

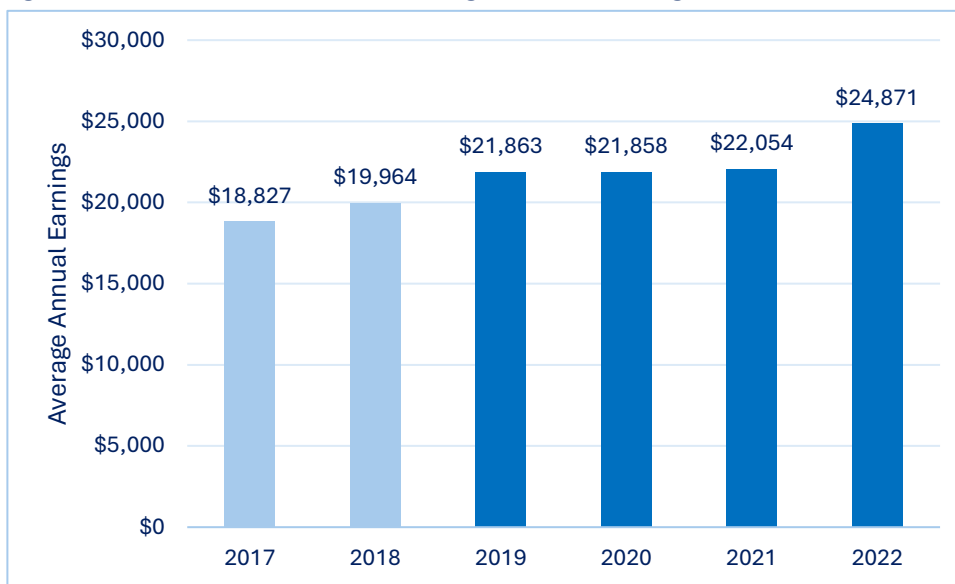
MARCH 2024

## Fact Sheet—California Farmworker Earnings after Overtime Protections

California farmworkers' average annual earnings have increased since the state's adoption of overtime protections in 2019.<sup>1</sup>

A UC Merced Community and Labor Center analysis of 2017-2022 IPUMS-American Community Survey data finds that California farmworkers' average annual wage and salary earnings steadily increased from 2017 to 2022, while average hours worked per week have decreased.

**Figure 1. California Farmworker Average Annual Earnings, 2017-2022**



Source: UC Merced Community and Labor Center analysis of IPUMS- American Community Survey (ACS) Public Use Microdata Series (PUMS) 2017-2022

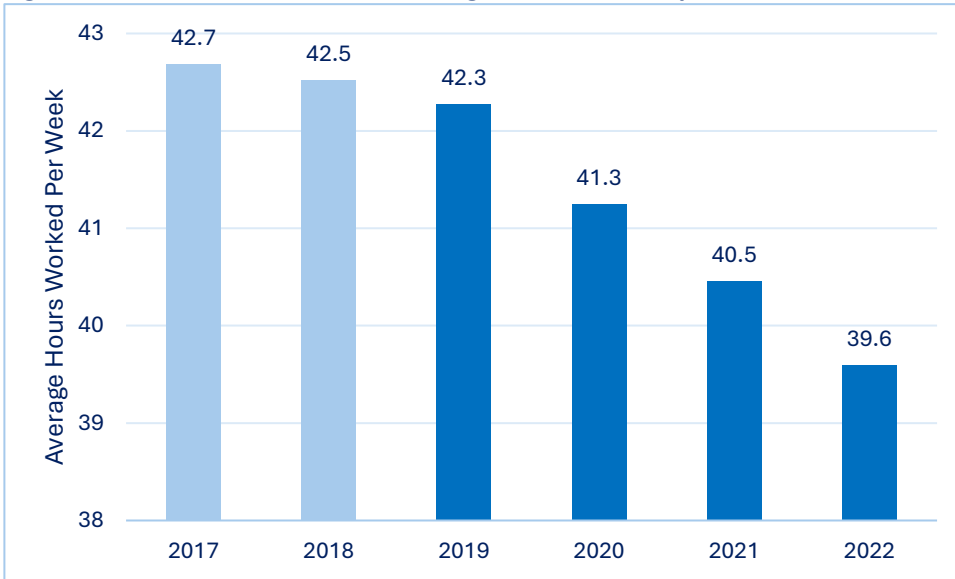
In 2017, California farmworkers earned an average of \$18,827 per year, and in 2018 that figure was \$19,964 (see Figure 1). Following the passage of California farmworker overtime protections in 2019, average earnings increased to \$21,863. By 2022, that figure had increased to \$24,871 (see Figure 1).

At the same time, the average number of hours worked among farmworkers has steadily decreased. In 2017, California farmworkers worked an average of 42.7 hours per week (see Figure 2). In 2019, that figure remained virtually unchanged, at 42.3 hours per week (see Figure 2).

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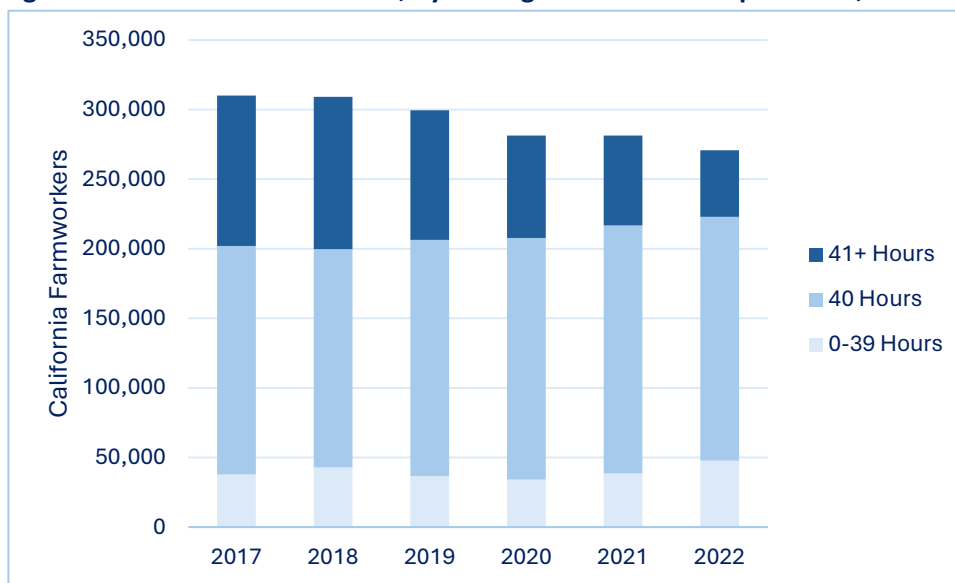
<sup>1</sup>Before the implementation of Assembly Bill 1066 in 2019 and subsequent phase-in years.

**Figure 2. California Farmworker Average Hours Worker per Week, 2017-2022**



Source: UC Merced Community and Labor Center analysis of IPUMS- American Community Survey (ACS) Public Use Microdata Series (PUMS) 2017-2022

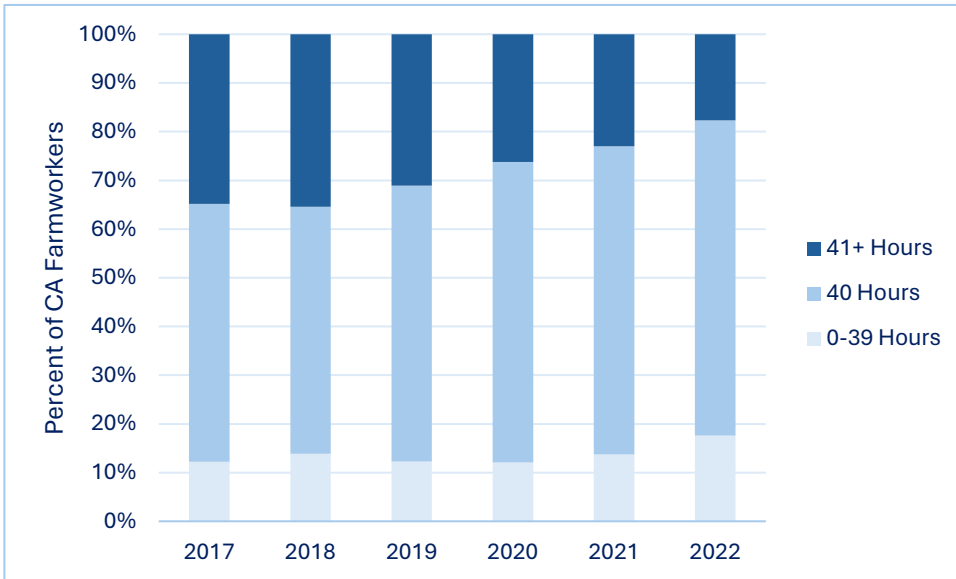
**Figure 3. California Farmworkers, by Average Hours Worked per Week, 2017-2022**



Source: UC Merced Community and Labor Center analysis of IPUMS- American Community Survey (ACS) Public Use Microdata Series (PUMS) 2017-2022

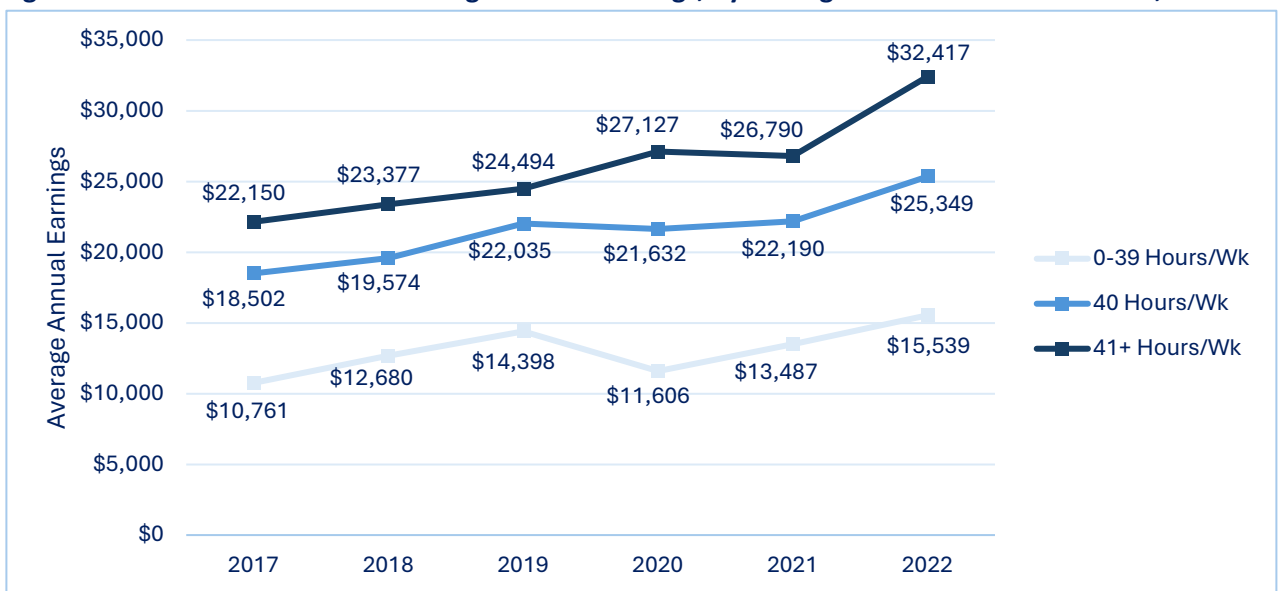
Following the COVID-19 pandemic, and several major disasters—such as drought, fires and floods—that figure decreased. In 2020, California farmworkers averaged 41.3 hours worked per week; in 2021, they averaged 40.5 hours per week, and by 2022 they averaged 39.6 hours per week (see Figure 2).

**Figure 4. California Farmworkers, by Average Hours Worked per Week, 2017-2022**



Source: UC Merced Community and Labor Center analysis of IPUMS- American Community Survey (ACS) Public Use Microdata Series (PUMS) 2017-2022

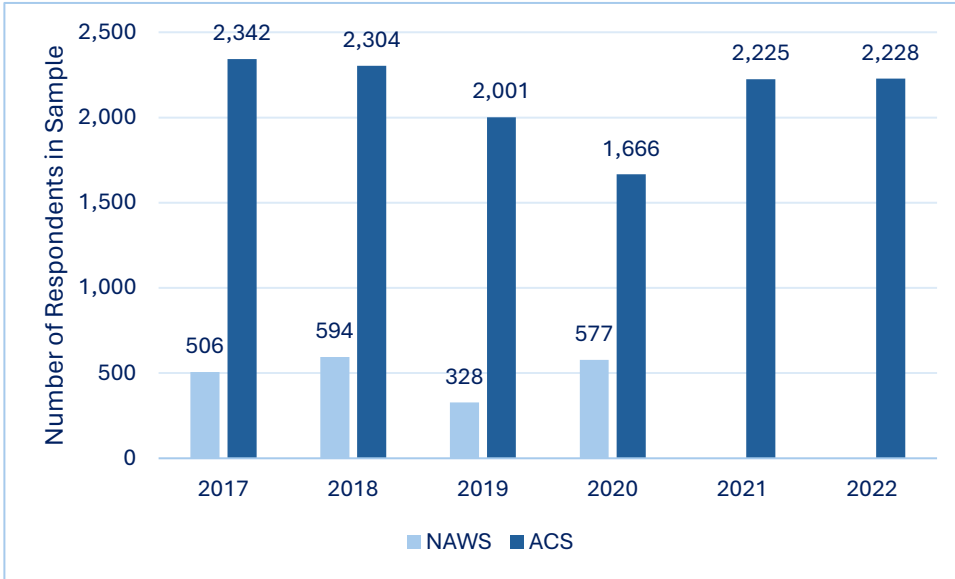
**Figure 5. California Farmworker Average Annual Earnings, by Average Hours Worked Per Week, 2017-2022**



Source: UC Merced Community and Labor Center analysis of IPUMS- American Community Survey (ACS) Public Use Microdata Series (PUMS) 2017-2022

In 2017, the percentage of farmworkers who averaged more than 40 hours a week was 35%. Following passage of the 2019 law, this figure decreased only slightly to 31% (see Figure 4). However, following several major public disasters the figure decreased (see Figure 4). By 2022, 17.6% of California farmworkers worked more than forty hours a week on average (see Figure 4).

**Figure 6. California Farmworker Sample Sizes, ACS vs NAWS, 2017-2022**



Source: UC Merced Community and Labor Center analysis of IPUMS- American Community Survey (ACS) Public Use Microdata Series (PUMS) 2017-2022; U.S. Department of Labor (2024)

From 2017 to 2022, farmworker average annual earnings increased for workers who worked below, at, and above the 40 hours per week threshold.

The increase in average annual earnings for was highest for California farmworkers who worked over 40 hours per week. In 2017, farmworkers working more than 40 hours per week had average annual earnings of \$22,150 per year (see Figure 6). In 2019, after passage of farmworker overtime protections (but before full implementation), California farmworkers averaging over 40 hours per week had average annual earnings of \$24,494. By 2022, after the law’s full implementation, California farmworkers averaging over 40 hours per week had average annual earnings of \$32,417 per year—more than one third (38%) higher earnings than in 2018 (\$23,377), right before the law’s implementation.

By 2022, California farmworkers averaging 40 hours of work per week had average annual earnings of \$25,349—even higher than the average annual earnings of California farmworkers working overtime in 2018 (\$23,377), just before the passage of overtime protections.

*Note: This analysis utilizes US Census American Community Survey single-year data from 2017-2022. Sample sizes for California farmworkers are up to six times greater than the National Agricultural Worker Survey (NAWS), and are drawn from a random sample that is representative of California residents. (The NAWS may be subject to cluster effects, due to a sampling design that draws from worksites—and in some cases, particularly large farms.)*