



Seasonal Worker Information Sheet

Background:

ETP's legislation, specifically UIC section [10214.5\(d\)](#), allows ETP to fund training for Seasonal Workers. Seasonal Workers work in major California industries that are 'seasonal' in nature – typically in farming and crop production.

This Seasonal Worker Information Sheet outlines important details for this population, and replaces ETP's prior Seasonal Worker Guidelines.

Details:

*Unless noted here, standard ETP rules apply.

Employers: MUST meet the following three requirements:

- Have a workforce comprised of at least 50 percent of workers whose employment period is necessarily cyclical, including, but not limited to, businesses directly involved in the harvesting, packing, or processing of goods or products;
- Have retained at least 50 percent of the same seasonal employees for at least one season of not less than 500 hours for the preceding 12-month period; and,
- Pay wages and provide benefits that exceed industry averages.

Trainees: MUST:

- Be a seasonal worker.

Retention: Two retention periods are possible:

- 90 days with one employer; or,
- 500 hours within 12 months.

Training:

- The 45% cap on Literacy Training hours does not apply;

- Basic Skills training is allowable.

Wages:

- Panel may waive the minimum wage requirements of UIC section 10201 if the post-retention wages exceed the wages received before and during training.