



mushrooms.canada

AGRICULTURAL LABOUR MARKET INFORMATION: MUSHROOM INDUSTRY WAGE SURVEY

Presented to:



CANADIAN AGRICULTURAL
HUMAN RESOURCE COUNCIL

Strengthening human resources in agriculture



serecon

G R O U P E

AGÉCO

OBJECTIVES

- **Main Objective**
 - Document salary conditions of employees in the mushroom sector
- **More Specifically**
 - Provide a short literature review on Canada's global agricultural labour market trends
 - Develop a profile for statistical comparisons and cross referencing
 - Determine the salary conditions for the reference year (monetary and non-monetary)

SURVEY METHODOLOGY

- Online survey from April to June 2017
 - Follow-up phone calls and emails to ensure participation
- Participants were recruited from Mushroom Canada’s membership and CAHRC BC collaborator
- Phase II: Conditions offered to harvesters

	Number of enterprises
Agreed to participate	16
Declined	3
Prolonged absence	1
Wrong information	2
No answers	12
Total	34

Farm Profile

PROFILE OF RESPONDENTS

Of the 16 respondents...

- Operate 25 mushroom producing facilities
- Covered 2,917 workers
 - 67 % of the total Canadian mushroom workforce
- TFW on 9 of the 16
 - Mostly via AG stream
- 12 of 16 enterprises with head offices in Ontario

RESPONDENT DEMOGRAPHIC

- Shows the breakdown of size of respondents and includes TFW
 - Most enterprises fit into the 11-50 employee or 100+ employee range

	Number	%
	n=16	
1 to 10 employees	3	19%
11 to 50 employees	6	38%
51 to 100 employees	1	6%
More than 100 employees	6	38%
Total	16	100%

CATEGORIZATION OF POSITIONS

- Four Categories of Workers that are almost always present on farms
 - **Farm Manager** – activities focus on planning and implementing the operation's vision and operational decision making
 - **Farm Supervisor** – Overseeing all operations and workers (performing and co-ordinating plant production activities)
 - **Farm Worker** – Mid-level and experienced worker (ex. Experienced harvester, maintenance worker, mushroom grower assistant, shipper)
 - **Farm Labourer** – Entry-level position (ex. New harvester, packer, preparation crew, sanitation crew)
 - **A 5th category: Mushroom Harvester – New Research**

CANADIAN EMPLOYEES

- Most (73 %) employees are Canadian workers

	Number of farms hiring those positions	Canadian workforce			
		Total	Total - More than 30 hours/week	Average number of full-time employees	Range of employees
Farm managers	15	180	180	12.0	1 - 137
Farm supervisors	12	76	76	6.3	1 - 30
Farm workers	15	529	297	19.8	1 - 241
Farm labourers	15	1343	626	41.7	3 - 708
Total --- Average		2128	1179		

TEMPORARY FOREIGN WORKERS

- TFW represent 27 % of the total workforce
 - But represent more than half (53%)of the full-time ‘Farm labourers’ in the sector
 - On enterprise that hire TFW ‘Farm labourers’, there is 2 TFW for every Canadian ‘Farm labourers’

	Number of farms hiring TFW at those positions	Temporary Foreign Workers			
		Total	Total - More than 30 hours/week	Average number of full-time employees	Range of employees
Farm managers	1	x	x	x	x
Farm supervisors	3	12	12	4.0	1 - 9
Farm workers	3	53	53	17.7	8 - 29
Farm labourers	8	719	719	89.9	1 - 275
Total --- Average		X	X		

Note: X represent information for less than 3 respondents or attached information.

VACANCIES

- Mushroom Growers Vacancy Research
 - 17 mushroom enterprises (workforce = 2,874)
 - Mushroom grower national vacancy rate is 9.5%
 - Primary agriculture national vacancy rate is 7%
 - Meat processing rural abattoir vacancy rate is 9.3%
 - 85% of the growers need harvesters
 - And almost 40% need Supervisors

Wages

BASE WAGE FOR CANADIAN AND TFW WORKERS

- Base wages offered to Canadian and TFW workers are regulated in every province
 - TFW rates are usually higher than minimum wage for Canadians

	Minimum Wage (Canadian Base Wage)	National Commodity List Federal Regulated Wage (TFW Base Wage)	
		Farm labourers	Farm workers
\$/hour			
British Columbia	10.85	10.85	15.00
Alberta	12.20	13.00	18.00
Saskatchewan	10.72	11.73	18.00
Manitoba	11.00	11.73	16.00
Ontario	11.40	12.00	14.00
Quebec	11.25	11.25*	11.25*
New Brunswick	11.00	13.00	13.79
Nova Scotia	10.85	11.76	12.00
Prince Edward Island	11.25	13.00	13.00
Newfoundland and Labrador	10.75	11.00	13.00

* Regulated under the Quebec's Ministère de l'Immigration, de la Diversité et de l'Inclusion.

WAGE RATE RANGE FOR CANADIAN WORKERS – LOW SKILLED POSITION

- Enterprises were asked to report the lowest and the highest wages they pay for each position

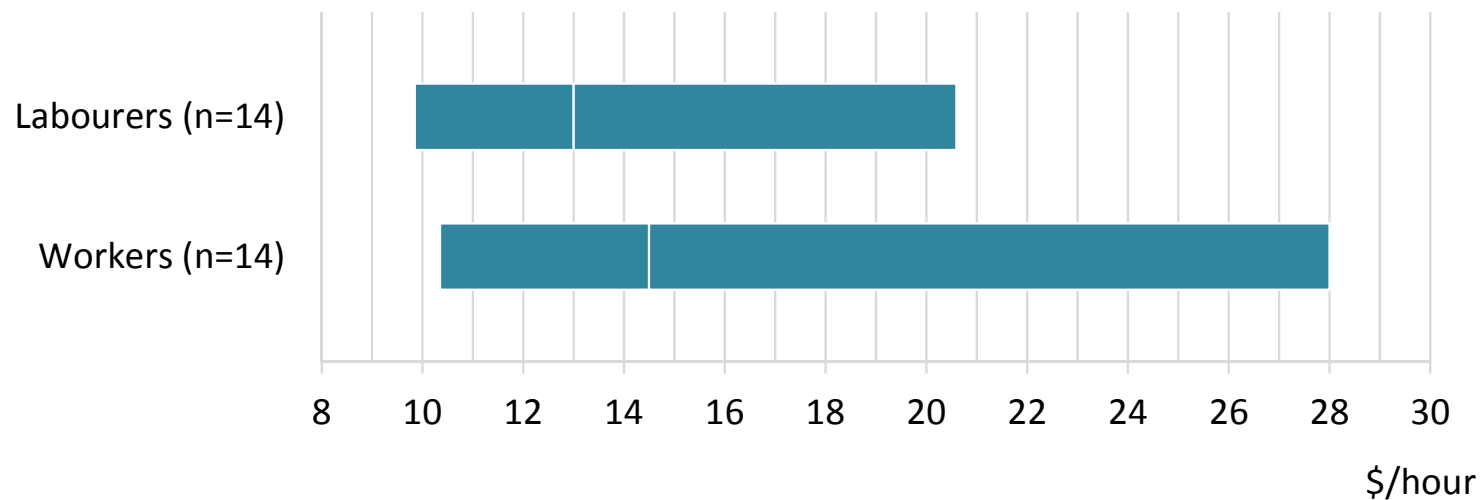
	Minimum	Average 3 lowest	Median	Average 3 highest	Maximum
	\$ /hour				
Labourers (n=14)	10.65	11.15	13.25	20.60	28.00
Workers (n=14)	10.65	11.27	15.00	28.00	28.00

Note: The median wage reported is the median of the extreme (min and max) wages offered in every enterprise. It shouldn't be seen as the median of the wages received by workers nor the median of median wages offered by employers. Excluding TFW.

- On an annual basis (40 h/week, 52 weeks), this represent \$23,000 to \$43,000 per year for 'Farm labourers'
- And between \$23,500 to \$58,200 per year for 'Farm workers'

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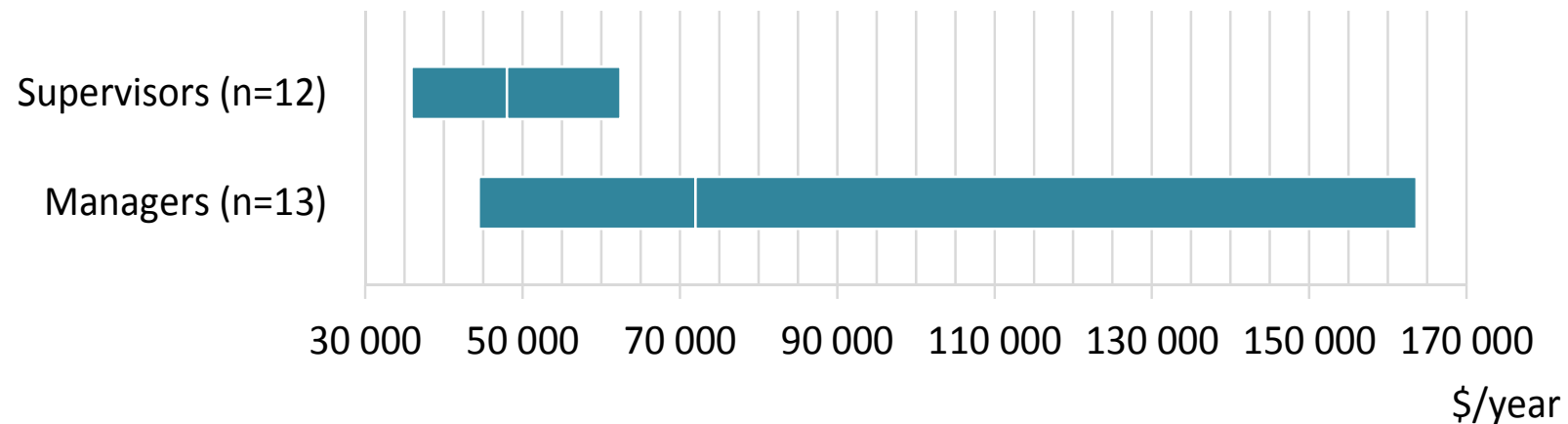
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WAGE RATE RANGE FOR CANADIAN WORKERS – SKILLED POSITION

- Distribution of minimum and maximum wages offered are more widely distributed for skilled position

	Minimum	Average 3 lowest	Median	Average 3 highest	Maximum
	\$/year				
Supervisors n=12	35,000	35,886	48,000	62,467	80,600
Managers n=13	42,500	44,443	72,000	163,667	171,000

Note: The median wage reported is the median of the extreme (min and max) wages offered in every enterprise. It shouldn't be seen as the median of the wages received by workers nor the median of median wages offered by employers. Excluding TFW.



PERFORMANCE BONUSES

- Most enterprises don't offer any kind of performance bonuses, except for Mushroom harvesters.

Entry Level Harvesters

- **Training phase (harvesting mushrooms takes a lot of training!)**
- **How much do Entry Level Harvesters Earn:**
 - Minimum Wage (Canadian workers)
 - National Commodity List Wage (TFWs /Ag Stream)

PERFORMANCE BONUSES

Experienced Harvesters

- **How much do Experienced Harvesters Earn: ?**
 - Converting harvester wage data (piece rate) into wage info for Experienced Harvesters in an aggregate: average and range.
- **Piece Rate is a Progressive Performance Bonus (commission)**
 - Canadians and TFWs receive piece rate
 - Allows experienced workers to earn more than minimum wage/Ag Stream wage
 - Helps farm productivity allowing farms to remain sustainable

Non-Monetary Benefits

NON-MONETARY BENEFITS FOR CANADIAN WORKERS

- Benefits offered (enterprise)

	Managers n=15	Supervisors n=12	Workers n=15	Labourers n=15
Health insurance	10	11	8	6
Life insurance	10	10	8	6
Paid sick leave	3	4	x	x
Housing	0	x	x	5
Work-life balance measures	x	x	x	x
Business cell phone that is also for personal use	8	x	x	0
Company vehicle that is also for personal use	5	0	0	0
Transportation assistance	x	x	4	7
Retirement plan	5	5	4	4
None of these benefits	x	0	x	x

Note: X represent information for at least one but less than 3 respondents. Excluding TFW.

NON-MONETARY BENEFITS

Canadian Workers

- Health insurance and life insurance are most common non-monetary benefits offered to 'Farm managers' and 'Farm supervisors'
- Transportation assistance and health insurance are most common for 'Farm labourers' and 'Farm workers'
- Retirement plan is offered by a third of the enterprise

Temporary Foreign Workers

- TFW programs include mandatory benefits (housing, health care, worker compensation)
- In addition, transportation assistance is widely offered.

Conclusion

CONCLUSION

- The first survey on the wage conditions in the mushroom industry offered a wide portrait of the sector
 - 16 enterprises (big and small) hiring more than 2,000 employees
 - TFW are often used
 - TFW mandatory wages are higher than what Canadian workers make
 - Wage conditions offered to Canadians vary widely but wages can be higher than expected
 - For skilled positions, benefits can represent another way to recruit workers
- Most important challenge identified:
 - Need more and more employees

Questions?

