

# Farm Labor Bulletin

## North Dakota State Employment Service

Date: APRIL 20, 1950

BULLETIN NO. 1

STATE SUMMARY: Another heavy snow covering most of the State occurred during the week end, further delaying field work. Total shortage of 285 workers. This shortage exists in every area. Experienced tractor operators in strong demand. Wages—for singles \$100-150 per month, couples \$125-150 per month.

WHAPEYTON: Placed 8, short 22. Wages - \$100-125 month. Farmers getting restless about help. Migrant labor dropped to zero during the week. Could use 40 men this week.

FARGO: Placed 35, short 19, with orders for 3 farm couples. Wages for singles \$100-\$125 month, farm couples \$125-150 month. Flow of migrant workers down.

VALLEY CITY: Placed 16, short 30. Wages \$100-125 month. Farmers are becoming very anxious about help.

JAMESTOWN: Placed 14, short 48. Wages \$100-115 month.

BISMARCK: Placed 3, short 7. Wages \$100-125 month. Need 2 farm couples.

MANDAN: Placed 4, short 5. Wages—singles \$80-100 month; one couple needed at \$150 month with Board and Room.

DICKINSON: Placed 21, short 28. First Farm Labor Day held Thursday, April 27, quite successful. Farm labor day will be each Thursday.

REFER WORKERS.

WILLISTON: Placed 22, short 35. Wages—singles \$135-150 month; couples \$150-175 month. Short 3 farm couples. Refer farm hands, single or married.

CROSBY: Placed 23, short 4. Singles \$125-150. Late season will increase demand for farm hands. Very few migrants reporting. Local supply nearly exhausted.

MINOT: Placed 24, short 25. Farm Labor Day each Wednesday, working out very successfully. REFER WORKERS.

RUGBY: Placed 8, short 6. Wages—\$125-150 per month. Very few migrants reporting. Local supply nearly exhausted.

DEVILS LAKE: Placed 15, short 33. Wages, \$100-125 month. Need 4 farm couples. Experienced farm hands readily hired for \$125 month. Expect extreme shortage when field work starts. REFER WORKERS.

GRAND FORKS: Placed 16, short 13. Need 11 farm couples, \$150-175 month. Singles \$100-125 month. Expect brisk demand as soon as weather clears. Farmers will hire now.

GRAFTON: Placed 7, short 8. All area soaked with water and presently under 5-10" of snow. Farmers calling for immediate help in western Walsh County and central Pembina where floods had no effect. Farmers indicating acreages to be cut drastically along Red River and heavy soil east of Grafton. When field work starts operations will continue day and night until seeding is completed.

DIVISION OF EMPLOYMENT SECURITY

FARM

LABOR



POST OFFICE BOX, 59  
JEFFERSON CITY,  
MISSOURI

TELEPHONE 3080  
Bulletin No. 5  
MAY 12, 1950

# BULLETIN

MONETT: 306 Broadway - Phone 167

With continued rains in this particular area it is our understanding that strawberry picking will start about May 17th in and around Anderson, Missouri. This will be the Blakemore Strawberries, the Aromas will not be ready for picking until approximately the 25th as stated before.

Indications now are that there is a larger acreage than was at first anticipated, and that in order, to get this crop harvested it will take approximately 2,000 additional pickers within this area. Family groups of from 3 to 7 are preferred.

SPRINGFIELD: 416 St. Louis Street - Phone 4-4611

Weather permitting, strawberry picking will begin in the Blue Eye-Lampe area May 18th and should be general over the entire area by May 22d. This office holds orders for 2,000 pickers at the present time. Workers with complete camping facilities have the best opportunity of working in the area, as very limited housing facilities exist. Clearance orders have not been extended to all offices in the State, however, applicants interested in coming into the area for the strawberry harvest should contact the Springfield office for referral. Some strawberry blight is showing up in some sections and could cause serious damage to the crop, however present prospects are for a good yield.



JOPLIN: 223 W. Fourth Street - Phone 932

Ideal growing conditions have speeded up the strawberry season. It appears now that picking will start in Newton and McDonald Counties about May 20.

SIKESTON: 209 S. Johnson Street - Phone 731

Ten days of rainy weather has halted cotton planting. About 50% of the total cotton acreage has been planted and is now coming up. Some replanting will be necessary. Chopping will begin about May 20; however, there will be no need for outside labor before June 1, if at all. Since the planting will be staggered, it is likely that labor from the local areas will be able to meet all requirements.

INFORMATION STATION: Intersection Hwys. 60 & 61, Sikeston, Mo. - Phone 10

753 migrant workers stopped at the Information Station during the past week.

KENNETT: 177 St. Francis Street - Phone 208

Rain and cool weather have completely stopped planting of cotton. At least 30% of cotton acreage remains to be planted. A bad sand storm followed by very heavy rain will undoubtedly cause considerable replanting. Due to the existence of these conditions, cotton chopping will not start until June 1. However, some farmers expect to start chopping the last week in May. No referrals should be made to this area at this date. Applicant holding offices should contact the Kennett local office before making referrals.

CARUTHERSVILLE: 112 W. Fifth Street - Phone 416

Some cotton up to a good stand in light soil. Present indications are that considerable amount of replanting will be necessary on heavy land. Approximately 50% of allotted acreage has not been planted the first time. There is a surplus of farm workers at present.

ST. JOSEPH: 114 $\frac{1}{2}$  S. Eighth Street - Phone 4-6311

Recent rains have helped the strawberry crop in this area. Growers have planted 12 $\frac{1}{2}$  percent increase over last year. Harvest will be late this year and is not expected to start before the last of the month. The price will be \$1.25 per crate. While several thousand pickers are anticipated to be used in the harvest this year, enough local labor will be available without any outside help. Only a small amount of corn has been planted, but with warm weather in sight corn planting will be under way in the next week or two.

MARYVILLE: Room 4, Michau Building - Phone 211

Some corn was planted during the first week of May, but due to unseasonably cool, dry weather, planting did not get under way in a normal manner. Much-needed rains the past few days have further delayed planting. Indications at this time are that the blue grass harvest may be short this season, and may also be later than usual because of the dry spring weather. Farm labor supply and demand are about equal in this area.

# FARM JOBS

FARM PLACEMENT SERVICE  
1064 MAINE ST., AUBURN, GA.



STATE EMPLOYMENT SERVICE  
WALNUT 0823

No. 12

August 1, 1950

Unusually cool weather throughout State delayed ripening of cucumbers, tomatoes, and snap beans until this week. Workers completing cherry harvest are urged to remain in State for vegetable harvest. Cucumber pickers' wages are 50 percent of crop, or 65¢/hour and bonus for workers remaining throughout harvest; beans, 60¢/hamper. Housing provided in all areas except Ballston.

ALLENTOWN	Need 600 workers for cucumbers and string beans for next 4 weeks.
BALLSTON	Need 700 workers for bean and pickle harvest, duration 6 weeks; 300 peach pickers starting 8/15, 15¢/bu; 150 food processing workers, 80¢/hr.
CLINTON	3000 surplus migrant cherry pickers available immediately.
INGRAM	Need 500 peach pickers starting 8/6, 15¢/bu.
JOHNSONVILLE	Need 1300 cucumber and tomato pickers until frost.
KAMPTON	Need 300 workers for truck crops; transportation to farm; 75¢/hr.
KITT JUNCTION	Need 300 workers for cucumbers.
MAIN CITY	Surplus 200 women for food processing; workers available within commuting distance.
POLESVILLE	Need 110 workers for muck crops, 65¢/hr.
TOMPKINS	Need 700 workers for 4-week cucumber harvest.
WALLSTON	Early apple harvest starts 8/3. Need 400 workers for 4 weeks; 15¢/basket.
WILTSHIRE	300 high school, college boys available; will travel if housing provided.
NEIGHBOR STATE	Corn detasseling begins in 10 days. 3000 out-of-area workers needed, 60¢/hr. Two weeks' duration. Housing provided most areas.

VIII. CLEARANCE OF INTERSTATE AND FOREIGN LABOR

A. Bureau Policy

Changed labor market conditions have resulted in the availability of increased numbers of American workers seeking employment. This increase in the number of unemployed domestic workers makes it more than ever necessary for the Employment Service to assure that such workers have an opportunity to secure employment in agriculture before consideration is given to using any foreign labor for farm jobs.

In January 1950, the Secretary of Labor announced a policy with respect to employment of foreign labor, under which the Bureau of Employment Security is instructed to improve administrative procedures designed to hold to a minimum the number of foreign workers and to be certain that domestic workers are utilized to the fullest extent. In keeping with this policy the Employment Service will attempt to recruit qualified domestic workers to fill all agricultural openings. (See section V-B, 1, 2, and 3, pages 14 and 15.)

It is most important that if the employment of foreign labor is in any case, found to be necessary to meet an emergency situation, the use of such labor will not depress wages nor impair general working conditions in the area of employment. Foreign workers must never be employed in jobs which can be filled with domestic workers.

B. Interstate Clearance of Domestic Agricultural Workers

The following procedure governs interstate movement of domestic labor for agricultural and related industry seasonal activities. Nonseasonal labor clearance is governed by the procedure outlined in the Employment Security Manual, part II, sections 1800-1899.

1. Pre-season Planning for Movement of Workers

A pre-seasonal meeting of USES representatives and Employment Service representatives of interested supply and demand States located in a major pattern of labor migration will be held to determine prospective supply and demand, and to develop plans for interstate movement of workers for agricultural and related industry seasonal activities.

2. Movement of Workers

a. Workers will be directed on the basis of in-season demands, which may or may not be consistent with pre-seasonal estimates. The in-season demands will reflect current conditions which may have changed during the period subsequent to pre-seasonal meetings.

2. Movement of Workers (con.)

- b. State agencies within a major migratory pattern will keep each other and appropriate regional offices of the Bureau currently advised of significant changes or modifications in anticipated supply and demand. The regional office will, in turn, advise the headquarters office of the Bureau.
- c. Regardless of the means of communication employed to arrange for the movement and guidance of workers from areas of supply to areas of demand, the State agencies concerned will notify the appropriate regional office of the Bureau of arrangements which have been made. In order to expedite recruitment and transfer of workers from areas of supply to areas of demand, State administrators in States comprising a major migratory pattern are authorized to carry on direct negotiations with one another.
- d. Where emergency labor requirements cannot be met within the major supply pattern, the headquarters office of the Bureau will indicate to the appropriate regional office other sources of supply which may be utilized through direct action between the interested States, and will assist where necessary in arranging clearance.

3. Regular Clearance

- a. Upon receipt of an employer order, and after exhausting all local sources (see Employment Security Manual, part II, sections 1536-1537), the local office will ascertain the obtainability of labor through its offices of direct clearance. In determining obtainability, consideration should be given to the potential supply of in-migrant workers. (See Employment Security Manual, part II, section 1808.) If labor is not obtainable, the local office will submit the order to the State office for clearance within the State.
- b. If qualified labor cannot be obtained within the State, the State agency will clear the order with other States in the region, and with adjoining States even though they are located in different regions. (See Employment Security Manual, part II, section 1808.)
- c. If action described in b above does not result in obtaining needed workers, the order will be forwarded to the regional office of the Bureau for interregional clearance. (Employment Security Manual, part II, section 1808.)

3. Regular Clearance (con.)

- d. If qualified workers are still not obtainable, the order will be forwarded to the headquarters office of the Bureau for clearance to other labor supply areas. (Employment Security Manual, part II, section 1808.)
- e. The headquarters office of the Bureau will forward the order immediately to the regional office having jurisdiction over those States in which there is a potential supply. The order-holding office, through channels, will be notified of this action. (Employment Security Manual, part II, section 1871.)
- f. The regional office in the area of supply will place the order immediately with the State agency which appears able to satisfy the labor need. (Employment Security Manual, part II, section 1863.)
- g. If all labor resources available through the national clearance system have been exhausted, the order-holding office will be advised accordingly, through channels.

4. Emergency Demands

- a. In emergency situations where direct action is necessary the following steps are permissible:
  - (1) After the order-holding State office and the regional office of the Bureau have determined that qualified labor is not obtainable within their clearance jurisdictions, the State agency and/or regional office will communicate directly by telephone with the appropriate regional office of the Bureau having jurisdiction over other areas of potential labor supply. (Employment Security Manual, part II, section 1808.)
  - (2) The applicant-holding regional office may authorize the order-holding State agency to negotiate directly with the local office or offices of potential labor supply.
  - (3) If the applicant-holding office is unable to locate workers within its clearance jurisdiction, the order-holding regional office will communicate directly with the headquarters office of the Bureau for assistance in locating a supply.
  - (4) The headquarters office of the Bureau will indicate areas in which qualified labor may be currently surplus.

4. Emergency Demands (con.)

- b. In all cases of emergency recruitment, where there is a departure from established clearance procedure, oral arrangements are to be confirmed by wire immediately, and the confirming order is to be forwarded through channels after the transaction has been completed by direct negotiation.

C. Recruitment of Puerto Rican Labor for Seasonal Agricultural Employment

1. Agreement Governing Employment of Puerto Rican Labor

- a. The United States Employment Service, Bureau of Employment Security, will consider Puerto Rico as a supply source of domestic labor and will extend clearance orders to the Puerto Rican Department of Labor, after clearance has been made in the State and region of demand, and thereafter in interregional clearance if labor demands of the employer have not been satisfied. If an employer states a preference for Puerto Rican labor and the State agency determines that labor is not available within the State or adjoining States, the order may be extended by the headquarters office of the Bureau to the Puerto Rican Department of Labor, through its New York office.
- b. Authority for the recruitment of Puerto Rican workers will be granted by the Commissioner of Labor of Puerto Rico, only after the United States Employment Service has furnished information to the Commissioner of Labor that the supply of available labor to the State of demand is not sufficient to meet the demands of the employer.
- c. Orders which cannot be filled from labor supply sources on the mainland shall be processed for the employment of foreign labor only after positive effort is made by the local office to encourage the employer to use Puerto Rican labor. Therefore, local office personnel will point out to employers that Puerto Ricans shall be considered for employment prior to any consideration of the use of foreign labor. Exceptions to this provision may be made only by the headquarters office of the Bureau, and the Commissioner of Labor of Puerto Rico shall be informed of the findings in such cases.

2. Procedure for Recruitment of Puerto Rican Workers

- a. When an employer places an order with a local office of the State Employment Service, every effort must be made to recruit workers locally. If workers cannot

2. Procedure for Recruitment of Puerto Rican Workers (con.)

be found locally in accordance with United States Employment Service policies and standards, the order, with the permission and cooperation of the employer, will be extended to other offices through normal clearance procedures.

- b. If workers cannot be so obtained through normal clearance procedures, the employer will be told that workers in a wide range of agricultural skills and occupations may be found in Puerto Rico. The local office will explain to the employer that Puerto Rican labor is to be considered for employment prior to any foreign labor, and all efforts must be made to encourage the employer to use this source of labor supply.
- c. Orders transmitted to the headquarters office, reflecting an employer's desire to employ foreign labor, will be accompanied by supporting information indicating why the employment of Puerto Rican workers has not been undertaken.
- d. The recruitment of Puerto Rican labor for seasonal agricultural employment will be governed by the terms of a contract approved by the Puerto Rican Commissioner of Labor.
- e. The headquarters office of the Bureau will furnish State agencies with information concerning the terms of the contract of employment and the attributes and qualities of Puerto Rican workers, including background experience, personal characteristics, and any other information deemed pertinent and necessary as conditions of employment.
- f. If an employer agrees to employ Puerto Rican workers, the order will be directed through channels to the headquarters office of the Bureau for clearance to the New York office of the Puerto Rican Department of Labor. A copy of the order will be forwarded by the headquarters office to the USES-VES office in Puerto Rico for informational purposes.
- g. If an employer states a preference for Puerto Rican labor and the State Employment Service in the area of demand determines that labor is not available within the State or adjoining States, the order may be extended by the headquarters office of the Bureau to the New York office of the Puerto Rican Department of Labor.

2. Procedure for Recruitment of Puerto Rican Workers (con.)

- h. The Puerto Rican Department of Labor will notify the United States Employment Service within 5 days from receipt thereof, of the acceptance or rejection of the order, such notification to be made by telegram direct to the Farm Placement Service, Bureau of Employment Security, U. S. Department of Labor, Washington, D. C.
- i. The Puerto Rican Department of Labor will designate areas of recruitment and locations of contracting within Puerto Rico and will assume responsibility for determining eligibility of workers to be contracted.
- j. The Puerto Rican Department of Labor will limit selection of Puerto Rican workers to those who have an established agricultural experience background, and preference in selection shall be given to those who are regularly employed in farm work and who are primarily interested in seasonal employment on the mainland during the off season in Puerto Rican agriculture. Each employer or his duly designated representative will be responsible for conducting positive recruitment in order to assure that capable workers have been selected.
- k. Upon confirmation of acceptance of an order, the Puerto Rican Department of Labor will notify the employer of the time and place of contracting and any other necessary arrangements.

D. Procedure for Certifying and Obtaining Foreign Agricultural Labor

1. Scope of USES Cooperation

- a. The responsibility for determining whether foreign labor will be permitted to enter the United States for employment rests with the Immigration and Naturalization Service of the United States Department of Justice.
- b. The Immigration and Naturalization Service, in acting upon employer requests to import or retain foreign labor, requires a certification from the United States Employment Service, Bureau of Employment Security, with respect to the supply of domestic labor obtainable to meet the particular need.

2. Policy With Respect to Certification

- a. It is the policy of the USES to take under consideration an employer's request for such certification only

2. Policy With Respect to Certification (con.)

after a positive effort has been made to recruit domestic continental labor, and to encourage employment of Puerto Ricans, under an order covering the employer's needs.

- b. The USES may certify that domestic labor is unobtainable if:
- (1) All domestic recruitment efforts are unsuccessful
  - (2) It is shown that the employment of Puerto Rican labor would cause undue hardship to the employer;
  - (3) It can be determined that such certification would not result in displacement of domestic workers; nor adversely affect prevailing wage rates or working conditions in the area of employment.

3. Procedure Governing Certification

- a. The employer desiring to employ agricultural workers must file an order for the number of workers desired with the local State Employment Service office serving the area of employment, indicating the period during which workers will be needed, with complete information on conditions of employment. The order should indicate the number of workers needed and will not be accepted if it specifies that foreign workers are desired. The order must be received sufficiently in advance of the period of need to enable the Employment Service to determine obtainability of domestic labor.
- b. The local office will:
- (1) If needs are not met locally, discuss with the employer the possibility of using Puerto Rican labor in the event that qualified labor is not located through normal clearance channels.
  - (2) If local labor is not available, transmit the order to the State office.
  - (3) Indicate in writing to the State office whether the employer will consider the employment of Puerto Rican labor if other labor is not obtainable; if employer refuses to employ Puerto Ricans explain why.
  - (4) Advise the State office of the employer's desire to employ foreign labor in the event that qualified domestic workers are not obtainable.

3. Procedure Governing Certification (con.)

- (5) Keep the order open for continuous recruitment of domestic labor as it becomes obtainable, and report monthly on domestic referrals made.

c. The State office will:

- (1) If labor is not obtainable within the State or in States with which direct clearance can be effected, (see B-3a and 3b, page 37) transmit the order to the regional office of the Bureau together with:
  - (a) Facts regarding desire of the employer to consider employment of Puerto Rican labor or foreign labor;
  - (b) A statement that the importation of foreign labor will have no adverse affect on prevailing wage rates or working conditions in the area of employment;
  - (c) A statement signed by the State administrator indicating what efforts have been made to obtain domestic workers; and deterrents, if any, affecting domestic recruitment efforts.
- (2) Inform the employer, through the local office, that his order has been forwarded to the regional office of the Bureau.

d. The regional office of the Bureau will:

- (1) In releasing orders to the headquarter's office, be responsible for determining that all steps possible have been taken at the State and local office levels to obtain domestic labor;
- (2) If domestic labor is not obtainable within its areas of clearance, transmit the following to the headquarters office of the Bureau:
  - (a) A copy of the employer order. (Transmittal of order constitutes regional office approval of request to employ foreign labor if domestic labor is found to be unobtainable.)
  - (b) One copy of each document received from State agency. (See D-3c above.)

3. Procedure Governing Certification (con.)

(c) Documents received from the State agency, together with a statement that they have been reviewed and found correct; a statement indicating regional office efforts to obtain domestic workers.

e. The headquarters office of the Bureau will:

- (1) Determine if domestic workers can be found.
- (2) Determine the possibility of filling the employer's order through clearance to Puerto Rico.
- (3) Certify to the central office of the Immigration and Naturalization Service that domestic workers are or are not obtainable.
- (4) Forward copies of the certification to:
  - (a) The District Office of Immigration and Naturalization Service in the area of employment;
  - (b) The appropriate foreign government officials, if importation has been approved;
  - (c) The regional office of the Bureau. (Two copies, one of which will be forwarded to the State agency initiating the request.)

4. Action Subsequent to Certification

- a. Upon receipt of a copy of the United States Employment Service certification, the State agency will inform the employer accordingly, through the local office.
- b. The appropriate governments concerned will determine within their respective jurisdictions, points and dates of contracting.
- c. The headquarters office of the Bureau will make this information available to its appropriate regional office and to the Immigration and Naturalization Service. The regional office will inform the appropriate State agency.
- d. With respect to the scheduled contracting and entry of foreign workers, the central office of Immigration and Naturalization Service will notify:
  - (1) The head of the Immigration District having jurisdiction over the point of entry;

4. Action Subsequent to Certification (con.)

- (2) The United States Public Health Service;
  - (3) The head of the Immigration District where the application was approved.
- e. The State agency, through the local office, will notify the employer. Employers of 50 or more workers will be required to complete the following memorandum of understanding at the time of contracting:

(Form Follows on Next Page.)

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MEMORANDUM OF UNDERSTANDING AS TO DURATION OF  
EMPLOYMENT OF FOREIGN LABOR IN AMERICAN AGRICULTURE

I. \_\_\_\_\_, understand and agree that the certificatic  
for \_\_\_\_\_ workers for agricultural employmen  
for the period \_\_\_\_\_ to \_\_\_\_\_ inclusive is subject to the  
following conditions:

1. That certifications of need by the United States Employment Service for foreign workers is made only because qualified domestic labor for the job to be performed is unavailable.
2. That the duration of employment stated above in the subject certification is not a maximum period for retention of foreign agricultural workers but represents an estimated length of a period during which qualified domestic labor is not available.
3. That such foreign agricultural labor when obtained will be replaced by qualified domestic labor whenever the United States Employment Service and affiliated State Employment Services can refer such qualified domestic workers to fill the job order on which the subject certification is based.
4. That upon the availability of qualified domestic labor, individual work contracts will be terminated through withdrawal of Immigration and Naturalization Service authority under which the subject foreign workers were imported or used except as provided in Paragraphs 9 and 10 of such contracts.

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Signature of Employer

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One copy of the memorandum form is to be retained by the employer, and one copy by the State administrator, and one copy is to be forwarded to the appropriate BES regional office for attachment to the employer's certification.

4. Action Subsequent to Certification (con.)

f. Review and re-examination of need for foreign labor:

Consistent with the policy governing the employment of foreign labor in agriculture, it is required that the following action be taken by State agencies where such labor is employed to assure that qualified domestic workers are not displaced by foreign workers. Each local office in whose jurisdiction foreign agricultural labor is employed and through which qualified domestic labor becomes available to any employer shall redetermine with respect to each such employer the need for such foreign labor and submit a statement of findings to the State office on the first of each month. Two copies of this statement shall be prepared immediately, for concurrent transmittal to the Bureau's headquarters office and the appropriate Bureau of Employment Security regional office.

This statement, together with other pertinent information, shall contain full information as to:

- (1) The number of domestic agricultural workers referred and not hired by each employer of foreign agricultural labor. State the employer's reason for not hiring such domestic agricultural workers referred to him or the worker's reasons for not accepting employment.
- (2) The number of nonagricultural workers willing to accept agricultural employment referred and not hired by each employer of foreign labor. State each employer's reason for not hiring such labor.
- (3) Refusal of any employer of foreign workers to employ domestic labor from sources other than the immediate area and reasons for refusal.

5. In the Case of Mexican Nationals:

- a. Agricultural workers contracted in Mexico for agricultural employment (see 5g below) will be recruited and directed to contract centers by the Mexican Government.
- b. Immigration and Naturalization Service will arrange for a processing team of Immigration and Naturalization Service and U. S. Public Health Service personnel at the place of contracting.
- c. The USES will provide a representative at the place of contracting, and he will have sufficient copies of the individual work agreement forms to meet requirements.

5. In the Case of Mexican Nationals: (con.)

- d. The individual work contract will be prepared in quadruplicate and distributed as follows:
- (1) One copy to the employer.
  - (2) One copy to the worker.
  - (3) Two copies to the Mexican Government representative present at the time of contracting.
- e. A list of names and other identifying data of workers prepared by the Immigration and Naturalization Service for attachment to the employer's bond will be sent to the appropriate regional office of the Bureau.
- f. Employers who have been authorized to contract Mexican nationals shall be deemed to hold valid certifications for a period not to exceed 30 days following receipt of notice from the United States Employment Service to appear at a designated place for contracting workers requested. Any certification, or portion thereof, under which workers have not been contracted within such 30-day period, will be invalidated subject to re-examination of need by the State Employment Service which approved the original request.

g. Definition of agriculture

Under the International Executive Agreement, "agricultural labor" means "any services included within the provisions of section 3(f) of the Fair Labor Standards Act of 1938 or section 1426(h) of the Internal Revenue Code."

The pertinent provisions of section 3(f) of the Fair Labor Standards Act are as follows:

"'Agriculture' includes farming in all its branches and among other things includes the cultivation and tillage of the soil, dairying, the production, cultivation, growing and harvesting of any agricultural or horticultural commodities (including commodities defined as agricultural commodities in section 1141j( of Title 12 as amended<sup>1/</sup>), the raising of livestock,

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<sup>1/</sup> Amending the Agricultural Marketing Act to define "agricultural commodity" as including "crude gum (oleoresin) from a living tree, and the following products as processed by the original producer of the crude gum (oleoresin) from which derived: Gum spirits of turpentine, and gum rosin, as defined in section 92 of Title 7."

5. In the Case of Mexican Nationals: (con.)

bees, fur-bearing animals, or poultry, and any practices (including any forestry or lumbering operations) performed by a farmer or on a farm <sup>2/</sup> as an incident to or in conjunction with such farming operations <sup>3/</sup>, including preparation for market, delivery to storage or to market or to carriers for transportation to market."

The pertinent provisions of section 1426(h) of the Internal Revenue Code are as follows:

"The term 'agricultural labor' includes all services performed—

"(1) On a farm, in the employ of any person, in connection with cultivating the soil, or in connection with raising or harvesting any agricultural or horticultural commodity <sup>4/</sup>, including the raising, shearing, feeding, caring for, training, and management of livestock, bees, poultry, and fur-bearing animals and wildlife.

"(2) In the employ of the owner or tenant or other operator of a farm, in connection with the operation, management, conservation, improvement, or in maintenance of such farm and its tools and equipment, or in salvaging timber or clearing land of brush and other debris left by a hurricane, if the major part of such service is performed on a farm.

"(3) In connection with the production or harvesting of maple sirup or maple sugar or any commodity defined as an agricultural commodity in section 1141j(g) of Title 12, as amended, or in connection

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<sup>2/</sup>By opinion of the Solicitor of Labor, services performed for a lumber company in preparing land for planting seedling trees are not agricultural labor, since forestry and lumbering are not agriculture and lands primarily used for timber are not a farm.

<sup>3/</sup>By opinion of the Solicitor of Labor, services in the processing of candelilla wax plants (boiling in open vats, treating with sulphuric acid and skimming of the coagulated wax) are not agricultural labor, since they are not an incident to ordinary farming operations but are in connection with a manufacturing process, resulting in a change in the character or nature of the product.

<sup>4/</sup>By opinion of the Solicitor of Labor, the cultivation, raising and harvesting of candelilla wax plants and the pulling and hauling to vats of wild plants constitutes agricultural labor if performed on a farm as defined in section 1426(h) of the Internal Revenue Code.

5. In the Case of Mexican Nationals: (con.)

with the raising or harvesting of mushrooms, or in connection with the hatching of poultry, or in connection with the ginning of cotton 5/, or in connection with the operation or maintenance of ditches, canals, reservoirs, or waterways, used exclusively for supplying and storing water for farming purposes.

"(4) In handling, planting, drying, packing, packaging, processing, freezing, grading, storing or delivering to storage or to market or to a carrier for transportation to market, any agricultural or horticultural commodity; but only if such service is performed as an incident to ordinary farming operations 6/ or, in the case of fruit and vegetables, as an incident to the preparation of such fruits or vegetables for market. 7/ The provisions of this paragraph shall not be deemed to be applicable with respect to service performed in connection with commercial canning or commercial freezing or in connection with any agricultural or horticultural commodity after its delivery to a terminal market for distribution for consumption.

"As used in this subsection, the term 'farm' includes stock, dairy, poultry, fruit, fur-bearing animals and truck farms, plantations, ranches, nurseries, ranges, greenhouses, and other similar structures used primarily for the raising of agricultural or horticultural commodities, and orchards."

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5/ By opinion of the Solicitor of Labor, services performed in cotton compressing, an operation distinct from cotton ginning, do not constitute agricultural labor, when not performed as an incident to ordinary farming operations within the meaning of section 1426(h)(4) of the Internal Revenue Code and not "performed by a farmer or on a farm as an incident to or in conjunction with such farming operations" within the meaning section 3(f) of the Fair Labor Standards Act. Warehousing services performed in connection with the ginning of cotton constitute agricultural labor but warehousing services performed after the compressing of the cotton do not.

6/ See note 3, supra.

7/ By opinion of the Solicitor of Labor, services for packing shed operators, not involving commercial canning or commercial freezing, were held to be performed as an incident to the preparation of the fruits or vegetables for market and hence are agricultural labor.

## IX. INFORMATION STATIONS

The planting, cultivation, harvesting, and processing of various crops require the services of vast numbers of migratory workers to supplement the supply of local labor employed in these activities. Cotton, tobacco, rice, sugar beets, sugar cane, fruits and vegetables for fresh market and processing, and hybrid seed corn provide the most extensive seasonal work opportunities for supplementary labor.

Most of the migratory workers move out of southern States, traveling north and west in the spring, and returning in the late summer and fall for employment in southern States. The orderly movement of this vast labor force between work areas presents a challenge to the resourcefulness and skill of those concerned with the distribution of labor to achieve the objective of having the right number and kind of workers in the right place at the right time.

### A. Purposes of Information Stations

Information Stations are established, as needed, at strategic points on principal highways commonly traveled by migrant agricultural workers as they move to and from crop production areas, for the purpose of measuring the composition, volume, timing, and direction of migratory movements, supplying current crop and employment information to the migrants, and transmitting timely advice of the movements to employment service offices in destination areas. The effectiveness of Information Stations is largely dependent upon location, facilities available, efficiency of operating personnel, and currency of crop and labor demand information.

Specifically, they will:

1. Give information to migratory workers, without selectivity as between States or production areas, regarding crop locations and conditions, employment opportunities, approximate dates and duration of employment, wages, and general working conditions;
2. Collect information regarding the composition, origin, and destination of the groups of workers, size of the migration, number and types of workers with employment commitments, and the number and types of uncommitted workers seeking employment arrangements.

### B. Types of Information Stations

Information Station facilities generally divide into two categories, viz:

1. Intrastate Stations which provide informational service and guidance primarily to migrants whose next work area lies within the State in which the station is located. The operation of these stations is a State function.

B. Types of Information Stations (con.)

2. Interstate Stations which provide informational service and guidance primarily to migrants enroute to employment areas within several States. The operation of these stations is a Federal function.

C. Principles of Operation

Operating functions are delineated as follows:

1. Intrastate Stations, operating as an integral part of the State farm placement program, sometimes find it expedient to combine the guidance and placement functions into a single operation. This should be done under supervision of the nearest local office, which will accept employer orders and otherwise control all referral and placement activities. Merging of the guidance and placement functions will also influence the location of intrastate stations, since migratory workers may be directed to jobs without recourse to local offices.
2. Interstate Stations, however, must studiously maintain a sharp separation between guidance and placement. They will not accept employer orders, nor make referrals to jobs. Operating personnel will guide migratory workers to State personnel in local office areas for placement. Interstate Information Stations will not be established unless there is a compelling need for interstate guidance, and they should be so located as to minimize chances of encroachment on purely intrastate responsibilities and activities of the State agencies.

D. Standards of Operation

The following standards are desirable:

1. Stations should be established wherever possible close to locations where migratory workers normally make overnight stops. Adequate parking space is essential. Each Station should be clearly identified with conspicuous signs in English (and, in appropriate migratory patterns, in Spanish) and should bear the official farm placement emblem. Signs should also be placed some distance from the Station location along the highways. Suggested copy for such signs is shown on following page:



# FARM LABOR INFORMATION

**$\frac{1}{2}$  Mile Ahead**

U. S. DEPARTMENT OF LABOR • U. S. EMPLOYMENT SERVICE

Specifications:

Size: Not smaller than 3 ft. wide and 5 ft. long.

Color: Orange background with black lettering at least  $4\frac{1}{2}$ " high.

Materials: Sign panel to be constructed of  $\frac{3}{4}$ " wood (clear stock), such as 6" tongue and groove. Car siding, sign panels edged with  $\frac{3}{4}$ " x 2" stock painted black, and sealed with  $\frac{1}{2}$ " quarter-round molding (both sides).

Posts for Mounting: Signs can be mounted on 4" x 4" wood posts, creosoted underground and painted black above ground. Option: Steel posts may be used if desired. Signs can be securely bolted to posts. Signs should be covered with a good white lead paint before orange background and lettering is applied.

2. Telephone. Telephone facilities should be available for sending and receiving crop and labor demand information. Also, telegraph facilities should be available within the community in which the Station is located.
3. Drinking Water. Drinking water for migratory workers should be conveniently available.

D. Standards of Operation (con.)

4. Rest Rooms. Wherever possible, stations should have rest-room facilities, or should be so located as to provide convenient access to public rest-room facilities for use by migratory workers.
5. Operating Schedule. Stations should be open during all periods of major migratory movements. During such periods it is desirable that stations be operated 7 days per week, and that the hours of service coincide with the hours of traffic volume.
6. Personnel. An effective Information Station program can be assured by the use of qualified personnel who have been properly trained to perform the duties assigned. They should have general knowledge of the entire migratory pattern, and of agriculture in the various areas in which migratory workers will be employed.
7. Resource Information. States should prepare and make available to operating personnel, preferably in manual form, background information on crops and operations, including areas of labor need, seasonal demands, sources of labor supply, housing, etc.

E. Safeguarding Guidance

The function of the Employment Service in guiding migratory labor between work areas has far greater significance than merely giving publicity to labor needs in selected crop production areas. Unless reasonably accurate guidance can be given to migratory workers, none should be attempted. A direct and quick way of transmitting reliable crop and labor demand information between areas is necessary because most information about seasonal employment in agriculture is questionable after the lapse of 3 or 4 days. During peak labor demand periods, a continuous day-to-day flow of essential operating information should be maintained to prevent loss of authenticity. Responsibility for acting on uncertain information should always be placed upon the interested migrants by pointing out any elements of doubt.

F. Transmittal of Information

The fulfillment of three needs is basic to the efficient operation of an Information Station program, viz:

1. The first need is for the rapid transfer between areas of current labor supply and demand information. State Farm Labor Bulletins, and the ES-223 in-season reports (see sections 4800-4999, part III of the Manual) can be adapted to this purpose.

F. Transmittal of Information (con.)

2. The second need is to transmit promptly information about the progressive movements of migratory workers from the places where they are interviewed to the places where they are going. Form ES-226.1., the memorandum of each interview (see sections 5420-5429, part III of the Manual), which is the vehicle for collecting, transmitting, and analyzing essential information about migratory movements, was designed to serve this purpose.
3. The third need is for transferring basic detailed information from the operating level to the administrative level. The weekly summaries on Form ES-226 (see sections 5400-5419, part III of the Employment Security Manual) will accomplish this purpose.

G. State Agency Responsibilities

Local offices represent the basic operating unit of the public employment service system, and will continue to function as the principal facility for rendering service to employers and workers. Information Stations, rest centers, directional points, etc., have a place in the total program; however, only local offices can hope effectively to influence migration at the source. Obviously, migratory workers cannot be expected to leave their homes or work areas and travel a considerable distance to an Information Station to inquire whether, when, and in what direction they should travel. The most effective guidance contacts will continue to be made by local office personnel who interview migrants before they enter travel status.

H. Regional Office Responsibilities

Because of the many different areas which will supply crop and labor information for use at Information Stations, and receive information obtained by personnel operating such facilities, regional representatives of the Bureau of Employment Security have been assigned the responsibilities of coordination and supervision within their respective jurisdictions to assure equitable service to the several States which depend on migratory workers to augment their own labor supply.

Specifically, each BES regional representative will:

1. Encourage the establishment and standardized operation of an integrated chain of essential Information Stations at appropriate locations within his jurisdiction;
2. Assure that the operation of such stations is effecting an orderly interstate movement of migratory workers;

H. Regional Office Responsibilities (con.)

3. Arrange for direct lines of communication from State offices and assure a continuous flow of current crop and employment information from labor demand areas for timely use at Information Stations;
4. Assure the use of such crop and employment information without selectivity as between States and work areas;
5. Arrange for the collection and appropriate distribution of data considered essential to the effective operation of a sound farm placement program;
6. Arrange for the prompt transmittal to destination areas of the information collected from migratory workers;
7. Assemble, analyze, and prepare appropriate summaries of the predetermined basic data on migratory movements within their jurisdiction and, not later than December 31 of each year, transmit such studies to the headquarters office of the Bureau for program planning and other administrative uses.

## X. SEASONAL AND MOBILE OFFICES

Many factors cause agricultural labor demands to fluctuate widely from seasonal low to seasonal high. Increased farm labor specialization and mobility are contributing factors. These same factors usually tend to telescope or compress peak seasons into relatively short periods of intensive activity.

Oftentimes, these production area demands for farm placement service will not justify the maintenance of a full-time local office, yet the intensity and volume of season labor demands require the establishment of temporary farm placement facilities. In such cases, where the areas cannot be adequately served by volunteer representatives, seasonal offices provide the alternative.

### A. Seasonal Offices

Seasonal offices provide full farm placement service to employers and workers, i.e., order taking, selection, referral and verification, including farm employer visits, during peak labor demand periods. Less than year-round operations often involve problems of office space and other facilities, as well as qualified operating personnel. Space procurement for short and, in many cases, indefinite periods of time, in advantageous operating locations, has been solved by some States through the use of mobile offices.

### B. Mobile Offices

Mobile offices, both trailer type and demountable portable buildings, have been successfully used in many locations. In addition to the advantage of mobility, these facilities lend themselves to maximum effectiveness of operating personnel who can move with the equipment from one demand area to another as the crop season progresses.

#### 1. Demountable Buildings

Small demountable portable buildings offer versatility and have been used successfully as office space in many areas. These buildings are light and easily transported, and are ideally suited for use in towns and heavily populated areas. They can be set up, with directional signs, on vacant lots, on parking lots used by farmers and workers, alongside service stations, in town squares, or in other locations found to be advantageous. Specifications are available, on request, from the headquarters office of the Bureau.

#### 2. Trailers

Trailer houses, designed as combination office space and living quarters, lend themselves to use in more isolated or sparsely settled areas, such as highway junctions. Their use in many locations has solved the problem of providing services through split or irregular shifts as may be found locally desirable. Specifications for these are also available, on request, from the headquarters office of the Bureau.

## XI. VOLUNTEER FARM REPRESENTATIVES

The national farm labor market is composed of many thousand basic units—local labor markets in cities and villages. The problem is to organize all of these local labor markets into a coherent system. Because of the limited volume of business in some of these local markets, it would not be economically feasible to attempt their organization on the basis of paid personnel. An alternative is to organize unpaid Farm Representatives who will centralize local farm labor markets and perform limited functions in connection with these markets.

Under this plan of organization, the nearest local office becomes the center of a network of Volunteer farm representatives. These local-office networks will comprise area channels for the recruitment and distribution of farm workers in an orderly manner.

### A. Organization of Farm Representative Network

Every incorporated place in a rural area is a local farm labor market. It is the meeting point for workers and employers. As a general rule, the size of the farm labor market is in rough consistency with population; however, there will be exceptions. While the number of farm representatives to be selected must remain a matter of judgment of the local office manager, it may be advisable to establish as a general criterion that a representative can be justified in any incorporated place of 300 or more population. Such factors as community needs, established hiring practices of farmers, telephone facilities, or proximity to a local office are to be considered in deciding upon the designation of a farm representative in any community. No attempt should be made to select rural or on-the-farm representatives. This would be an unwarranted expansion of the plan.

### B. Whom to Enlist

Local office managers should select a business person of the following general qualities:

1. He should be well liked by business people.
2. He should be liked and respected by farmers.
3. He should have a place of business and location where farm employers and farm workers can congregate in numbers.
4. He should be in a business which deals with farmers.
5. His place of business should be located in a section of the city where farm traffic is heavy.
6. He should have a well-developed sense of public duty.

Experience has indicated that public officials as a rule do not make good farm representatives. Usually their offices are not strategically located, and these officials are otherwise heavily burdened with public responsibilities. Their selection would be the exception to the rule. Other places of business, such

B. Whom to Enlist (con.)

as insurance offices or banks are not normal places of congregation for farm labor; therefore, as a general rule, they are unsuitable.

Such places of business as cream stations, general stores, billiard parlors, restaurants, elevators, and feed stores will usually be found most suitable.

In selecting the individual and the place of business, the local office manager should be prepared to explain his selection if called upon to do so.

C. When to Establish the System

The farm representative system should not be established in any area until there is a prospective need for these representatives. The State Employment Service director should instruct local offices when to establish the farm representative system in specific areas, and indicate definite date limits.

D. How to Enlist Farm Representatives

When the local office manager, or his representative, enters a community in which he is unacquainted, he should contact such persons as city officials, officers of community clubs and farm organizations, editors of newspapers, and individual business people, state the purpose of his call, and ask for recommendations. He should confirm proposed recommendations by seeking the opinion of others in the community.

When he has decided upon whom he wishes to enlist, he is then prepared to interview his prospect. In approaching the prospective farm representative, he can make the following sales appeals:

1. Appeal to community spirit by pointing out the benefit to the community through enabling farmers to hire labor there.
2. Stress the assistance that the local office will give in supplying the farm representative with labor, or in securing farm jobs for surplus labor.
3. Stress the elimination of red tape, and the simple paper work necessary.
4. Point out that his name and place of business will be included in publicity given to the farm program.
5. The theme of personal profit to the farm representative through increased business from grateful farmers and farm workers for his services might be mentioned as an incidental factor. Farmers usually trade where they hire their labor.

D. How to Enlist Farm Representatives (con.)

6. Designation of farm representatives should be in accordance with instructions issued by the State Employment Service director.

E. Period of Representation

Farm representatives should be enlisted on an annual basis. It will usually be found impractical to change representatives except annually. Although appointed annually, the representative is usually active only during seasonal periods.

F. Changing Representatives

Where a farm representative has been proved unsatisfactory on the basis of his placement record in ratio to his opportunity, the local office manager should arrange for a replacement, at least for the following year.

G. Appointing More Than One

In some instances, it may be desirable to designate more than one farm representative in a city or village. In no case should there be more than two representatives in any city or village.

H. Training and Supervision

Neither training nor supervision, as such, is to be mentioned to the farm representative. Any impression of being supervised is to be avoided. The relationship between the farm representative and the local office should be approached as a cooperative relationship. On visits to the farm representative, the local office manager will determine those things which the farm representative should or should not do, and advise and explain why he should or should not do these things. On the initial visit to the farm representative he should be advised of:

1. The use of the farm order and application card.
2. The impartiality of the Employment Service toward labor and employers.
3. No fee policy.
4. Policy in respect to wage rates.
5. Importance of advising the local office of significant local labor developments.
6. Use of the telephone for collect calls.
7. General functions of the Employment Service.

## H. Training and Supervision (con.)

8. The necessity for registration and order records.
9. General picture of the operation of the farm labor market.

Occasionally, a representative who does an adequate job of recruiting and placing farm workers is unwilling to keep records. Although record keeping should be kept at an irreducible minimum, most representatives are willing to cooperate if shown the purpose of the records. Point out how information about employers is used in planning and the solicitation of orders for another year; also how the information about workers may be invaluable in recruiting needed labor another year.

Training and supervision of farm representatives must be given primarily through personal contact.

No attempt will be made to substitute written inquiries or instructions for personal supervision or training. In general, written instructions should be used only for individual problems.

## I. Schedule of Contacts with Farm Representatives

A representative of the local office should contact farm representatives in the field during the major peak season on an average of every 10 days.

## J. Scheduling of Visits

On the initial trip for the purpose of enlisting farm representatives, local offices should not schedule more than four calls a day if they are initial enlistments.

The local office manager should, in establishing a schedule, permit a minimum of 2 hours' time per point for the purpose of enlisting and giving initial training to a farm representative. The transaction of other business while in the field to enlist representatives may be permitted, but the enlistment of representatives should constitute the primary purpose of the manager's travel.

## K. Directory of Farm Representatives

Within 3 days after the final date designated by the State Director for the establishment of the farm representative system in a local office area, the local office manager should report the names of representatives enlisted and other pertinent information. The State office will mimeograph and send to all local offices a complete directory of all farm representatives in the State compiled by counties and districts. This will permit local offices and farm representatives to tell workers where to locate the representative in any section of the State.

K. Directory of Farm Representatives (con.)

In making use of the directory, farm representatives should be cautioned not to give the impression to workers that they are being sent to bona fide job opportunities elsewhere unless definite information has been received from a reliable source. The directory is intended primarily to give authentic information as to where farm representatives are located.

A sufficient number of copies of the directory of farm representatives should be sent to each local office to permit distribution of one copy to each representative in the area served by the local office.

L. Order Taking and Registration by Farm Representatives

The farm representative should be given instructions in order taking, and on taking a registration for each regular farm worker he sends out in response to an order, who has not been directed to him with an introduction card from a local office.

M. Reporting by Farm Representatives

The farm representative should be instructed to prepare a weekly summary of orders, registrations, referrals, and placements and mail them to the local office. This procedure shall constitute the only method of farm reporting by the farm representative.

N. Farm Representative's Records

Farm representatives should not be asked to keep any other records nor to make any duplicate records for any purpose whatsoever.

O. Checking Registrations in Local Offices

Registration cards received from farm representatives should be checked against the cross-index or master file in the local office if the address shown is within the area served by the office.

If a regular registration is on file in the local office for the individual who has been placed by a farm representative, a record of the placement should be made on the regular registration card.

P. Dispatching Labor from Local Offices to Farm Representatives

Local offices dispatching farm labor to farm representatives should type the name and address of the representative at the top of the ES-508, Introduction Card. (See Employment Security

P. Dispatching Labor from Local Offices to Farm Representatives (con.)

Manual, part II section 1644.) After labor is recruited, if any considerable travel distance is involved, the local office should verify the job openings by telephoning the farm representative who relayed the order, before the workers are referred.

The representative will complete the Form ES-508 by writing in the name of the employer and other required information when workers are referred to a job.

The local office may keep an accounting of the workers sent to farm representatives by making a duplicate ES-508 to be filed behind the name of the representative to whom the labor is sent.

Duplicate ES-508's should be taken into the field on periodic visits to farm representatives to verify the arrival and placement or the non-arrival of workers referred.

Q. Verification of Placement

Farm representatives delivering labor directly to farmers will not issue introduction cards. The verification of such placements will be made by the farm representative on the basis of his knowledge of hiring.

When a worker presents an ES-508 introduction card to the farm representative and the representative directs the workers to a farm job, the farm representative should verify the placement on the ES-508 card instead of sending it out with the farm worker, or asking the farm employer to sign the card in verification.

R. Use of Telephones by Farm Representative

Farm representatives should be advised to make long-distance telephone calls to local offices collect, for the purpose of requesting labor when there is an urgent demand for more farm workers than the representative can fill within the time limit required.

No provision can be made for the installation of a telephone for farm representatives; neither can provision be made for the payment of long-distance calls of one farm representative to another. When one representative calls another seeking a labor supply, the employer should be asked to pay the cost of the call.

S. Mailing Farm Orders

When farm orders are not urgent, the farm representative should mail orders he cannot fill to the local office, giving

S. Mailing Farm Orders (con.)

sufficient particulars to permit the referral of suitable workers to him.

T. Farm Visit and Cumulative Record Cards

No attempt should be made to make out farm visit or cumulative record cards for farm employers except in instances where the size of the farm and the number of workers employed warrant special attention.

U. Employer Contacts

No program of field visits should be undertaken by farm representatives except in extraordinary instances where the size of the farm and the number of workers employed make field visits necessary or desirable.

V. Distribution of Labor

1. Within a Local Office Area

The local office should take full responsibility for the direction of labor within its area.

It should recruit and direct labor in accordance with the needs of each farm representative. The local office directing labor to a farm representative in response to an order should take the initiative to insure that the labor arrives.

2. Between Local Offices

Local offices should clear with adjacent offices in seeking labor when reports indicate the possibility of supply. When the local office is unable to obtain needed labor from adjacent offices, it should notify the State Farm Placement Supervisor, who should attempt to direct labor into the order-holding office area in the numbers required.

W. Publicity on Organization of Farm Representative System

The State office should distribute to local offices the following draft releases:

1. A release advising the public that a farm representative system is being created in the area served by the local office.
2. A second release to include the names of farm representative which will reiterate the functions to be performed in the farm labor market.

W. Publicity on Organization of Farm Representative System (con.)

NOTE: These two releases should be in the form of an announcement by the local office manager without reference to the State director or the State farm supervisor.

Each local office manager should be supplied with these draft releases in sufficient quantity to send to all newspapers published throughout the area served by the office.

Local office managers should send out such releases on the Friday preceding the issue date or publication of weekly newspapers (ordinarily Thursday).

Stories should not be released to the daily newspapers ahead of release to the weekly newspaper.

The State office may issue State releases through press associations outlining the general plan of organization, the dates of organization, and the functions of the Employment Service in the farm labor market. These releases may coincide with, but should not precede, releases from local offices.

X. Managers' Recommendation of Farm Representatives

Before the end of each year, in accordance with dates established by the State office, local office managers should compile a brief narrative summary of the work of each farm representative, including recommendations for change, suggested names of representatives for the next year, factors contributing to the success or lack of success of a representative, and the number of placements made by any representative, or an estimate if records are incomplete. One copy of this report should be filed in the local office, and the original sent to the State office.

This narrative report will assist the local office manager in establishing the system for another year.

Y. Recognition of Service

At the close of the crop season, the local office manager should write a personal letter to each farm representative in recognition of the service he has rendered to his community and to the farm placement program. It is recommended that an informal style be used and that each letter be localized to make the contents applicable to the individual situation.

## XII. FARM LABOR REPORTING AND ANALYSIS PROGRAM

Accurate information on labor demand and supply is basic to the planning of a manpower program and efficient operation of the Employment Service recruitment and placement functions. This is particularly true of agriculture and related activities because concentrated demands for labor and reliance upon large numbers of migratory workers are inherent in the seasonal character of farm operations.

An effective reporting and analysis program must be maintained as an integral part of the total farm placement program to accomplish the following objectives: (a) provide all levels of administration with basic data for pre-season planning and current operating needs; (b) record the activities to permit evaluation of program; (c) provide a basis for budgeting and administrative planning; and (d) develop a factual basis for sound informational and public relations programs.

To achieve these purposes, the following minimum reporting program for agricultural and seasonal food processing activities is established:

- A. Pre-Season Report (Form ES-222) This report is prepared annually by each State requiring 500 or more out-of-State workers in agricultural activities, or 500 or more out-of-State workers in food processing activities, at any one time during the active crop season, as outlined in sections 4600-4799, part III of the Employment Security Manual, to provide minimum data required by the State administrative office and the regional and headquarters offices of the Bureau to plan and administer a coordinated national farm placement program. It analyzes the net requirements for out-of-State workers, and delineates the magnitude of recruitment problems in the State.
- B. In-Season Reports (Forms ES-223 and ES-224) These reports have been designed to satisfy minimum current operating needs, and are prepared in two parts as outlined in sections 4800-4999 and 5000-5199, part III of the Employment Security Manual, viz:
  1. At weekly intervals during the active crop season, each State agency with one or more areas requiring 500 or more seasonal workers in agricultural and food processing activities at any one time will prepare a narrative digest of crop and manpower conditions to provide current data on which appropriate action may be initiated to resolve labor shortages and help channel surplus labor into areas of need
  2. At the close of each month during the active crop season, each local office serving an area requiring 250 or more out-of-area workers, or which had any number of foreign workers employed in the area during the month, will submit an

B. In-Season Reports (Forms ES-223 and ES-224). (con.)

activity report to provide all levels of administration with current data on the quantitative aspects of achievement in meeting the labor demands of agriculture and food processing in each major production area in the States.

- C. Post-Season Report (Form ES-225) This report is prepared annually by each State agency at the end of the season as outlined in sections 5200-5399, part III of the Employment Security Manual. It will include data on local office farm and food processing activities, employment trends, sources and characteristics of the labor supply, and recruitment activities which will be useful in budgeting and the formulation of policies, as well as in operations and public relations. Significant developments which may affect long-range planning will be reported in the post-season round-up.

One of the basic objectives is to develop and publish a well-planned report which will serve as the official State agency operating and public relations document of farm placement activities and services, giving consideration to continuity and human interest, and highlighting the cooperative efforts of committees, associations, agencies, and individuals who actively participated in the State program. It should include the record of services rendered in behalf of workers and employers which will promote a better understanding of the Farm Placement Service. It will also permit examination and review of the season's operations.

- D. Interstate Information Station Report (Form ES-226) This report is prepared at weekly intervals during the period of seasonal migration as outlined in sections 5400-5599, part III of the Employment Security Manual, to provide basic information regarding the composition, size, origin, and work areas of groups, crews, and individuals in the migratory movement. These data will be derived from the separate Memoranda of Interview (section 5420, part III of the Manual), and will be used to improve the direction and utilization of this domestic farm labor resource.

These required reports are designed to be as simple as possible, and yet provide the minimum information necessary to the operation of the program. State administrative offices are free to add such additional reports as they feel are necessary for essential operating purposes.

One of the first steps in any sound agricultural labor market reporting program is the determination of basic agricultural characteristics in local office areas and in the State, such as:

- A. Extent and variety of agricultural activities.
- B. Periods of planting, cultivating, harvesting, etc.
- C. Acreages, yield per acre, production, and man-day output.
- D. Numbers and types of labor—available and required.
- E. Wage and hour data, with perquisites.
- F. Migratory labor trends.

Sources of such data are varied. Publications of the Bureau of Agricultural Economics and the Extension Service are most helpful for current data, and arrangements have been made by the headquarters office of the Bureau with these two agencies whereby States may have ready access to such information. Considerable data may also be obtained from county extension agents as well as from State statisticians and other personnel of the U. S. and State departments of agriculture. The United States Census of Agriculture for 1945 also contains valuable State and county data on crop production.

### XIII. SEASONAL EMPLOYMENT OF URBAN SCHOOL YOUTH

Successful operating experiences in the seasonal employment of urban school youth in agriculture reflect certain basic factors which have been inherent in all such plans. Primarily, program planning must be approached from the viewpoint of youth welfare. The labor aspect, although important, is secondary. This should not be construed to mean that the services performed by school youth are negligible, but that the employment of youth always imposes on the employer and the Employment Service certain fundamental responsibilities to meet the demands of society.

The methods outlined herein are intended to implement and extend the program for youth employment appearing in sections 8000-8050, part II of the Employment Security Manual. These methods offer a tested approach to a recruitment problem, including suggestions for selection, safe transportation, competent supervision, parental and employer cooperation, recreation, recognition of merit, and health protection. Programs should be developed with full regard to State guards which will protect the health and well-being of youth and the continuity of their education. It is also essential to enlist the cooperation and support of the State board of education, the boards of education in cities selected to participate in the program, the Agricultural Extension Service and its County Agents, and other youth-serving community groups which can render continuing assistance throughout the crop season.

#### A. Planning a Program

Youth farm placement activities are divided into three distinct groupings, viz:

1. Day haul - Youth who commute daily to and from work, such as vegetable toppers, berry pickers, corn detassellers, etc. Most of the employment of day-haul groups is in seasonal harvesting activities. Orders for this type of worker are necessarily dependent upon crop maturity. Weather conditions will preclude the possibility of obtaining orders very far in advance of the actual need. Recruitment, however, must be done well in advance of this need, based on average acreages and forecasts of probable production. This is a local office problem.
2. Live-ins - Youth who are placed on selected farms during school vacations, live in the farm home, and are usually treated as members of the farm family. Live-in youth are usually placed on selected farms for employment during the school vacation period. They live on the farm, usually as a member of the farm family, and environment is a major consideration. Wherever possible, they should be recruited on definite orders, obtained by the local farm placement representative. The success of the program rests not only on the careful selection of youth willing and physically able

A. Planning a Program (con.)

to do farm work, but also on the attitudes of the farm employer who will exert an influence on the youth during the "live-in" period. He must evince an interest and willingness to train the youth in good work habits, and recognize the need for both sympathetic understanding and direction.

3. Campers - Youth who live in supervised camps during the seasonal activities. Youth farm labor camps present an entirely different problem. Camps are usually established in crop areas where there is a concentration of work which can utilize youth labor, and which have an insufficient supply of local labor. A similarity of interest among the farmers often results in a cooperative association to establish the camp with necessary housing and equipment. This may also be done by interested youth-serving groups in the area.

Each of these three programs has its own peculiar problems, but their activities start at the same point and have the same basic requirements. Each phase of the activity must be carefully planned in advance to meet the needs of the farmer, as well as to provide the youth with healthful, productive, and gainful employment under proper supervision.

B. Recruitment

Since youth generally attend school during the winter months, the recruiting process is simplified. This fact also sets the pattern for recruitment. Educators recognize the benefits of work experience for school youth, but demand that employment opportunities provide safeguards for the welfare of the youth. The cooperation of school authorities may be expected if the program is designed especially for youth, and includes provisions to meet these inherent responsibilities. Only broad principles and minimum standards should be covered in a State plan. Variations will be dictated by local conditions, and programs should allow for modifications to meet those local needs, but recruitment may follow the basic plan:

1. Acceptance of the program by school officials. This is necessary because recruitment must take place in schools. Use of the schools for this purpose will be allowed only if school officials are convinced that the program is good for the youth. Recruiting methods should be devised in cooperation with the school authorities. The time consumed in developing the plan cooperatively will be compensated by the increased effectiveness of the recruitment effort.
2. Enlistment of teachers as assistants in recruiting. Once the interest of the youth is obtained, and he is ready to complete an application, only the first step of recruitment

B. Recruitment (con.)

has been accomplished. The parents' consent is usually required, and the recommendation of the principal, guidance director, or major teacher is desirable. To qualify each applicant, many calls would be imposed upon the recruiter. By enlisting the teachers in this process, completed applications may be obtained with a minimum of effort.

3. Suggested recruiting methods in schools

- a. School assemblies. In order to present the program to a large number of youth with the most economical use of time, the school assembly is recommended; however, this demands careful preparation by the recruiter, and the capacity to face a rather critical audience. An assembly discussion should have certain educational values or attractions, and must not be restricted to the promotion of a selfish aim.
- b. Selected groups. In large schools, it is often undesirable to present a program to the entire student body when only a few of the youth may be interested. Where feasible, arrangements should be made to present the program to such interested students.

C. Supervision

Whenever youth is employed away from the direct supervision of parents, full-time paid supervision is necessary at all times. Supervision includes the responsibility for safe transportation to and from the job; seeing that workers have ready access to pure drinking water; that they have shelter during the noon lunch periods and during inclement weather; and that sanitary toilet facilities are available. The supervisor will also be the spokesman for the group when disagreements occur as to wages or work assignments. The problems of supervision vary with the classes of employment.

1. Day-haul. Supervision of day-haul groups serves three purposes:
  - a. Assembly of the group for transportation to work;
  - b. Supervision during transportation to and from work;
  - c. Direction in the field.

Recruitment of supervisors should be the responsibility of the Employment Service but their pay is a crop production cost to be assumed by the employer. School teachers welcome this type of employment during the summer, and are well-qualified for the work.

C. Supervision (con.)

2. Live-in. Live-in youth usually work on widely separated farms, and it is seldom possible to organize the farmers, who have a diversity of crop interest, for cooperative supervision. The aim of any farm placement service is satisfactory placements, and a prerequisite of supervision involves careful matching of the worker with the farm. Careful selection will place the right worker on the right farm, and contribute to the maintenance of a satisfactory relationship between the worker and the farmer. The Employment Service may also perform a valuable service during subsequent follow-up field visits in resolving minor difficulties which occasionally arise.
3. Camps. Camp supervision tends to be more complex than for other types of youth employment. A competent camp director is essential. He must be able to deal with all the problems which can arise within a large number of youth living and working together. He must be concerned with food, work assignments, recreation, sanitary conditions, and sleeping accommodations, and at the same time serve as an unbiased referee in resolving difficulties. As the size of the group increases, additional assistants are essential to supervise work groups and aid in promoting camp recreational activities

D. Selection of Workers

1. Day-haul. For most work done by day-haul groups, the sex of the worker is not important. In many types of harvest work, girls are better workers than boys. It is usually in work which entails the lifting of heavy containers that the boys enjoy an advantage. Minimum age requirements will ordinarily be determined by State child labor laws and competing industrial demand for older boys and girls. State laws usually allow employment in agriculture at an earlier age than for industrial employment. Size is a minor consideration in day-haul selection. Selection on the basis of school recommendations is a good plan to follow. Good supervisors can be trusted to eliminate poor workers or trouble makers in any crew.
2. Live-in. Most farm work is strenuous, and requires good physical development. Boys are usually selected for live-in employment. If girls are recruited for this type of work, different placement standards must be used. Usually the demand for girls as live-in workers for outdoor farm work will be small. A minimum weight standard is desirable. While 14 years is usually the legal age for agricultural employment, if a high weight standard is established, it will tend to raise the average age level. Good general health is always required. The attitude of the applicant and his seriousness in applying for farm work is hard to evaluate, but the recommendation of his teachers is usually dependable.

E. Selection of Employers

Employment service policy precludes the selection of employers for usual types of labor; however, the inclusion in a youth program of a process for employer selection is a basic necessity if the program is to be successful. For youth camps, this is not too important because an agricultural association can police its membership, and will usually do so. For day-haul groups competent supervisors will minimize participation by undesirable employers. But for "live-in" youth, careful selection of farms and the pre-elimination of those not suitable for youth employment is necessary for the survival and satisfactory development of a youth program.

F. Cooperation of Parents

The employment of school-age youth is subject to the restrictions of applicable State laws; particularly, those provisions which require the consent of parents for such employment. Accordingly, the program must appeal to parents, and they must be informed of significant details. Their confidence is a prerequisite to the stability of youth employment away from home.

G. Transportation

For day-haul groups, transportation is the responsibility of the employer; however, the Employment Service must be prepared to establish standards for such transportation, and work with the State automobile control agencies in maintaining safe standards. Vehicles should be equipped with side-boards and tail gates, all passengers should be seated, and the driver should be licensed. The greatest hazard in day-haul activity is transportation. For live-in and camp employment, the employer usually pays at least a part of the transportation expense. Each State must determine the most equitable plan to fit local conditions.

H. Accident Prevention and Health

Careful selection of youth is the first step in protecting young workers from the ordinary hazards of farm employment. A physical examination should be required of all youth selected to work as live-ins or in camps. Farm machinery and farm animals constitute a hazard for inexperienced or improperly trained youth. To be effective, farm safety must be carefully explained and demonstrated. Accident insurance should be required for all youth doing farm work. Group insurance plans which give adequate protection are available at moderate cost. Insurance coverage is a responsibility of the employer and should be acquired for his own protection.

I. Wages and Hours

Provisions should also be made for safeguarding the health and welfare of inexperienced youth through reasonable hours of work, with a breaking-in period for beginners, and at wages commensurate with the work performed but not less than the established prevailing rates paid adult beginners for comparable work in the area of employment. Employer orders must be carefully screened for sub-standard wages and working conditions. A shorter workday should be established for day-haul groups to allow for travel time to and from the work location.

J. Recreation

1. Day-haul. Field days and similar group activities are best for the large groups comprising day-haul operations. This recreation program becomes an important factor in maintaining crews at full strength and in future recruitment.
2. Live-in. Recreation of this group will follow the pattern of rural recreation in the area of employment. Usually the farmer will urge the youth working for him to participate in local social functions. Supervisors should point out to the employer why recreational activities are necessary if he is inclined to question this need, and if desirable, develop an understanding of the local situation so that they can direct the youth.
3. Camps. Recreation is considered mandatory and of first importance for all camps. An alert camp director will organize adequate programs after working hours.

K. Recognition of Service

Youth places great store in emblems and certificates of service. The development of an attractive emblem and certificate should be recommended to employers using youth groups. By encouraging pride in membership, recruitment will become less difficult each succeeding year.

L. General

The natural desire of youth for adventure and the concentration of available applicants in urban centers remote from agricultural demand areas emphasize the need for assigning qualified State office personnel to clear orders from the areas of need to areas of supply. By offering purposeful and healthful employment, under recommended standards and good supervision, to the youth in crowded urban areas, combined with the broadening influence of travel and association with

L. General (con.)

people of different interests, a real service is rendered to both the farm employer and to the youth. The work experience, particularly, is invaluable in building character and stability of purpose which unproductive recreational activities in urban playgrounds cannot supply.

It must be recognized that the employment of urban youth in agriculture cannot be reduced to the impersonal operation of a predetermined procedure. Each worker and each farm employer is a distinct personality, and a half-hearted mechanical placement service will not suffice. There must be an intelligent evaluation of the farm job requirements, as well as the limitations of youth applicants, plus recognition of the simple philosophy of human understanding which underlies all youth programs.

The average farmer is patient and fair in dealing with youth. He is generally accustomed to an unhurried life, and is willing to teach his new helper. It is probably a tribute to both the adaptability of youth and the teaching ability of farmers that an ever increasing number of inexperienced urban youth are becoming seasoned and dependable farm workers upon whom the Employment Service can rely in meeting demands for harvest labor.

In advance of the crop season, selected local offices should make a thorough study of potential farm job openings in their respective areas to determine suitability of the job for the referral of qualified urban youth. As these job openings which cannot be filled locally are identified, local office managers should report them to the State office with a detailed description of the work to be performed and other pertinent data which will contribute to a satisfactory selection prior to the time of actual need. As the specific demands are reported by local offices, appropriate supply sources can be developed by the State office, and a pilot program formalized which will be commensurate with the labor demand problem in each area. The succeeding steps will be self-evident, and from the ultimate coordination of several local programs will emerge a master State plan for the utilization of urban school youth.

XIV. DISPLACED PERSONS PROGRAM

Public Law 774 (80th Congress) provides for a Displaced Persons Commission of three members to administer the program of admitting a limited number of displaced persons and their families to the United States.

Private welfare and church organizations have assumed major responsibilities for sponsoring individual applications, and assisting in the reception, settlement, and community adjustment of these immigrants.

Inquiries from potential employers regarding procedures covering the entry of displaced persons should be directed to:

Displaced Persons Commission  
4th Floor, Premier Building  
718 Eighteenth Street, N. W.  
Washington 25, D. C.

APPENDIX

TABLE 1

STATES	NUMBER FARMS IN U. S. - 1945 <sup>1</sup>	TOTAL HARVESTED ACREAGES (1948) <sup>2</sup> (THOUSANDS)	CASH RECEIPTS FROM FARM MARKETINGS <sup>3</sup> (THOUSANDS)	
			LIVESTOCK AND PRODUCTS	CROPS
			ALABAMA.....	223,369
ARIZONA.....	13,142	968	71,868	119,974
ARKANSAS.....	198,769	6,106	153,514	346,539
CALIFORNIA.....	138,917	7,123	751,954	1,412,751
COLORADO.....	47,618	6,516	258,614	258,564
CONNECTICUT.....	22,241	379	89,539	57,371
DELAWARE.....	9,296	402	68,911	17,613
FLORIDA.....	61,159	1,206	91,997	253,479
GEORGIA.....	225,897	7,177	157,176	356,224
IDAHO.....	41,498	3,442	145,747	216,938
ILLINOIS.....	204,239	20,508	1,121,689	787,780
INDIANA.....	175,970	11,252	751,525	314,622
IOWA.....	208,934	21,946	1,948,017	449,970
KANSAS.....	141,192	21,821	582,493	657,720
KENTUCKY.....	238,501	5,206	287,042	300,965
LOUISIANA.....	129,295	3,413	107,434	222,289
MAINE.....	42,184	1,189	60,830	114,972
MARYLAND.....	41,275	1,684	144,446	90,789
MASSACHUSETTS.....	37,007	442	119,224	71,814
MICHIGAN.....	175,268	8,322	446,193	267,280
MISSISSIPPI.....	263,528	6,220	116,671	372,532
MINNESOTA.....	188,952	19,167	952,927	391,181
MISSOURI.....	242,934	13,317	854,693	228,232
MONTANA.....	37,747	8,769	177,393	192,751
NEBRASKA.....	111,756	19,260	674,562	413,788
NEVADA.....	3,429	495	39,449	6,423
NEW HAMPSHIRE.....	18,786	393	48,555	15,409
NEW JERSEY.....	26,226	807	169,914	124,223
NEW MEXICO.....	29,695	1,658	102,262	74,664
NEW YORK.....	149,490	6,482	578,565	292,463
NORTH CAROLINA.....	287,412	6,028	135,288	627,062
NORTH DAKOTA.....	69,520	20,905	199,855	511,602
OHIO.....	220,575	10,819	695,914	301,549
OKLAHOMA.....	164,790	13,312	335,290	314,205
OREGON.....	63,125	2,962	170,136	200,711
PENNSYLVANIA.....	171,761	5,965	557,486	216,924
RHODE ISLAND.....	3,603	51	15,589	6,391
SOUTH CAROLINA.....	147,745	4,195	63,488	261,798
SOUTH DAKOTA.....	68,705	17,602	397,730	288,451
TENNESSEE.....	234,431	5,728	227,470	246,182
TEXAS.....	384,977	27,926	801,549	1,140,993
UTAH.....	26,322	1,171	103,723	51,719
VERMONT.....	26,490	1,149	91,152	23,280
VIRGINIA.....	173,051	3,795	207,425	202,945
WASHINGTON.....	79,887	4,207	192,364	387,342
WEST VIRGINIA.....	97,600	1,294	88,816	28,518
WISCONSIN.....	177,745	10,330	906,227	142,020
WYOMING.....	13,076	1,913	107,364	42,564
TOTAL.....	5,859,129	350,858	\$16,490,433	\$13,695,866

<sup>1</sup> 1945 Census<sup>2</sup> Crops and Markets - 1949 Edition Vol. 26, BAE<sup>3</sup> From Crops and Markets - 1949 Edition Vol. 26, BAE (1947)

TABLE 2  
 FARM EMPLOYMENT <sup>1</sup>  
 (PERSONS EMPLOYED BY MONTHS - 1949)  
 (IN THOUSANDS)

MONTH	FAMILY WORKERS <sup>2</sup>	HIRED WORKERS	TOTAL
JANUARY.....	6,422	979	7,401
FEBRUARY.....	7,062	1,308	8,370
MARCH.....	7,666	1,778	9,444
APRIL.....	8,909	2,011	10,920
MAY.....	9,387	2,549	11,936
JUNE.....	8,909	3,231	12,140
JULY.....	8,528	3,664	12,192
AUGUST.....	8,906	3,588	12,494
SEPTEMBER.....	10,538	4,156	14,694
OCTOBER.....	9,739	3,160	12,899
NOVEMBER.....	7,648	1,786	9,434
DECEMBER.....	6,197	953	7,150

<sup>1</sup> Source: Farm Employment Division, BAE

<sup>2</sup> Includes farm operators and members of their families working without wages.

TABLE 3

## HIRED WORKERS - 1945 CENSUS

STATES	FIRST WEEK - JANUARY 1945		CASH PAID FOR FARM LABOR - 1944	
	NUMBER FARMS REPORTING	NUMBER HIRED WORKERS	NUMBER FARMS REPORTING	CASH PAID
ALABAMA.....	5,733	11,581	67,726	\$17,572,497
ARIZONA.....	2,179	9,147	6,284	23,081,841
ARKANSAS.....	4,694	8,856	61,949	35,226,167
CALIFORNIA.....	28,127	100,327	89,687	301,966,621
COLORADO.....	5,204	9,747	30,689	35,760,787
CONNECTICUT.....	3,185	6,780	8,740	18,890,427
DELAWARE.....	1,105	2,265	4,983	5,191,120
DIST. OF COL.....	17	169	21	272,855
FLORIDA.....	7,072	36,014	31,306	48,514,880
GEORGIA.....	9,240	19,657	90,605	31,469,656
IDAHO.....	2,865	5,015	28,836	29,415,136
ILLINOIS.....	21,188	29,044	115,973	63,141,908
INDIANA.....	9,770	13,665	78,913	30,983,721
IOWA.....	19,691	23,178	124,831	56,879,987
KANSAS.....	8,210	11,397	86,399	37,409,564
KENTUCKY.....	9,985	16,524	93,788	27,921,000
LOUISIANA.....	5,633	18,954	42,024	30,102,470
MAINE.....	2,707	4,426	17,955	18,516,069
MARYLAND.....	7,778	13,060	25,438	23,333,144
MASSACHUSETTS.....	4,666	11,151	14,179	21,844,539
MICHIGAN.....	10,304	14,949	80,148	39,692,246
MINNESOTA.....	15,887	19,585	118,437	47,507,030
MISSISSIPPI.....	3,017	6,963	55,153	23,335,076
MISSOURI.....	11,129	16,365	109,298	40,481,142
MONTANA.....	5,677	10,242	25,332	27,451,285
NEBRASKA.....	9,579	13,052	69,369	32,143,129
NEVADA.....	761	2,420	2,044	5,459,203
NEW HAMPSHIRE.....	1,651	3,018	7,298	5,955,672
NEW JERSEY.....	5,842	12,073	14,339	30,184,601
NEW MEXICO.....	2,992	7,110	14,035	14,814,719
NEW YORK.....	25,829	41,932	60,847	79,651,812
NORTH CAROLINA.....	8,923	14,726	152,173	41,458,143
NORTH DAKOTA.....	5,510	6,756	53,983	34,785,211
OHIO.....	13,249	19,556	95,172	42,355,242
OKLAHOMA.....	6,552	10,032	81,970	38,237,471
OREGON.....	3,946	8,825	32,780	38,246,345
PENNSYLVANIA.....	17,942	27,605	84,577	51,451,952
RHODE ISLAND.....	476	1,152	1,610	2,588,845
SOUTH CAROLINA.....	7,145	14,354	64,962	22,167,930
SOUTH DAKOTA.....	4,873	6,180	47,027	20,351,469
TENNESSEE.....	6,722	11,167	84,090	18,598,049
TEXAS.....	26,970	53,551	192,781	154,555,436
UTAH.....	1,542	3,293	16,790	12,773,592
VERMONT.....	3,601	5,118	13,877	9,603,763
VIRGINIA.....	9,372	17,974	76,946	34,725,537
WASHINGTON.....	4,935	10,282	41,805	61,227,446
WEST VIRGINIA.....	2,096	3,766	37,216	8,559,604
WISCONSIN.....	24,786	30,284	116,064	51,076,053
WYOMING.....	2,132	5,054	8,577	14,095,042
TOTAL.....	402,489	748,341	2,799,026	\$1,861,026,434

TABLE 4

FARM LABOR REQUIREMENTS IN THE UNITED STATES - 1944  
(THOUSANDS OF MAN HOURS)

STATES	GRAIN CROPS <sup>2</sup>	HAY CROPS <sup>3</sup>	COTTON	TOBACCO	PEANUTS (PICKED AND THRESHED) <sup>1</sup>	SUGAR BEETS	POTATOES (INCLUDING SWEET POTATOES)	TRUCK AND GARDEN CROPS <sup>4</sup>	FRUITS, BERRIES AND TREE NUTS <sup>5</sup>	MISCELLANEOUS CROPS	TOILET ALL CROPS	MILK COWS	OTHER CATTLE, HOGS AND SHEEP	HORSES, MULES, AND OTHER LIVESTOCK	POULTRY	TOTAL ALL LIVESTOCK	TOTAL ALL FARM WORK EXCEPT MAINTENANCE
CONNECTICUT.....	3,583	2,328	6,762			1,512	4,844	2,612	9	21,650	19,822	1,719	2,214	9,073	32,628	54,278	
MAINE.....	3,938	6,860				17,688	3,585	3,585	19	34,965	21,470	3,455	3,585	5,981	34,676	75,641	
MASSACHUSETTS.....	2,948	2,991	2,320			1,972	16,982	7,023	12	50,148	19,347	2,762	3,393	19,481	38,953	73,101	
NEW HAMPSHIRE.....	1,249	3,012				648	1,249	1,249	15	9,279	11,387	1,428	1,397	5,310	19,636	28,115	
RHODE ISLAND.....	628	262				567	3,107	353	1	2,628	3,211	324	348	1,142	5,059	7,853	
VERMONT.....	5,877	7,385				1,008	3,231	2,895	54	20,850	44,976	2,647	5,210	2,547	56,680	76,930	
DELAWARE.....	6,917	1,078				860	6,082	1,656	701	17,994	5,124	969	2,781	15,220	23,315	40,609	
NEW JERSEY.....	9,828	3,606				6,985	28,706	7,481	308	55,824	22,283	16,774	33,548	43,364	100,188	500,188	
PENNSYLVANIA.....	57,047	48,475				14,040	68,665	17,443	4,661	223,604	123,686	22,389	31,758	276,384	276,384	332,274	
NEW YORK.....	90,402	27,220				13,616	35,783	17,443	944	178,181	181,172	5,974	10,084	13,486	373,561	871,124	
PENNSYLVANIA.....	26,764	4,745				3,584	23,801	12,652	15,464	228,065	53,311	19,179	39,407	91,182	142,059	360,640	
MARYLAND.....	119,153	17,225				14,951	26,229	18,346	3,124	72,584	62,716	18,272	29,002	27,070	138,060	122,838	
NORTH CAROLINA.....	69,695	14,169				6,741	31,863	12,652	15,464	228,065	33,255	10,504	14,244	10,768	66,771	495,411	
VIRGINIA.....	22,178	8,367				4,146	34,184	8,978	7,386	54,067	30,185	42,114	42,114	28,182	175,679	459,001	
WEST VIRGINIA.....	113,678	18,618				12,392	51,717	29,142	4,578	318,732	137,460	25,559	30,639	24,515	224,515	528,561	
KENTUCKY.....	136,828	28,148				14,384	55,187	13,673	11,132	250,952	144,354	46,451	39,705	45,519	278,029	615,987	
MICHIGAN.....	165,783	25,590				1,334	69,405	7,613	6,292	278,394	164,139	78,954	40,289	53,669	337,593	422,965	
OHIO.....	109,405	21,975				1,965	50,230	5,752	9,294	198,449	104,200	56,832	26,357	37,137	224,516	422,965	
ILLINOIS.....	176,546	46,249				9,892	35,189	3,423	11,564	284,874	228,821	76,826	55,777	67,167	458,591	713,465	
MINNESOTA.....	127,403	53,661				13,720	33,224	7,419	8,668	241,001	338,416	48,924	40,221	41,758	469,389	510,390	
WISCONSIN.....	136,758	13,616				13,720	33,224	7,419	8,668	241,001	338,416	48,924	40,221	41,758	469,389	510,390	
ALABAMA.....	31,211	841				4,373	35,888	50,919	64,871	458,986	16,501	25,400	7,536	3,774	55,211	221,607	
FLORIDA.....	150,379	11,869				13,454	27,073	5,043	38,210	545,265	44,954	26,048	34,527	25,869	131,338	676,603	
GEORGIA.....	128,497	18,090				10,556	36,967	3,203	23,159	590,403	62,293	21,004	40,491	20,167	83,943	734,346	
MISSISSIPPI.....	74,192	10,510				10,517	22,360	4,996	18,171	379,545	23,553	6,666	20,187	11,487	63,913	443,458	
SOUTH CAROLINA.....	105,868	19,022				7,450	35,362	7,961	7,931	327,429	81,113	29,518	45,102	23,643	181,736	508,805	
TENNESSEE.....	199,618	44,899				1,780	28,842	2,575	27,957	305,728	193,494	149,284	93,942	79,186	475,908	781,636	
LOUISIANA.....	184,977	23,499				1,071	13,596	1,804	6,703	211,943	103,636	48,503	31,680	38,902	222,921	434,864	
KANSAS.....	137,786	31,973				1,785	32,999	6,783	89,694	301,310	137,465	66,957	65,484	53,428	229,334	446,916	
NEBRASKA.....	159,744	39,381				3,680	11,274	688	2,667	221,937	87,889	60,669	38,089	39,032	137,617	305,446	
NORTH DAKOTA.....	111,451	27,014				9,510	5,664	36	7,126	167,931	62,702	33,519	29,764	13,644	151,623	300,150	
SOUTH DAKOTA.....	90,596	22,920				1,406	5,684	51	2,568	148,827	57,937	22,029	33,694	22,103	135,763	503,027	
ARKANSAS.....	15,360	5,768				15,896	25,719	17,084	61,361	326,827	33,243	20,982	27,085	11,351	92,771	419,988	
LOUISIANA.....	190,740	22,288				3,208	24,462	1,325	17,956	313,054	98,376	35,734	33,019	29,240	196,428	509,463	
NEW MEXICO.....	261,932	22,522				11,827	135,135	29,278	43,540	925,993	174,840	83,222	116,725	62,041	446,928	1,372,921	
OKLAHOMA.....	47,659	24,187				6,629	15,271	4,831	2,763	112,084	32,928	29,091	23,084	9,439	84,522	206,606	
COLORADO.....	17,193	20,862				12,821	9,975	4,019	2,575	71,867	34,100	26,153	30,327	5,616	86,156	157,463	
IDAHO.....	30,031	21,656				1,265	4,688	715	2,353	66,332	21,277	40,260	17,427	5,049	50,890	86,930	
UTAH.....	8,386	10,821				1,326	9,590	3,720	311	37,479	17,575	14,570	13,582	5,614	51,451	86,930	
ARIZONA.....	37,147	53,349				12,360	12,026	3,239	20,383	49,491	10,078	39,444	9,728	1,330	50,890	75,003	
NEVADA.....	750	5,480				4,465	18,853	27,406	14	7,042	6,850	15,567	7,193	1,377	30,967	80,458	
CALIFORNIA.....	12,439	16,122				4,132	26,842	313,048	42,228	560,083	106,930	48,286	42,003	35,180	234,399	794,482	
OREGON.....	19,824	16,904				1,187	4,465	519	11,391	91,663	2,865	7,544	2,413	1,603	13,855	29,997	
WASHINGTON.....	3,607,342	906,246	2,050,667	767,634	108,184	49,851	1,297,956	772,764	684,752	10,546,773	3,464,678	1,428,859	1,276,391	1,107,115	7,277,042	17,823,815	
UNITED STATES TOTAL.....																	

1 Source: FARM LABOR REQUIREMENTS IN THE UNITED STATES - 1959 and 1944, by Heuben W. Hecht, BAF, April 1947.

2 Includes corn, wheat, oats, barley, rye, rice, flax, broom-corn, sorghum for grain, soy beans for beans, legume and hay crop seed, other feed, and food strains.

3 Includes alfalfa, clover, timothy, wild hay, lespedeza, soy beans for hay, and other hay.

4 Includes farm gardens other than potatoes.

5 Includes strawberries and maple products.