**U.S. Department of Labor**

Employment and Training Administration

Office of Foreign Labor Certification

Public Disclosure File: H-2A

Federal Fiscal Year: 2015

Reporting Period: *October 1, 2014 through September 30, 2015*

*Important Note: This public disclosure file contains administrative data from employers’ H-2A Applications for Temporary Labor Certification for Seasonal Agricultural Workers (ETA Form 9142) and the certification determinations processed by the Department’s Office of Foreign Labor Certification, Employment and Training Administration, where the date of the determination was issued on or after October 1, 2014, and on or before September 30, 2015.*

*When using the H-2A program data, you will notice that there are multiple case records containing the same case number (CASE\_NO). This situation occurs when the Department receives and processes H-2A applications filed by either (a) an association of agricultural producers who jointly employ workers with one or more of its association members, or (b) one or more individual employers who intend to jointly employ the workers. When these applications are received, one unique case number is assigned to the H-2A application and the first employer named on the application is data entered as the "master" record. Each subsequent employer with different information is data entered as a "sub" record using the same case number. Therefore, when analyzing H-2A program usage, we recommend using the total number of workers certified (NBR\_WORKERS\_CERTIFIED) listed on the "master" record (i.e., the first employer record listed in the series of duplicate case numbers), which represents the total unique number of workers certified for the entire H-2A application, including all of the "sub" employer records.*

*Analysis of H-2A program data using the "sub" employer records should be done with caution. For instance, the sum of the NBR\_WORKERS\_CERTIFIED for the "sub" employer records may or may not equal the "master" record. When the sum of the "sub" employer records is less than the "master" record, this likely means the association of agricultural producers will directly employ the remaining workers full-time. When the sum of the "sub" employer records is greater than the "master" record, this likely means there was a sudden post data entry change in one of the "sub" employer records while the H-2A application was being processed, and the case management record for that "sub" employer was not updated before the certification was issued, in accordance with statutory/regulatory processing times, to the association or individual employer listed as the "master" record. In other instances, some "sub" employer records may show "0" workers certified, which likely means that employer's farm or ranch is being used to house the workers for other "sub" employers listed on the H-2A application. And finally, although each "sub" employer record may contain a positive number of workers certified, it is important to understand that associations of agricultural producers have the authority to transfer more or less workers to each of its "sub" employers depending on that employer's need in relation to changing weather or market conditions to plant, cultivate, or harvest crops.*

| **FIELD** | **DESCRIPTION** |
| --- | --- |
| CASE\_NUMBER | Unique identifier assigned to each application submitted for processing to the ETA National Processing Center. |
| DECISION\_DATE | Date on which the last significant event or decision was recorded by the ETA National Processing Center. |
| VISA\_CLASS | Type of application submitted for processing. H-2A refers to applications submitted by, or on behalf of, employers seeking certification to employ foreign workers on a temporary basis to perform agricultural services or labor. |
| CASE\_RECEIVED\_DATE | Date the applications was received at the National Processing Center |
| CASE\_STATUS | Status associated with the last significant event or decision. Valid values include “Certification,” “Partial Certification,” “Denied”, and “Withdrawn” |
| CERTIFICATION\_BEGIN\_DATE | Actual date granted to an employer indicating when the need for the foreign workers to perform agricultural services or labor is expected to begin. |
| CERTIFICATION\_END\_DATE | Actual date granted to an employer indicating when the need for the foreign workers to perform agricultural services or labor is expected to end. |
| EMPLOYER\_NAME | Name of the employer requesting temporary labor certification. |
| EMPLOYER\_ADDRESS1 | Contact information of the Employer requesting temporary labor certification |
| EMPLOYER\_ADDRESS2 |
| EMPLOYER\_CITY |
| EMPLOYER\_STATE |
| EMPLOYER\_POSTAL\_CODE |
| EMPLOYER\_COUNTRY |
| EMPLOYER\_PROVINCE |
| EMPLOYER\_PHONE |
| EMPLOYER\_PHONE\_EXT |
| LAWFIRM\_NAME | Name of the Law Firm filing an H-2A application on behalf of the employer |
| AGENT\_ATTORNEY\_NAME | Name of Agent or Attorney filing an H-2A application on behalf of the employer |
| AGENT\_ATTORNEY\_CITY | City for the Agent or Attorney filing an H-2A application on behalf of the employer |
| AGENT\_ATTORNEY\_STATE | State for the Agent or Attorney filing an H-2A application on behalf of the employer |
| JOB\_TITLE | Title of the agricultural job |
| SOC\_CODE | Occupational code associated with the job being requested for temporary labor certification, as classified by the Standard Occupational Classification (SOC) System. |
| SOC\_TITLE | Occupational name associated with the SOC\_CODE |
| PRIMARY\_CROP | The employer's primary crop being worked by the foreign worker |
| NAIC\_CODE | Industry code associated with the employer requesting permanent labor certification, as classified by the North American Industrial Classification System (NAICS) |
| NBR\_WORKERS\_REQUESTED | Total number of foreign workers requested by the Employer(s) |
| NBR\_WORKERS\_CERTIFIED | Total number of foreign workers certified by the ETA National Processing Center |
| FULL\_TIME\_POSITION | Y = Full Time Position; N = Part Time Position |
| NATURE\_OF\_TEMPORARY\_NEED | Refers to the filing standard. Values include "Seasonal", "Peakload", "One-Time Occurrence", or "Intermittent or Other Temporary Need" |
| BASIC\_NUMBER\_OF\_HOURS | Total work hours offered each week |
| HOURLY\_WORK\_SCHEDULE\_AM | Proposed Work Schedule Start Time |
| HOURLY\_WORK\_SCHEDULE\_PM | Proposed Work Schedule End Time |
| BASIC\_RATE\_OF\_PAY | Rate of pay offered |
| BASIC\_UNIT\_OF\_PAY | Unit of pay. Valid values include “Hour", "Week", "Bi-Weekly", "Month", "Year" or "Piece Rate" |
| OVERTIME\_RATE\_FROM | Overtime Rate Starting Amount (if applicable) |
| OVERTIME\_RATE\_TO | Overtime Rate Ending Amount (if applicable) |
| SUPERVISE\_OTHER\_EMP | Y = Supervisory Position; N = Not a Supervisory Position |
| SUPERVISE\_HOW\_MANY | Number of Employees to Supervise |
| EDUCATION\_LEVEL | Highest level of education required for position. Variables include "None", "High School/GED", "Associates", "Bachelor's", "Master's", "Doctorate (PhD)", or "Other Degree (JD, MD, etc.)" |
| OTHER\_EDU | If "Other Degree (JD, MD, etc.) selected, specific diploma/degree |
| MAJOR | Field of study required for position |
| SECOND\_DIPLOMA | Y = Second degree required; N = No second degree is required |
| SECOND\_DIPLOMA\_MAJOR | If Secondary Degree Required, Area of Study |
| TRAINING\_REQ | Y = training is required; N = no training is required |
| NUM\_MONTHS\_TRAINING | If Additional Training Required, Number of Hours Needed |
| NAME\_REQD\_TRAINING | If Additional Training is required, list of names of training courses needed |
| EMP\_EXPERIENCE\_REQD | Y = Employment experience is required; N = No employment experience is needed |
| EMP\_EXP\_NUM\_MONTHS | If Job-Related Experience Required, Number of Month Needed |
| WORKSITE\_CITY | City information of the foreign worker's intended area of employment. |
| WORKSITE\_STATE | State information of the foreign worker's intended area of employment. |
| WORKSITE\_POSTAL\_CODE | Zip Code information of the foreign worker's intended area of employment. |
| OTHER\_WORKSITE\_LOCATION | Y = Additional Worksite Locations; N = No additional Worksite Location |
| ORGANIZATION\_FLAG | Refers to the filing status of the application. Values include “Association – Filing as Agent (H-2A Only)”, “Association – Joint Employer (H-2A Only)”, “Association – Sole Employer (H-2A Only)”, “H-2A Labor Contractor or Job Contractor”, “Individual Employer” |
| SWA\_NAME | State Workforce Agency Location |
| JOB\_IDNUMBER | Job Order Identification Number assigned by SWA |
| JOB\_START\_DATE | Job Order State Date |
| JOB\_END\_DATE | Job Order End Date |