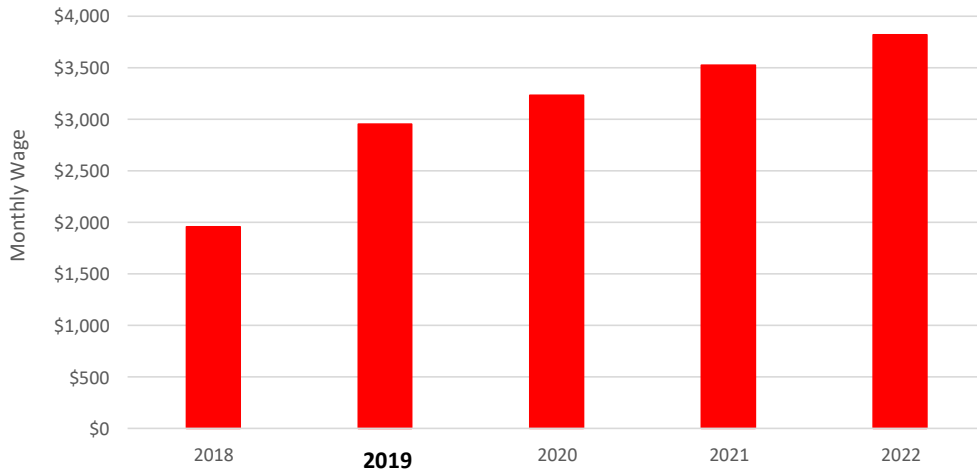


# AB 1066

## Unintended Consequences in Sheepherder Compensation

### Base Wage (IWC) plus Overtime

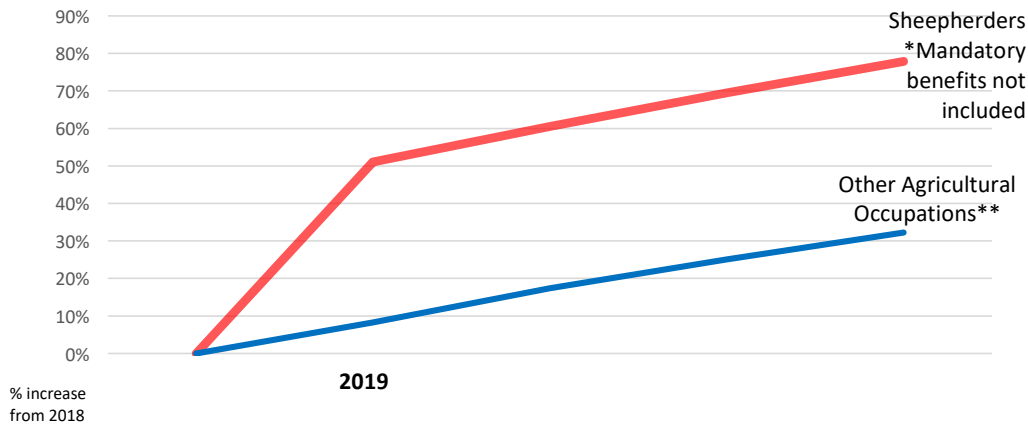
26 or more employees



	Base Wage + Overtime	Annual % Increase
2018	\$1,955.74	
<b>2019</b>	<b>\$2,954.56</b>	<b>51.1%</b>
2020	\$3,233.81	9.5%
2021	\$3,523.58	9.0%
2022	\$3,818.66	8.4%
TOTAL		77.9%

### Base Wage (IWC) plus Overtime

26 or more employees



	% Increase in Compensation (Sheepherders)	% Increase in Compensation (Other Agricultural Occupations)
<b>2019</b>	<b>51.1%</b>	9.1%
2020	9.5%	8.3%
2021	9.0%	7.7%
2022	8.4%	7.1%
TOTAL	77.9%	32.3%

### \*Mandatory benefits provided to sheepherders

(Approximately \$1,000 per month)

- All meals and all lodging
- Travel expenses from home country to U.S. and return airfare
- Mobile communication
- Administrative Fees

\*\* Sheepherders: Wages and overtime are fixed based on 24/7 schedule.

Other Agricultural Occupations: Employers have flexibility to adjust employee hours to avoid paying overtime.