

U.S. Department of Labor
 Employment and Training Administration
 Office of Foreign Labor Certification

Public Disclosure File: H-2A
 Federal Fiscal Year: 2016
 Reporting Period: October 1, 2015 through March 31, 2016

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, 2015, and on or before March 31, 2016.

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"

FIELD	DESCRIPTION
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.
PRIMARY/SUB	Type of employer listed on the application. "Primary" and "Sub"
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	
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

FIELD	DESCRIPTION
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

FIELD	DESCRIPTION
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