

Application for Colorado Non-immigrant Agricultural Seasonal Worker Pilot Program  
Pilot Program Year 2008-2009

Colorado Dept. of Labor and Employment  
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Denver, CO 80202  
Attn: Larry Lemmons

**Submitted by Growers Labor Services  
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## **I.) PRICING AND SERVICES**

Growers Labor Services is an employer of record and, as such, is responsible for all employer-mandated costs. Our pricing is based on an hourly rate for each worker, rather than a flat fee. The following elements are included in our pricing:

- Workers compensation insurance and insurance for non-work related injuries.
- All costs and expenses related to recruiting and selecting the most productive employees.
- All costs relating to the application process (both Department of Labor and Department of Homeland Security).
- Transportation costs from the sending country to the grower's farm, and then back to the country of origin once the workers are no longer needed. H2A employees are charged no fees of any kind and are only responsible for securing their own passport from their country of origin. GLS pays all other fees.
- Housing: GLS works with the growers to arrange for DOL approved worker housing. If the grower does not have housing, GLS assists in locating housing and providing local transportation to and from the worksite.
- Training: GLS provides all legally required employer training such as Occupational Safety and Health Administration (OSHA) training for specific situations.
- Payroll: We process payroll weekly for all employees based on the approved hours worked turned in by the grower. We pay our employees with funds credited to a Debit Card that we provide.

Each pricing situation includes all of these factors and, as such, is unique customized for each grower. Our pricing is also a function of:

- The Adverse Effect Wage Rate (AEWR) rate, currently priced county-by-county in Colorado)
- Workers Compensation rates for specific crops
- Transportation cost from the sending country
- Any additional services that are provided (housing, local transportation, etc)

Based on these factors, the hourly rate charged to the grower would be the AEWR for the county that the grower is located in, plus an additional \$2.00 to \$3.00 per hour per worker.

For example, the GLS rate for a grower in Pueblo County (where the AEWR is \$7.48) would be in the range of \$9.49 to \$10.48 per hour per H2A worker.

## **II.) SHORT DESCRIPTION OF SERVICES**

Growers Labor Services provides legal, reliable and well-trained foreign workers to US farmers through the H2A program. GLS is different from many other H2A contractors, in that we act as the employer of record, taking care of all of the recruiting, hiring, legal paperwork, and transporting of the workers both to and from the US farms. We specialize in matching our workers with the specific crops of our clients, resulting in higher productivity and less accidents. We provide the quality of workers that our clients would like to hire themselves, but with GLS employees you get the added advantage of having them there when you need them, and gone when you don't.

Farmers and Fruit Growers: GLS is the employer of record. As a client some of the advantages and services you enjoy are:

- Reduced Risk
- Easy access to legal, dependable, experienced and motivated workers
- Minimized administrative and record keeping requirements
- Workers delivered to your doorstep
- Proprietary payroll system that keeps the workers on the job

## **III.) LONG DESCRIPTION OF SERVICES**

GLS understands the difficulty of finding legal, reliable workers. As the employer of record, we not only recruit the workers but also handle all the complex legal and compliance issues involved in obtaining work visas. In addition, GLS's services include By taking this and many other employment responsibilities off their hands, our clients are able to save time and money, avoid a whole range of problems, and spend a lot more time taking care of their businesses.

For over thirty years our team as been finding and filling the needs for seasonal workers from the highest quality labor pool in the industry. They're the kind of quality employees our clients depend on season after season. As mentioned in our description of pricing, Growers Labor Services is an employer of record and, as such, is responsible for all employer mandated costs. Our services cover all

### **Easy Access**

GLS has recruiting resources to help locate workers worldwide with the skills and experiences you need. From Mexico to Asia, GLS can find workers for you!

Our pre-screening of employees includes:

- Pre-employment drug screen
- Criminal Background Check
- Occupational Prescreening surveys that help us identify highly productive workers

GLS takes the guess work out of hiring legal workers, protecting farmers from liability. Every worker that GLS hires has legitimate legal H2A status to work in the United States, and has been recruited to work without payment of any illegal fees.

In addition, GLS works to ensure that risk is minimized once workers are on-site, our risk-management programs include:

- Client Site Evaluations
- Work-Site Accident Investigations
- Safety Training
- Light Duty Program
- Drug Screening - Pre-employment, for cause, random and/or post-accident

### **Delivered To Your Doorstep**

GLS workers are provided transportation to and from their country of origin at no cost to them. Upon arrival on your jobsite, workers attend specific orientation and OSHA training.

### **No-Headache Payroll and Billing**

Our payroll system provides that workers are paid weekly with a unique program that does not require transportation to a check cashing business and them standing in long lines to send money back to their families. Our Web-based account access and management system provides for ease of invoicing and customized reports that help you manage your business.

GLS takes the hassle out of finding legal and reliable workforce, and lets you focus on what's most important—your business.

## **IV.) CONTACT INFORMATION**

Growers Labor Services

[www.growerslaborservices.com](http://www.growerslaborservices.com)

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