

## Sample Inspection Interview Questions for Food Justice Pledge

Instructions: These questions are intended to guide your interviews with the employees at farms that are applying for the Food Justice Pledge. These guidance questions will hopefully result in a "story" or explanation from the interviewee that answers most of the questions in the Food Justice Pledge Checklist.

An effective interview will be conversational.

Auditor: I would like to inform you that this interview is confidential. Information will be compiled with the outcomes of other interviews and observations that I make in this farm visit, and conveyed to the farmer in a way that to the greatest extent possible makes the identities of the individuals involved. Do you have any concerns or questions?

1. What are you most proud of/appreciate the most about working here?
2. What do you know about the Agricultural Justice Project? Has your employer talked to you about it?
3. Why did you come to work at this farm? How long have you been here?
4. What documents did you receive when you were hired? Do you have a written contract/terms of employment? May I see a copy?
5. If you are an intern (apprentice), did you write out your learning goals for this farm stay and review them with the farmer?
6. Are you familiar with the farm's employment policies? Have you seen them in writing?
7. What training did you receive? Is a record kept of the training?
8. Do you know if your employer keeps employee files? Have you ever asked to see your file?
9. What wage do you receive? do you receive a pay stub? Are you ever paid overtime? How do your wages compare with other farm employees'?
10. Do you receive any benefits?
11. When you are in the field, do you have access to drinking water? Toilet and soap to wash hands?
12. Do you take regular breaks? Do you stop for lunch?
13. What is your work schedule? (hours per day/per week) If you work late or extra, is it voluntary?
14. Have there ever been withholdings from your pay?
15. If there is on-farm housing: Do workers in on-farm housing have privacy and visitation rights? How much rent do you pay? Do we have your permission to go take a look at the housing?
16. Has anyone ever had a dispute with the farmer? What happened? Do you think you could ask someone to come with you if you had an issue to discuss with the farmer?
17. Have there ever been any incidences of mistreatment on the farm (between employer and employee; between workers)? What happened?
18. Do you have health insurance? What happens to you if you need medical care?
19. Has there ever been an accident on the farm? What happened?
20. Do you have regular discussions with the farmer about health and safety?
21. Are any hazardous materials ever applied on this farm? are fields or greenhouses closed

for any length of time? Where are pesticides stored? Have you been trained in application and protection?

22. Do you have any suggestions for how to improve social conditions on this farm?