (compras, escuela, etc.)
- ⁶ Trabaja de noche – no puede entrar
- ⁷ No se puede tener visitas de afuera
- ⁸ No se puede tomar alcohol
- ⁹ No se puede tocar música recio
- ¹⁰ No me gusta la comida
- ¹¹ No quiero pagar por la comida
- ¹² No está abierto todo el año
- ¹³ No quiero que los demás se metan en mi situación de vivienda
- ¹⁴ No hay opciones para gente con familias
- ¹⁵ No aceptan gente sin documentos
- ¹⁶ Otro [*especifique*]: _____
- _____

42.¿Regresó a México o su país de origen durante el último invierno?

Sí → [PASE A Q47]

No

No responde

43.¿Pasó el invierno en el condado de Napa u otro sitio?

¹ Condado de Napa

² Otro sitio

44.¿Hubo un tiempo cuando se quedó sin trabajo durante el último invierno?

Sí

No [PASE A Q47]

No responde [PASE A Q47]

45.¿Por cuánto tiempo se quedó sin trabajo? _____ semanas meses

No sabe/responde

46. ¿Cómo hizo para pagar la renta durante aquel tiempo? [MARQUE TODAS LAS QUE APLICAN]

- ¹ Pagó con ahorros personales
- ² Estaba trabajando su esposo/a o pareja
- ³ Tuvo ingresos del seguro de desempleo
- ⁴ Pidió un préstamo
- ⁵ Vivió con más personas para bajar los costos
- ⁶ Pagó menos por otras necesidades
- ⁷ Tuvo que salir de su vivienda
- ⁸ Otro [*especifique*]: _____

EMPLEO E INGRESOS

47. Ahora, quiero hacerle algunas preguntas sobre su trabajo actual. ¿Cuál es su puesto actual?

- ¹ Trabajador general
- ² Trabajador especializado – riego, tractorista, maquinaria, pesticidas, etc.
- ³ Mayordomo/supervisor
- ⁴ Otro [*especifique*]: _____

48. Ahora, durante la cosecha, ¿Le pagan por hora, por contrato o por sueldo?

Hora → ¿Cuánto gana por hora? \$ _____

¿Cuántas horas trabajó la semana pasada? _____

Por contrato → ¿A cómo le pagan?

\$ _____ por tonelada

otra cantidad [*especifique*]: _____

Sueldo → ¿Cuál es su sueldo?

\$ _____ por semana quincena mes año

49. Actualmente, en la cosecha, ¿cuántas horas trabaja por día en promedio?

No sabe/responde

50. ¿Son suficientes horas?

Sí No No sabe/responde

51. ¿Cuál fue el valor de su último cheque o pago?

\$ _____

No sabe/responde

52. ¿Por cuánto tiempo le pagaron eso?

¹ Un día ² Una semana ³ Una quincena ⁴ Un mes

⁵ Otro [*especifique*]: _____

53. Aproximadamente, ¿cuánto ganó usted el año pasado, antes de impuestos y otras deducciones?

\$ _____

No sabe/responde

54. ¿Qué cantidad de lo que ganó usted el año pasado fue del trabajo de campo?

Todo

Un parte, que fue: \$ _____

No sabe/responde

55. **SI TIENE ESPOSO/A O PAREJA QUE VIVE EN LOS ESTADOS UNIDOS**, Aproximadamente, ¿cuánto ganó su esposo/a o pareja el año pasado, antes de impuestos y otras deducciones?

\$ _____

No sabe/responde

56. ¿Recibió algún otro ingreso del trabajo el año pasado, como bonos o reparto de ganancias?

Sí → ¿Cuánto recibió? \$ _____ No sabe/responde

No

No sabe/responde

57. ¿Mandó algún dinero a su familia en México [o su país de origen] durante los últimos doce meses?

Sí → ¿Cuánto mandó el mes pasado?

\$ _____ No sabe/responde

→ ¿Cuánto mandó en total durante los últimos doce meses?

\$ _____ No sabe/responde

No

No sabe/responde

58. Ahora quiero hacerle unas preguntas sobre cuando ha vivido o ha trabajado en el condado de Napa durante los últimos doce meses.

Para el/la entrevistador/a: Para llenar el siguiente cuadro, pregunte por cada mes del último año si el encuestado/a vivió en el condado de Napa y si trabajó en el condado de Napa. Si vivió o trabajó en el condado de Napa, pregunte a qué se dedicaba. Si estaba trabajando, pregunte también qué tipo de empleador le pagaba su cheque, y cuántas horas trabajaba por semana, al promedio. Si no sabe el tipo de empleador, escribe el nombre del empleador.

Mes	¿Vivió en el condado de Napa?		¿Trabajó en el condado de Napa?		<i>Si vivió o trabajó en el condado de Napa, ¿A qué se dedicaba?</i>	¿Qué tipo de empleador le pagaba su cheque?	¿Cuántas horas por semana trabajaba?
	Sí	No	Sí	No			
Agosto 2006	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Julio 2006	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Junio 2006	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Mayo 2006	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Abril 2006	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Marzo 2006	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Feb 2006	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Enero 2006	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Dic 2005	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Nov 2005	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Oct 2005	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

Códigos para el Cuadro

¿A qué se dedicaba?

TC = Trabajo del campo

TFA = Trabajo fuera de la agricultura

D = Desempleado/a

V = Vacaciones

Tipo de Empleador

R = Ranchero

EMV = Empresa de manejo de viñedos

C = Contratista

AT = Agencia de empleos temporales

ESA = Empresa de servicios agrícolas especiales

EE = Empresa empaadora

FA = Empleador fuera de la agricultura

NS = No sabe/responde

NA = No aplica

59.¿Cuántos empleadores distintos tuvo ud., trabajando en el campo en Napa, durante los últimos doce meses?

60.Ahora, pensando en el futuro, ¿piensa trabajar en el condado de Napa de nuevo el próximo año?

Sí [**PASE A Q62**]

No

No sabe/responde

61.¿Por qué no piensa trabajar en el condado de Napa el próximo año?
[MARQUE TODAS LAS QUE APLICAN]

¹ No hay suficiente trabajo – en general

² No hay suficiente trabajo – durante la cosecha

³ Los sueldos han bajados

⁴ La vivienda está muy cara

⁵ La vivienda está muy cara para llevar a la familia

⁶ Piensa buscar trabajo fuera de la agricultura

⁷ Piensa jubilarse

⁸ Piensa regresar a México o a su país de origen

⁹ Piensa buscar trabajo en el campo más cerca de su lugar permanente de residencia

¹⁰ Otro [*especifique*]:

INFORMACION DEMOGRAFICA

Ahora le tengo unas últimas preguntas. Quiero recordarle que todo lo que hablamos es completamente confidencial, y no tiene que responder a ninguna pregunta que prefiere no contestar.

62. ¿Qué edad tiene ud.? # _____

63. ¿En que año vino a trabajar en los Estados Unidos por primera vez?

64. ¿En que año vino a trabajar en el condado de Napa por primera vez?

65. ¿Habla algún dialecto indígena, aparte del inglés y español? (como Mixteco, Zapoteco, etc.)

Sí → ¿Cuál dialecto habla? _____

No

66. ¿Cuál es su estatus de residencia en los Estados Unidos?

¹ Con documentos

² Sin documentos

³ Documentos en trámite

⁴ No responde

67. Aparte del costo, ¿cuáles son las cosas más importantes que usted toma en cuenta cuando busca vivienda en o cerca del condado de Napa?

68. En su opinión, ¿cómo se puede mejorar la vivienda para los trabajadores agrícolas que trabajan en el condado de Napa?

69. ENTREVISTADOR/A, ANOTE SI EL/LA ENCUESTADO/A ES:

¹ Hombre ² Mujer

70. ENTREVISTADOR/A, CONFIRME EL NOMBRE DEL EMPLEADOR DE EL/LA ENCUESTADO/A (BASADO EN LA INFORMACION QUE RECIBIÓ SOBRE EL/LA ENCUESTADO/A)

Estas son todas las preguntas que tengo. Muchísimas gracias por su participación en esta encuesta. ¿Tiene alguna pregunta para mi?

ENTREVISTADOR/A: REPARTA LOS \$10 Y PIDALE AL ENCUESTADO/A QUE FIRME LA HOJA DE CONFIRMACIÓN.

TAMBIÉN REPARTA LA HOJA DE INFORMACIÓN SOBRE RECURSOS DE VIVIENDA.

ENTREVISTADOR/A, POR FAVOR LLENE LA SIGUIENTE INFORMACION:

Nombre de el/la entrevistador/a:

Fecha de la entrevista: _____

¿Cree que el encuestado/a le dio información correcta?

Sí No No estoy seguro/a

Notas/comentarios:

Appendix H: Employer/Vineyard Management Company Survey Instrument

Napa County Farmworker Housing Assessment - Employer Survey: Growers and Vineyard Management Companies

Introduction

Hello. My name is _____. I'm calling from the California Institute for Rural Studies, and am following up on a letter we recently sent you regarding an assessment of farmworker housing that has been commissioned by Napa County. Do you recall receiving that letter? The assessment will provide Napa County with information about the housing status of farmworkers and recommendations for improving that. We're conducting a survey of agricultural employers as part of that process, to identify issues associated the demand for farm labor. The survey takes about 15-20 minutes, and any information you provide us is completely confidential. Would you be interested in participating in this survey?

IF YES: We're mostly asking questions about production practices and numbers of employees. Would you be the best person to talk to about that?

IF YES: Is this a good time for you?

IF NO: Who would be the best person to speak with about that?

Questions

Demand for Labor

The questions in this section concern the number of field workers that were on your payroll and worked on farms you operated or managed in Napa County during 2005. These questions refer only to people you hired directly in 2005 that worked in the fields. They do not refer to management, office or winery employees, unless they worked in the vineyards, for example, supervising farmworkers.

1. Did you hire any field workers directly in 2005, that is, people that were on your payroll and worked in the fields, including foremen and supervisors? ___ Yes ___
No

IF NO, SKIP TO Q. 7

- 1a. How many field workers were on your payroll in 2005? _____
2. Approximately how many employees worked for you for 7 months or longer in 2005? _____
3. How many worked for you for between 3 and 6 months in 2005? _____
4. How many worked for you less than 3 months in 2005? _____

5. During the harvest, what was the total number of direct hire employees working in the fields? _____
6. About how many hours per day did your field workers work during the harvest in 2005? _____
7. Was anyone working on a farm that you operated or managed in 2005 employed by a farm labor contractor, vineyard management company or custom service provider?

 Yes No
8. Thinking about the winegrape acreage you operate or manage, would you say the number of workers that you hire directly has increased, decreased or stayed the same during the past 5 years?

 Increased Decreased Same NA (no direct hires) Don't Know
- 9a. Would you say your overall demand for labor, per acre of vineyard, has increased, decreased or stayed the same during the past five years?

 Increased Decreased Same Don't Know
- 9b. **IF INCREASED:** Has that resulted in any changes in employment patterns, for example, more work throughout the year, hiring more people during peak periods, hiring more contract labor, etc?
10. Do you believe your demand for labor, per acre of vines, will increase, decrease or stay the same during the next 5 years?

 Increased Decrease Same Don't Know

Production

The following questions refer to production practices on the acreage you own or manage. Please note that these questions refer ONLY to acreage located in NAPA COUNTY and to 2005.

- 11a. In 2005, what was the total winegrape acreage in Napa County that you farmed for yourself? _____
- 11b. In 2005, what was the total winegrape acreage in Napa County that you managed for others? _____

- 12a. Of that total acreage, how many acres were bearing in 2005? _____
- 12b. Of that total acreage, how many acres were non-bearing in 2005? _____
13. Have you mechanized any of the following activities during the past 5 years?
- a. Harvesting: ___ Yes ___ No
 - b. Pruning: ___ Yes ___ No
 - c. Weed control: ___ Yes ___ No
 - d. Have you mechanized anything else? ___ Yes ___ No
 - e. Specifically, what else have you mechanized?:
- 14a. Do you foresee any changes in your use of mechanization during the next five years?
 ___ Yes ___ No ___ Not Sure
- 14b. **IF YES:** Which changes do you foresee?

Housing

15. Does your farm or company currently provide housing for farmworkers in Napa County?
 ___ Yes ___ No

IF NO, SKIP TO Q. 20c

16. Do you provide housing for supervisors, permanent employees or seasonal workers? (CHECK ALL THAT APPLY)
- a. ___ Supervisors
 - b. ___ Permanent employees
 - c. ___ Seasonal employees

17. Do you provide housing for unaccompanied males, families or both? (CHECK ALL THAT APPLY)

a. _____ Unaccompanied males → How many beds do you have for unaccompanied males?

b. _____ Families → How many units do you have for families? _____

18. What is the cost of the housing that you provide?

a. Unaccompanied males: \$ _____ per: __ day __ week __ month

b. Families: \$ _____ per: __ day __ week __ month

19a. Are there currently any vacancies? ___ Yes ___ No

19b. **IF YES:** Why do you think that is? _____

20a. Do you plan to continue providing housing for farmworkers?
___ Yes ___ No ___ Not Sure

20b. **IF NO, OR NOT SURE:** Why is that?

20c. **IF YOU PLAN TO CONTINUE TO NOT PROVIDE HOUSING:** Why is that?

21. Do you think the amount of housing currently available for farmworkers in Napa County is sufficient or insufficient?

_____ Sufficient _____ Insufficient _____ Not Sure

22. Napa County is interested in improving housing conditions for farmworkers. What recommendations do you have in that regard? (e.g., New farmworker camps; family housing; housing for solo males; emergency rental assistance; more affordable housing options, other?)

23a. We would like to conduct a survey with a sample of farmworkers as part of this assessment to get a better understanding of their housing needs. We will interview workers on days off or after hours, in order not to interfere with their work schedules. Would you be willing to help us obtain access to some of your employees as part of that process?

___ Yes ___ No ___ Maybe

23b. **IF YES OR MAYBE:** Who should we contact to set that up or discuss that further?

Name: _____

Title: _____

Contact information:

Phone _____ Cell _____ Email _____

DETAILED EXPLANATION OF FARMWORKER SURVEY METHODOLOGY:

We would like to meet with your human resources manager, supervisor or foreman at a mutually convenient time, and ask to see a list of everyone on your payroll at that time, by crew. We will randomly select two employees per crew to include in our survey in August or September of this year. We will also select backup names, in case it's not possible to interview the first people selected. If possible, it would be helpful to meet those employees when we meet with your staff, to introduce ourselves and set up a time to meet with them. If it is not possible to meet the selected employees at that time, we will ask for contact information for them, so we can contact them at a later time. We will be providing all participating employees with \$10, as a means of thanking them for their participation in the survey.

24. Those are all the questions I have for you. Do you have any questions for me about this study, or any additional comments about farmworker housing conditions in Napa County?

Respondent Information:

Respondent name: _____

Name of Farm or Business: _____

**WE LOOK FORWARD TO DISCUSSING THIS FURTHER WITH YOU AND
THANK YOU VERY MUCH FOR YOUR TIME.**

Appendix I: Farm Labor Contractor Survey Instrument

Introduction

Hello. My name is _____. I'm calling from the California Institute for Rural Studies, to follow up on a letter we recently sent you regarding an assessment of farmworker housing that has been commissioned by Napa County and is supported by Napa County Farm Bureau, Grape Growers Association and Napa Valley Vintners. Do you recall receiving that letter? This study will provide information that will identify ways to improve housing for farmworkers. We're conducting a brief survey of agricultural employers, including farm labor contractors, to help us better understand these issues. The survey takes about 15 minutes, and is completely confidential. Do you have a few minutes for this?

IF YES: We're mainly interested in information about numbers of employees. Would you be the best person to talk to about that?

IF YES: Is this a good time for you? → IF NO: When would be a good time?

IF NO: Who would be the best person to speak with about that?

Questions

Demand for Labor

I have a few questions about the number of field workers that were on your payroll during 2005.

9. How many people were on your payroll in 2005? _____
10. How many of the people on your payroll in 2005 worked on farms in Napa County?

11. Of those, how many worked in Napa County for 7 months or more in 2005? _____
12. How many worked in Napa County between 3 and 6 months in 2005? _____
13. How many worked in Napa County for less than 3 months in 2005? _____
14. Has the number of employees working in Napa County increased, decreased, or stayed the same during the last 5 years?
_____ Increased _____ Decreased _____ Same _____ DK _____ Refused
15. In which communities do you recruit people who work on farms in Napa County?

List communities: _____

16. What percentage of your employees working in Napa County live outside of Napa County and its neighboring counties (Solano, Sonoma and Yolo and Lake)?
Percentage _____%

17. At what times of year do you provide labor for farms in Napa County (check one):
 Harvest only
 Non-harvest only
 Both harvest and non-harvest

Housing

18. Does your company currently provide housing in Napa County for your field workers?

Yes No

If NO: Do you plan to continue to NOT provide housing? → Why not?

IF NO to Q. 10, SKIP TO Q. 16

19. Who do you provide housing for? (CHECK ALL)

Supervisors

Permanent employees

Seasonal employees

20. Do you provide housing for unaccompanied males, families or both? (CHECK ALL)

Unaccompanied males → How many beds do you have? _____

Families → How many units do you have? _____

21. What is the cost of the housing that you provide?

a. Unaccompanied males: \$ _____ per: ___ day ___ week ___ month

b. Families: \$ _____ per: __ day __ week __ month

22. Are there currently any vacancies? ___ Yes ___ No

IF YES: Why do you think that is? _____

23. Do you plan to continue providing housing for farmworkers?

___ Yes ___ No ___ Not Sure

IF NO, or NOT SURE: Why not?

24. Do you think the amount of housing currently available for farmworkers in Napa County is sufficient or insufficient?

_____ Sufficient ___ Insufficient ___ DK

25. Napa County is interested in improving housing conditions for farmworkers. What recommendations do you have in that regard? (Probes: new farmworker camps; family housing; housing for solo males; emergency rental assistance; more affordable housing options, other?)

26. We would like to conduct a survey with a sample of farmworkers as part of this assessment, to get a better understanding of their housing needs. We will interview workers on days off or after hours, in order not to interfere with their work schedules. Would you be willing to help us obtain access to some of your employees as part of that process?

Yes ___ No ___ Maybe ___

IF YES OR MAYBE: Who should we contact to set that up or discuss that further?

Name: _____

Title: _____

Contact information:

Phone _____

Cell _____

Email _____

IF THEY ASK FOR MORE INFORMATION, EXPLAIN METHODOLOGY IN MORE DETAIL. We would like to meet with you or your human resources manager a mutually convenient time, and ask to see a list of everyone on your payroll at that time,

by crew. We will randomly select two employees per crew to include in the survey. We will also select backup names, in case it's not possible to interview the first people selected. If possible, it would be helpful to meet those employees when we meet with your staff, to introduce ourselves and set up a time to meet with them. If it is not possible to meet the selected employees at that time, we will ask for contact information for them, so we can contact them at a later time. We will be providing all participating employees with \$10, as a means of thanking them for their participation in the survey.

27. Those are all the questions I have for you. Do you have any questions for me about this study, or any additional comments about farmworker housing conditions in Napa County?

INTERVIEWER – NOTE:

Respondent name: _____

Name of Business: _____

THANK YOU VERY MUCH FOR YOUR PARTICIPATION IN THIS SURVEY.