

External Factors

Factors external to the workplace are an added stressor for employees. Alleviating these burdens can increase worker productivity, reduce turnover, improve safety, and foster positive team interactions.

Provide support, flexibility, and freedom for employees to address external factors related to housing, commute, and family.

Strategies for Housing, Transport and Family Commitments

“You are earning mostly to pay the gas”

- **Secure employee housing** where there are shortages or to gain access to the H2-A program.
- **Confirm H2A** workers are provisioned clean, safe, and suitable housing.
- **Consider subsidies for workers** to rent private accommodation.
- **Provide aid for workers** in negotiating rental or purchase contracts.
- **Keep workers informed** of opportunities for housing subsidies and other local assistance programs.
- **Campaign for local authorities** to expand farmworker housing, subsidies, and affordable home construction.
- **Consider company vans or vanpool programs** for worker transportation.

“As a woman with children, you sometimes have to go somewhere fast in an emergency”

- **Provide fuel allowances or transport passes** to alleviate the financial burden of long commutes.
- **Provide a fair amount of paid time off** for all workers to spend time with family, rest, and attend to personal affairs.
- **Provide childcare assistance** via subsidies, support for local initiatives or partnerships with providers.
- **Allow logistical flexibility with work assignments.** For example, rotate crews around work sites or assign them to sites closer to home to balance commute time across the season.
- **Allow a degree of personal freedom at work** for employees to attend to personal and family needs.

Additional positive labor tools & resources:

<https://ucanr.edu/county/napa-county-ucce/viticulture>

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