

W1
Δ
Emp 2.
3/2:
3035
1960

Wisconsin Post Season



RETURN TO
LEGISLATIVE
REFERENCE LIBRARY
MADISON 2, WISCONSIN

STATE HISTORICAL SOCIETY
LIBRARY

JR 11 1984

Farm Labor Report

WIS. DEPOSITORY COPY



Wisconsin State Employment Service

1960

RECEIVED
JAN 19 1961
LEGISLATIVE
REFERENCE LIBRARY

COVER PICTURES

OLD AND NEW

LEFT

HAND PITCHING

PEARL

RIGHT

MOBILE VIBRATOR

✓
POST-SEASON FARM LABOR REPORT

1960



Prepared by
Rural Industries Division

WISCONSIN STATE EMPLOYMENT SERVICE

A Division of the
Industrial Commission

A. Thomas Rose
Director

FOREWORD

Each year thousands of seasonal workers are hired by Wisconsin employers to harvest the fruit and vegetable crops and work in food processing plants. Of these, about 12,000 are inter-state migratory workers. To recruit and time the movement of these workers so that they are at the right place at the right time is a difficult job. The fact that each year this task is successfully accomplished is due to the men and women in our district and seasonal offices and the cooperation of Employment Service personnel in labor supply states, as well as employers. To them belongs the credit for a job well done.

A. Thomas Rose
Director

ANNUAL AGRICULTURAL & FOOD PROCESSING REPORT

Part I State SummaryPlanning

Operating plans for Wisconsin's Farm Placement Program for 1960 were predicated on meeting seasonal agricultural labor needs quickly and efficiently while at the same time insuring that workers would be paid the prevailing wage rates, transportation allowances and maintained in adequate housing.

In planning to meet seasonal agricultural labor requirements, past experience and employers' planting plans were used to evaluate labor requirements and implement our recruiting program.

Policy decisions affecting agricultural workers in the areas of wages, transportation allowance and housing followed the Secretary of Labor's recommendations.

- A. No change in administrative organization was made during 1960. The 26 district employment service offices each had one or more staff members assigned the responsibility of carrying out the farm placement functions in the local office. An additional 11 interviewers were hired during the summer months to supplement permanent staff members during the peak agricultural season.
- B. Pre-season and In-season Meetings. During 1960, Wisconsin State Employment Service staff members participated in the following meetings:

National Farm Labor Conference
Wisconsin Canners Association
Wisconsin Muck Growers Association
Milwaukee Gardeners Association
Wisconsin Potato Growers Association
Wisconsin Fruit Growers Association
American Dairy Association
Farmers Union
Wisconsin Farm Bureau Federation
Wisconsin Council of Agriculture
University of Wisconsin Farm & Home Week
Central Wisconsin Vegetable Growers Association
Governor's Special Committee on Migratory Labor

Employment Trends

Normally, Wisconsin's demand for seasonal agricultural workers begins in the latter part of April and early May when migratory workers are needed for pre-harvest activities on vegetable and mint farms. Labor demands rise sharply during the last ten days in June with the start of the pea harvest. About July 15, coinciding with the end of the pea pack in many areas of the state, the need for migratory workers reaches critical proportions in the Sturgeon Bay area cherry harvest. Overlapping with the cherry harvest is the cucumber picking which accelerates rapidly, reaching its peak during the month of August. Starting in some areas during the middle of August, the sweet corn

Employment Trends - continued

pack gets underway. In addition to these crops which utilize the majority of migratory workers, commercial onions, lettuce, celery and potatoes, as well as fresh market vegetables, use sizeable numbers of migratory workers. During 1960, seasonal food processing placements decreased from 19,310 in 1959 to 18,957. Seasonal agricultural placements dropped from 61,961 in 1959 to 48,794 in 1960, a net decrease in placements of 13,167. Placements in the categories of individual selection and in crews actually showed a net increase of 4,975 over 1959 figures, but were offset by a drastic reduction in "pool-type" placements which took a sharp decline from 35,677 placements in 1959 to 18,250 in 1960. The drop in the pool-type or day-haul placements was the direct result of further mechanization of the bean harvest which is now practically 100% machine picked.

Placements of year-round farm hands dropped to an all time low of 1,628 during 1960, continuing a long range trend. Any discussion of employment trends would not be complete without at least a cursory evaluation of the impact of mechanization past and prospective on the employment of seasonal agricultural workers. It is not the purpose of this report to go into mechanization as it affects the general or dairy farmer, but rather to pinpoint recent developments having important implications with regard to seasonal agricultural labor requirements.

Historically, in Wisconsin the mechanical corn picker was the first harvest machine to be perfected and gain wide acceptance by canners. Today most sweet corn acreage in the state is picked by mechanical means. There are, however, still a few canners who use hand snappers for this operation. In our judgment, hand snapping of sweet corn continues today for two reasons; (1) because of difficult terrain not lending itself to mechanical picking, or (2) because most canners must recruit workers for the pea harvest, and by utilizing these pea harvest workers in the corn harvest, they can cut costs while at the same time offering the workers a longer period of employment. Mechanization of the pea harvest will eventually mean that most of the sweet corn harvested will be harvested mechanically.

An outstanding example of the drastic reduction in labor requirements by the introduction of a mechanical harvester is illustrated by the snap bean harvester. In 1954, the WSES made 92,000 pool-type placements. Most of these placements were in the bean harvest. In 1960, when the mechanical harvester was in widespread use, pool-type placements were 18,000. Acreage-wise in 1956, 35% of the bean acreage was harvested mechanically. In 1960, 95% was machine harvested.

Another area of mechanization which has important implications with respect to labor requirements is the mobile viner. After years of work by food machinery manufacturers, a production model is rapidly gaining acceptance by pea canners. These new machines will replace about 2½ standard viners and from 8 to 13 men. The following tabulation illustrates the snowballing rate that these machines are being introduced.

1958 -	23	machines
1959 -	31	"
1960 -	91	"
1961 -	168	" (estimate based on employers' orders with manufacturer)

Employment Trends - continued

During 1960 about 12% of 85,000 acres of peas were handled by the mobile viners. Conservative estimates indicate that during the 1958-61 period about 1600 jobs in pea pitching will have been eliminated by the introduction of the mobile viners. It would seem that because in past years most of the laborers for pitching peas were from inter-state and foreign sources, that the introduction of these mobile viners will drastically cut down the demand for these workers for the pea harvest in the years immediately ahead. Another factor affecting labor requirements for the pea harvest are new mechanical methods of handling the peas from the mobile viners which reduces the need for laborers that formerly were used in the handling of shelled peas in boxes at the stationary viners and at the factory dock.

Experiments by machinery manufacturers are going on with a cucumber picker, which while still not perfected, shows promise of replacing the hand harvesting of cucumbers within the next few years. The fact that Wisconsin is a major cucumber growing state and uses thousands of migratory workers for the cucumber harvest, the perfection of the mechanical harvester and its widespread introduction would eliminate most of the migratory workers for this activity.

Finally, experiments are going on with a mechanical cherry picker which when perfected will drastically reduce the need for migratory workers for the cherry harvest.

The long range implication of these machines from the standpoint of labor requirements are twofold. On the one hand it will drastically reduce Wisconsin's labor demand for migratory workers, and secondly, unless states that normally recruit these workers from Wisconsin at the completion of the harvest also mechanize their tomatoes and other harvests, they will have to look to other sources for migratory workers.

Cherry Harvest

(1)

Production of cherries in 1960 was approximately 15,600,000 lbs. as compared to 26 million lbs. in 1959. The ten-year average 1949-58 is 26,480,000 lbs. The following is a report on the cherry harvest by local office Manager R. E. Larson, Green Bay, Wisconsin, who has operational responsibility for the seasonal office in Door County.

"Several factors contributed to this very short crop. A sharp freeze before the cherry trees had reached the dormant stage last Fall caused considerable damage. Unusually heavy rains this Spring literally "drowned" many trees, particularly in low or flat spots. Muggy, humid weather during the pollination season prevented good pollination. Excessive moisture, which made it almost impossible to move heavy equipment in the orchard, prevented adequate spraying to control the fungus and virus with which the industry is plagued. It is estimated that 15% of the cherry trees in Door County were completely destroyed during the past year. So, much of the damage sustained by the industry during the year is permanent. The younger trees, six and seven-year olds, suffered the greatest permanent damage. It will take years to repair the damage sustained by the cherry industry during the past season.

(1) Federal State Crop Reporting Service.

Cherry Harvest - continued

"Migratory labor moved into the area early. A considerable number were here by the first of July. We were hard pressed to find employment for them, but succeeded in placing many picking strawberries, weeding and hoeing of other crops, and in general farming. The local office used newspaper articles and radio spots calling the attention of the community to the plight of our migratory workers, and the response was very good.

"The seasonal offices in Door County were opened June 21. The cherry harvest began in a small way July 18. Information concerning the unfavorable crop leaked, and as a matter of fact, many growers had through correspondence informed crews of the poor crop; as a result, labor shortages existed throughout the season. In order to best utilize the available labor supply and to provide maximum employment, crews were moved from orchard to orchard more than in any previous year. A comparison of 1959 and 1960 activities will illustrate this point:

	Total Workers Registered	No. of Crews	Placements		
			Total	OHO	Local
1959	3725	227	4515	3144	1371
1960	3020	185	4395	2057	2338

"Registrations during 1960 were more than 700 below 1959. However, local placements, which includes movement of labor after the initial placement, were 967 over 1959. Total placements during the 1960 season were only 120 below that of a year ago when crop conditions were much more favorable and a greater labor supply was available.

AHO Activities

Referrals Acceptances

1959	2237	2021
1960	1754	1651

"AHO activities followed the pattern of other years. After the cherry harvest, we are a supply area for the tomato and cucumber growers in particular. During the past season fifteen recruiters worked through the Door County seasonal office and recruited 1854 workers.

"The remainder of the migratory labor employed in the cherry harvest had prior commitments which were verified by the ES-369, or were not available for further employment returned to their homes in Texas, Louisiana, Mississippi, Missouri and Arkansas.

"As a result of the very short crop and poor picking conditions, a larger number of workers failed to keep their commitments with the cherry growers in Door County. Our records show that 84 crews, including a total of 612 workers, failed to arrive.

Cherry Harvest - continued

"For many years Latin-American workers have provided the bulk of labor in the cherry harvest. This supply has been shrinking the past several years, and percentage-wise, was lower this season than a year ago. Southern colored labor, which has been rejected in the past by many growers, has been gaining in acceptance by the cherry industry. A number of growers who had never employed this labor before, did so this past season and were very pleased with the results. If it were not for the very short duration of employment in the cherry harvest resulting in low earnings and our inability to provide employment before and after the harvest, this source of labor should be developed. Even so, this labor probably represents the only source available to the cherry industry for development. A number of growers, including the largest in Door County, have stated they hope to recruit larger numbers of colored workers next season.

"Based upon the information available to us, approximately 4,200 workers were employed in the cherry harvest this past season. A breakout would distribute them as follows:

- 2650...Latin-Americans from Texas
- 637...Southern Colored from Louisiana,
Mississippi, Missouri & Arkansas
- 175...Intra-state White
- 300...Intra-state Indians
- 410...Local

"In order to provide better service to the industry and labor in the off-working hours, the office at Sturgeon Bay was open from 6:00 A.M. to 9:00 P.M. from July 14 to August 6.

"The longer hours made it possible for both grower and worker alike to visit the office without taking off from work. It also made it possible for the seasonal staff to contact crews without disturbing them while at work. This worked out very well, and we expect to follow the same procedure next season.

"The mechanical picker, or cherry shaker, has been tried out in Door County. While in its present form it appears too bulky; does scuff the trees; everyone agrees that it is the coming thing. Most growers stated that with the attention the development of the cherry shaker is getting, cherries will be harvested by machine in a very few years. The change over will not be as abrupt as it was in the bean harvest. The trees must be pruned differently for the cherry shaker. The younger trees can be reshaped; the older trees present more of a problem. As a result, we expect the younger orchards will shortly be picked by machine. The older orchards because the trees are more brittle, are more easily injured, more difficult to reshape, and will probably be picked by hand for some time to come.

"The 1960 season was a bad year for the cherry industry in Door County. It has been declared a disaster area; Federal loans have been made available to the growers to tide them over."

Pea Harvest

Peas for processing acreage for 1960 was 85,000 which was the same as the 1959 acreage. 1960 production was 103.3% of 1959.

Recruitment of workers for the pea pack followed established procedures. Orders for pea pitchers were placed in interstate clearance to "Arkansas, Delaware, Illinois, Kentucky, Louisiana, Mississippi, Missouri, North Carolina, Oklahoma and Texas. Many employers conducted positive recruitment in those states. Recruitment of domestic workers fell short of total needs and 752 foreign workers were certified for and worked in the pea harvest.

Cucumber Harvest

(2)

Cucumber acreage in 1960 was 14,500 acres as compared to 16,200 acres in 1959. The ten-year average yield was 81 bushel per acre. In 1959 yields averaged 127 bushel per acre. Historically, cucumbers in Wisconsin are harvested by migratory workers from Texas. These workers usually move into Wisconsin at the completion of the pre-harvest activities in the sugar beet fields of Minnesota, North and South Dakota and Montana. Peak employment in the cucumber harvest reached 5,324 during the period August 1-15. During the harvest season, 447 crews comprised of 5,395 workers were registered sometime during their employment in the cucumber harvest.

A recent trend in the cucumber areas of Wisconsin has been the switching from unirrigated to irrigated fields. This has tended to increase the size of the individual fields, production per acre, and a reduction in total acres planted to cucumbers.

A major problem which annually plagues the WSES and the cucumber growers is the lag in time at the start of the harvest between when the fields are ready to pick and the arrival of the migratory workers. To yield properly, cucumbers must be picked as they ripen and must not be allowed to grow to a large size, as this will result in a sapping of the vines and poor yields. Invariably, in the early harvest period, a lack of harvest hands in this critical period has resulted in poor earnings by workers that arrive late because of a reduced yield and the fact that the large pickles which have no market value must be picked off before the vines can yield normally.

The following quotations from the 1960 Wisconsin Farm Labor Bulletins we believe illustrate the labor build up and changing conditions in a major crop harvest:

June 10, 1960 - "Cucumber planting is 90% completed. Again the weather is creating a problem as very cool nights are slowing germination. Early stands are generally poor, but a few warm nights will correct this condition."

June 17, 1960 - "Current crop activities are planting and weeding of vegetables. Corn planting is behind normal schedules. Cucumbers are now planted but are maturing slowly because of cool weather."

Cucumber Harvest - continued

June 24, 1960 - "Current crop activities are--planting of sweet corn, potatoes and lettuce; and the weeding and thinning of lettuce, cucumbers and fresh market vegetables."

July 1, 1960 - "More than 700 workers presently in the Wautoma area, with more crews coming in daily. The influx of migratory workers will continue and by harvest time approximately 4,000 workers are expected to be in the area.

"Pickle hoeing will start throughout the area by July 5. Crews in the area are being shuttled to various employers for jobs of short duration in the interim.

"Some crews are starting to arrive in the Oconto pickle area. Cucumber acreage in Wisconsin is down from last year, but more acreage is now irrigated and production should be above last year's figure.

July 8, 1960 - "Migratory workers coming into the State for the cherry and cucumber harvests are building up into sizeable numbers. Some temporary unemployment and under-employment prevails in this group. Sturgeon Bay reports 800 migratory workers in the area, Wautoma 1,000, and Oconto 30."

July 15, 1960 - "The cucumber harvest will be delayed as the result of cool weather and is not expected to begin until July 25 to 28. The crop is in excellent condition. Weeding and hoeing is nearly completed and surplus labor will be available starting July 18 until the harvest begins. The Wautoma office should be contacted for temporary help."

July 22, 1960 - "The cucumber harvest is expected to get underway during the week of July 24. Many migratory workers are coming into the Wautoma area from the sugar beet states. With the weeding of cucumbers being completed, the migratory workers in the Wautoma area are awaiting the start of the harvest."

July 29, 1960 - "The cucumber harvest has been gaining momentum. Peak harvest activities are expected during the week of August 1. There are presently 3,500 migratory workers in the Wautoma area with peak demands expected to reach 5,000. Indications are that sugar beet workers from Minnesota should be coming into the area in the next week to make up part of the shortage."

Cucumber Harvest - continued

- August 5, 1960 - "Approximately 4,500 workers are currently employed in the Wautoma cucumber harvest. There is an immediate demand for an additional 500 migrant workers. Since weather conditions have been ideal, the crop is maturing rapidly and the labor shortage will soon become acute. It has been necessary to authorize the employment of over 400 foreign workers and more will be required if scheduled migrants do not report. The crop is in excellent condition, yields are heavy, and workers report very satisfactory earnings."
- August 12, 1960 - "Wautoma reports a current shortage of 500 workers for the cucumber harvest and Oconto is short 150 workers.
- "We have an urgent need for 500 workers to harvest cucumbers. Growers are discovering that high yields make it necessary to secure more workers to keep up with the harvest. This office has not been able to solicit any crews in the last few days for shuttling to growers needing workers. We estimate that there are 4,500 workers in the Wautoma area. In spite of excellent earnings since August 5, some crew leaders are starting to check with our office on opportunities in other crop activities. The Wautoma area is not at this time in the area of labor supply."
- August 19, 1960 - "Cool nights have slowed down the growth of pickles and has taken the pressure off the labor in the area. The crop still looks excellent and warm weather would very likely create spot shortages of workers. Wautoma reports that to date harvested pickles are slightly in excess of 50% of the companies' budgeted requirements."
- August 26, 1960 - "Workers are leaving the cucumber area in alarming numbers in spite of excellent crop conditions and good earnings. Some are going to tomatoes and others with children of school age are returning to Texas. Additional Mexican Nationals are being requested to get as much of the crop as possible. Some irrigated acreage lost due to workers leaving the state."
- Sept. 2, 1960 - "The cucumber harvest continues to dominate the farm labor picture. Wautoma reports there are between 3,000 to 3,500 domestic workers in the area. Fields are in excellent condition and yields have continued high with the net result that the workers in the area have been unable to keep up with the rapidly maturing cucumbers. Growers are urgently in need of 500 workers and are offering monetary

Cucumber Harvest - continued

inducements to crews to remain in the area. Judging from past performance, regardless of the excellent condition of the cucumber crop at the present time, prospects are that the harvest will taper off abruptly and very likely will be finished by Sept. 10."

Sept. 9, 1960 - "Wautoma reports that there are presently about 2,000 migratory workers employed in the area. Despite orders from other areas for migratory workers, many of these crews are not interested in accepting job commitments. Present prospects are that despite some good picking left in the area, most of the migratory workers will start pulling out the weekend of September 10."

Corn Harvest

Acreage for sweet corn for processing was 101,000 acres in 1960 as compared to 112,000 acres in 1959. Yields during 1960 were 78% of 1959. While much of the corn is now harvested mechanically, some of it is still snapped by hand. From the standpoint of recruiting workers for the corn harvest, one of the most difficult problems is the need for many in-plant workers at a period when schools open and many adult female workers are withdrawing from the labor market.

Recruitment and Labor Supply

A. Recruitment of Local Workers

1. School Youth

An important segment of the seasonal work force in corn detasseling, snap bean harvest, and truck farm activities is made up of school youths. The recruiting of these youths is undertaken in the spring when schools are still in session. While there are some variations in the techniques used in this recruitment, the usual method is to contact school superintendents and obtain permission to go into the schools and address the student body. The students are informed of the type of work available, rates of pay, mode of transportation and other pertinent information. Self-applications are filed and are used to call in the workers at the time they are needed. During 1960, this school recruiting plus wide publicity by all media, enabled the WSES to recruit several thousand young day-haul workers for the above activities.

Two factors--the increased use of the mechanical bean pickers and a new variety of hybrid corn, which requires no detasseling, substantially cut down the day-haul placements during 1960. Prospects for 1961 are that a further reduction in the demand for youths in these activities will take place.

2. Adult Workers

During 1960, as in previous years, the supply of adult male workers for seasonal agriculture was not adequate to meet the demand. Generally,

Adult Workers - continued

local male workers when they are available for work, are not interested in agricultural employment and prefer to work on in-plant jobs.

Local women are not usually employed in agricultural jobs, with the possible exception of the bean harvest. Canning plants generally are able to staff the jobs requiring women workers without too much difficulty. However, during the corn pack some shortages of female in-plant workers developed as women with school-age children withdrew from the labor market with the advent of the new school term.

The availability of local adult workers is determined by the use of survey cards which are mailed to workers who had worked for canning plants in previous years. The return portion of the card is checked by the worker to indicate his availability for the forthcoming season. A list of available workers is then prepared by the WSES district office from which referrals are made at the time of need. In conjunction with this survey, a search of the application file reveals additional workers each year. District offices have worked out various joint recruitment programs which include the use of radio, press, and posters. The combination of the above efforts have been successful in reaching the great majority of local workers.

In metropolitan Milwaukee the district office has developed and refined a program for recruiting agricultural workers among minority groups. In cooperation with the district office, leaders in the Negro and Puerto Rican areas have aided in the recruitment of workers. While the supply of labor is limited, this cooperative action has been successful in filling spot labor shortages in both food processing and vegetable harvesting.

B. Intra- and Inter-state Workers Recruited in 1960 were:

1. Intra-state Workers

- a. Reservation Indians recruited in Rhinelander for the Sturgeon Bay cherry harvest.
- b. Family groups, formerly Texas residents now living near Racine and Kenosha, were also recruited for work in the cherry harvest.
- c. Adult males were recruited in small Northern Wisconsin communities for in-plant work in the pea canning plants of Southern Wisconsin.

2. Inter-state Workers

In general, inter-state workers recruited for seasonal agricultural and food processing plant jobs in Wisconsin fall into three categories:

- a. The single male workers who are recruited in Arkansas, Illinois, Kentucky, and Oklahoma and are used mainly on in-plant jobs; the single male workers recruited in Louisiana and Mississippi who were employed in the harvesting operations in the pea and corn pack.

2. Inter-state Workers - continued

- b. Single female workers are recruited in Mississippi for in-plant work in processing cherries in the Sturgeon Bay area. These single workers are recruited in their home communities by representatives of the companies needing the workers. Arrangements for recruiting these workers are made by the Employment Service involved through regular clearance procedures.

(3)

- c. Family groups, the majority of whom are Texas-Mexicans.

- C. During 1960, 13 contract Puerto Rican workers were employed near Milwaukee, Wisconsin on a large commercial farm. The workers proved most satisfactory and the employer was very pleased with their work. The recruitment of these workers seemed to be quite involved, but under present procedures this could not be helped. These workers returned to the Islands upon the completion of their contract. Non-contract Puerto Rican workers were recruited in Chicago. These workers, because they had been working in industry where wages were considerably higher than those offered in agricultural employment, in many instances did not stay on the job.

- D. Peak labor requirements of seasonal agriculture in Wisconsin, particularly at harvest time, coupled with a shortage of qualified domestic workers, made it necessary to import foreign workers. In general, the number of foreign workers brought in to supplement the domestic labor supply has been declining over the years.

Two kinds of foreign workers were brought into the state during 1960--the British West Indians and Mexican Nationals. British West Indians were used in the pea, corn and cherry harvests; and Mexican Nationals were employed in the pea, corn, cucumber and vegetable harvests.

1. Consistent with past practices the Wisconsin State Employment Service in 1960 conducted surveys and aggressively recruited local intra- and inter-state workers to fill the labor needs before resorting to the use of foreign workers.
2. Periodic wage findings were made during the season on crop activities in which foreign workers were employed. No particular problems developed in this area.
3. Wage findings, in our opinion, tended to place a ceiling on the rates paid to domestic agricultural workers.

Representative Wage Rates on Major Crop Activities

Crop Activity	Hourly Rate	Piece-Rate
Apples, harvest	85¢ - \$1.00	15¢ per box
Celery, harvest	85¢	---
Cucumbers - weed, thin	75¢	---
Cucumbers, harvest	---	50% of crop
Corn (sweet), snapping	\$1.00	\$2.75 per ton
Cherries (sour)	---	20¢ - 25¢ per 9 lb. pail
Lettuce, weed	75¢	---
Lettuce, harvest	80¢	23 $\frac{1}{2}$ ¢ per case
Mint, weed	75¢	---
Mint, harvest	75¢	---
Onions, topping	---	10¢ per 50 lb. bag
Peas, pitching	\$1.00	---
Potatoes, harvest	\$1.00	10¢ per 60 lb. bag

- E. The Wisconsin State Employment Service continued to cooperate with other agencies at the state, county and local levels in the area of better housing, medical care and educational opportunities for migratory workers. The WSES presently has a representative on the Governor's Special Committee on Migratory Labor which keeps closely in touch with all programs relating to migrants in the state. Wisconsin has had a housing code for several years. The State Board of Health is charged with the responsibility of seeing that employers who have housing for six or more workers conform to the housing standards. The WSES cooperates very closely with the State Board of Health in trying to improve housing conditions.
- F. In general, our recruiting problems are complicated by the lack of adequate communications between labor demand and labor supply areas.
- G. Agricultural labor shortages developing during the season were in the following areas: Year-round farm hands continued to be in short supply. This is a continuation of a long range trend. In the cucumber harvest labor shortages ranging from 150 to 500 workers developed in late August and the first week in September. These shortages were never resolved; labor shortages developed.

Foreign Agricultural Workers as a Percentage of all Seasonal
Agricultural Workers Employed During Specified
Periods in 1960

Period Ending	All Workers	Domestic Workers	Foreign Workers			
			Total	BWI's	Mexican	% of Total
June 15	2475	2400	75	0	75	3.0
	30 5082	4938	144	0	144	2.8
July 15	10061	9357	704	501	203	7.0
	31 16714	15874	840	600	240	5.0
Aug. 15	12756	11914	842	163	679	6.6
	31 10908	9759	1149	145	1004	10.5
Sept. 15	7129	6437	692	182	510	9.7
	30 5999	5873	126	58	68	2.1
Oct. 15	4836	4707	129	58	71	2.7
	31 1815	1729	86	58	28	4.7

Evaluation and Recommendations

During 1960 the Wisconsin State Employment Service continued and expanded its services to workers and employers in the agricultural and food processing industries. Services to employers included the processing of orders for local intra- and inter-state workers, and in some cases, the emergency certification for foreign agricultural workers.

Procedures for recruiting and referring local and intra-state workers posed no special problems. The recruitment of inter-state workers has always been complicated by the fact that clearance communication between the different states leaves much to be desired. We believe that the tools for doing a good job of clearance exist, but that we are weak in the application of these tools.

Services to workers included the referral of local and intra-state workers to job opportunities and arrangements for the immigration of inter-state migratory workers.

Wage finding procedures in our opinion continue to be unrealistic and the relatively frequent changes in these procedures and formulas leads one to believe that either policies with respect to wage findings are not clear cut or that the implementation of these policies is not done with a thorough knowledge of wage finding problems.

Recommendations:

1. That an objective evaluation of present farm reporting requirements be made in order to eliminate unrealistic and duplicating requirements.
2. That techniques for communications between labor demand and labor supply states be strengthened.
3. That farm clearance procedures and annual worker plan scheduling be clearly defined and interpreted.

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Table 1 (10/58)

Budget Bureau No. 44-R779.6

State Wisconsin

Table 1. Selected data on farm placement operations in 1960

Item	Number
Section A. Day-haul activities	
1. Operated by State agency:	
a. Day-haul points.....	1
b. Towns with day-haul points.....	1
c. Sum of workers transported on average day in each town.....	5
d. Sum of workers transported on peak day in each town.....	40
2. Established (unsupervised) by State agency:	
a. Day-haul points.....	8
b. Towns with day-haul points.....	4
c. Sum of workers transported on average day in each town.....	125
d. Sum of workers transported on peak day in each town.....	160
Section B. Services to school-age youth	
3. Towns in which separate school-age youth programs are operated.....	0
4. Day-haul points operated separately for school-age youth.....	0
a. Sum of school-age youth workers transported on peak day in each town.....	0
5. Day-haul points established by State agency for school-age youth.....	8
6. Supervised camps operated for school-age farm workers.....	0
a. Placements in camps.....	0
7. Placements of school-age youth in supervised live-in farm homes.....	0
Section C. Services to other special groups	
8. Services rendered to Indians by local offices or itinerant points on reservations:	
a. Placements.....	0
b. Applicant holding acceptances.....	0
9. Other placements of reservation Indians.....	491
10. Puerto Ricans brought into State under work contract.....	13
Section D. Special services to employers	
11. Employers receiving combine services:	
a. From out of area.....	0
b. From out of State.....	0
12. Employers receiving cotton-harvesting-machine services:	
a. From out of area.....	0
b. From out of State.....	0
13. Food processing employers receiving placement services.....	90
Section E. Other special services	
14. Local offices which held farm clinics.....	0
15. Days on which farm clinics were held.....	0
16. Issues of farm labor bulletins published.....	22
a. Copies distributed.....	4,400
17. State agency's work guides distributed:	
a. Within reporting State.....	1,200
b. To other States.....	2,500
18. Local offices participating in formal community service programs....	16
19. Volunteer farm placement representatives.....	0

Table 4. Interstate Agricultural Migrant Activities in 1960

Section A. Migrant contacts			Section B. Individuals represented		
Type	By reporting State	With reporting State's residents	Age and sex	In Sec. A, Col. III	
I	II	III	I	II	
1. Total.....	1,017	15	2. Total.....	89	
a. Crew leaders...	468	2	a. Male, 16 & over....	39	
b. Family heads...	477	11	b. Female, 16 & over..	20	
c. Other.....	72	2	c. Under 16.....	30	
Section C. Worker characteristics			Section D. Services rendered		
Type	Number		Type	Number	
I	II		I	II	
3. Families.....	2,025		6. Total.....	1,017	
4. Unattached males.....	2,566		a. Schedules by ES....	374	
5. Unattached females.....	249		b. Requests for action	162	
			c. Other services.....	0	
			d. Validations.....	349	
			e. Information only...	132	
Section E. Summary of migratory movement by State					
Home State		Last State in		Next State in	
State	Workers	State	Workers	State	Workers
I	II	III	IV	V	VI
Total	10,975	Total	10,975	Total	10,975
Arizona	19	Alabama	68	Arizona	114
Arkansas	409	Arizona	54	Arkansas	298
Florida	77	Arkansas	407	Colorado	10
Illinois	186	California	3	Florida	88
Louisiana	184	Colorado	121	Idaho	74
Michigan	4	Delaware	283	Illinois	1,488
Minnesota	10	Florida	40	Indiana	800
Mississippi	373	Georgia	75	Iowa	259
Missouri	211	Idaho	285	Louisiana	116
New Mexico	54	Illinois	1,005	Michigan	57
Oklahoma	11	Indiana	70	Minnesota	367
Texas	9,378	Iowa	103	Mississippi	373
Wisconsin	59	Kansas	25	Missouri	383
		Kentucky	124	Nebraska	31
		Louisiana	92	New Mexico	57
		Michigan	97	North Dakota	559
		Minnesota	2,154	Ohio	360
		Mississippi	373	Oklahoma	344
		Missouri	452	Tennessee	29
		Montana	828	Texas	5,097
		Nebraska	115	Wisconsin	74
		North Dakota	1,045		
		Ohio	87		
		South Dakota	129		
		Texas	2,779		
		Utah	64		
		Washington	6		
		Wisconsin	67		
		Wyoming	204		

Table 5. Interstate Seasonal Agricultural Clearance Activities in 1960

Item	Orders		Openings	
	Extended (sec. A) received (sec. B)	Filled	Extended (sec. A) received (sec. B)	Filled
I	II	III	IV	V
Section A. Reporting State as Order-holding State				
1. Reporting State, total...	236	120	26,635	9,789
2. Applicant-holding States involved:	300	120	44,230	9,789
Arizona	4	0	150	0
Arkansas	23	13	1,282	407
Colorado	5	0	886	121
Florida	3	1	131	40
Idaho	1	0	400	158
Illinois	19	10	328	290
Iowa	2	2	120	115
Kentucky	2	0	180	24
Louisiana	15	8	959	244
Minnesota	19	5	3,797	1,440
Mississippi	11	5	388	205
Missouri	15	6	920	373
Montana	6	2	1,925	828
Nebraska	5	2	1,660	115
No. Carolina	1	1	44	40
No. Dakota	13	0	2,935	816
Ohio	1	1	6	4
Oklahoma	4	1	194	40
So. Dakota	8	1	2,610	142
Texas	141	62	24,145	4,183
Wyoming	2	0	1,170	204

Section B. Reporting State as Applicant-holding State

3. Reporting State, total...	204	145	12,694	8,252
4. Order-holding States involved:	204	145	12,694	8,252
Arkansas	1	1	15	15
Illinois	141	102	3,719	1,488
Indiana	21	19	683	800
Iowa	1	1	325	259
Kentucky	1	0	162	0
Michigan	3	3	13	13
Minnesota	1	0	50	20
Missouri	10	4	1,097	210
Ohio	3	2	310	226
Oklahoma	1	1	95	95
So. Carolina	1	0	200	0
Tennessee	1	0	50	29
Texas	19	12	5,975	5,097

Part II Outlook for the Coming Year

State Forecast

The farm labor market outlook for Wisconsin during 1961 is expected to shape up in the following pattern:

Year-round farm hands will continue to be in short supply following a long range trend. However, we should like to qualify this prediction inasmuch as general economic conditions may have an impact on the available supply. If there is considerable unemployment in Wisconsin this year, it may be that this long range trend may be momentarily reversed.

With respect to the labor demand for our major crop activities, we expect no drastic changes.

Labor demands for the cherry harvest should follow previous years' patterns with the expected supply being mostly inter-state migratory workers. The fact that weather conditions has adversely affected production the past few years may make it more difficult to recruit migratory workers for the cherry harvest.

For the pea harvest, labor demands for the critical job of pea pitching should decline as a result of the introduction of more mobile viners. However, it will still be necessary for the WSES and employers to recruit a substantial number of inter-state workers. If past experience can be used as a guide, a shortage of domestic workers will exist for the pea harvest.

Labor requirements for the cucumber harvest will again require intensive recruitment of inter-state migratory workers. Wisconsin cucumber yields have been increasing yearly and even though acreage stays constant, these increased yields are expected to require more harvest hands. The past several years has seen a substantial shortage of domestic workers for the cucumber harvest, with the resultant certification of Mexican Nationals to get the crop harvested. We can see no change in this pattern during the 1961 season.

In the past, inter-state migratory workers have made up a major portion of our seasonal agricultural labor supply. It is expected that during 1961 Wisconsin will again have approximately 12,000 inter-state migratory workers in the various crop activities.

Area Forecast

Area I. 6-50.01

This area, which includes Milwaukee, Racine and Kenosha counties, is the most highly industrialized section of the state. Despite its predominantly industrial character, truck farming activities are very extensive throughout the area. The planting, weeding and harvesting of a wide variety of vegetables for the fresh market requires the employment of a high proportion of stoop labor. The demand for labor extends from early May to late November. The well-developed youth day-haul programs in the area will again supply the great majority of workers needed. These programs are activated early in May when school youth are employed after school hours and on Saturdays. The part-time utilization of youth is continued after schools convene in September.

Area I. 6-50.01 - continued

The recruitment problem in this area centers on the need for adult male workers to handle the heavy field and warehousing jobs which are too strenuous for school youths. During 1960 recruitment arrangements were made with the Puerto Rican office in Chicago which worked out satisfactorily. This program will be continued in 1961.

Estimates based on employer's intentions to plant about the same acreage in 1961 as was planted in 1960 indicate that the total labor demand will be about the same. Recruitment of school youths for this area presents no problem as a well organized program has been in operation for several years. Local adult male workers are not expected to be available in sufficient numbers to fill these jobs and interstate recruitment will again be used.

Area II. 6-50.02

This large agricultural area contains the bulk of the seasonal food processing plants, the major portion of acreage planted to cucumbers, the large areas of muck land, and the major dairy and general farming section of the state.

Prospects for 1961 are that despite some decline in the demand for seasonal agricultural workers in some activities, particularly in the snap bean and pea harvest, that a shortage of qualified, domestic workers will again prevail.

Employers and the Wisconsin State Employment Service are again planning to conduct extensive recruitment in supply states, as well as utilizing all local workers that may be available.

Area III. 6-50.03

This area is comprised of Door County, the Wisconsin "thumb" and is the cherry and apple center of the state. The 10,000 acres of cherry trees require about 6,500 pickers during a normal crop year. The labor force will consist of approximately 5,000 migratory workers supplemented by an "X" number of foreign workers in the advent that an adequate supply of migrants are not available. The cherry harvest normally extends from July 10 to August 10. Upon completion of the season, approximately 4,000 migrants become available and are referred to the tomato harvest in Indiana, Illinois, Ohio and Iowa. The balance return to the sweet corn, cucumber and potato harvest in the state. The apple harvest does not represent a recruitment problem since the labor requirements are not high and local labor is usually available to harvest the crop.

Area IV. 6-50.04

Located in the Western part of the state, this area contains a small number of food processing establishments. Peas and snap beans are the principal canning crops with minor acreages in asparagus, red beets and carrots. The WSES sponsored day-haul programs used to provide the great majority of the workers for the snap bean harvest. The rapid introduction of the bean harvesting machinery the past several years has significantly reduced the number of youths needed for this activity.

Area V. 6-50.05

Land in this area is principally marginal in character. An adequate supply of local labor is usually available to staff the two small food processing establishments in the area. Day-haul youth are utilized to harvest the area snap bean crop not picked by machine.

Part III Attachments to Report

1. List of District and Seasonal Offices.
2. Fact Sheet on Migratory Workers.
3. Farm Labor Bulletin.
4. Recruitment Aid for Cherry Picker.
5. Recruitment Aid for Pickle Picker.

DISTRICT AND SEASONAL WISCONSIN STATE EMPLOYMENT SERVICE OFFICES

<u>Office</u>	<u>Address & Telephone No.</u>	<u>Manager</u>
Appleton	427 West College Avenue Telephone: REgent 3-4451	Fred R. Gehrke
Ashland	209 Vaughn Avenue Telephone: MURdock 2-6655	R. P. Taylor
Beaver Dam	140½ Front Street Telephone: TURner 5-5529	Donald W. Ickstadt
Beloit	417 Harrison Avenue Telephone: EMerson 5-8848	Arnold R. Haug
Bau Claire	10 West Madison Street Telephone: TEMple 5-5156	H. J. Youngberg
Pond du Lac	108 South Main Street P. O. Box 1072 Telephone: WALnut 1-7330	Wm. Gardner
Green Bay	City Hall P. O. Box 1168 Telephone: HEMLock 7-9286	R. E. Larson
Janesville	203 E. Milwaukee Street Telephone: PLEasant 4-3367	Wm. B. Mills
Kenosha	5510 Seventh Avenue P. O. Box 710 Telephone: OLYmpic 7-6156	Albert E. Shipley
La Crosse	206-216 Exchange Bldg. 203 Fifth Avenue, South Telephone: 2-8182	Norman E. Schulze
Lancaster	925 North Madison Street Telephone: 183	Wm. L. Biermann
Madison	448 State Street Telephone: ALpine 6-8381	Arthur C. Frederick
Manitowoc	Safety Building Corner Ninth & Jay Streets P. O. Box 133 Telephone: MURray 4-6672	John P. Hume
Marinette	Dunlap Square Building Telephone: REDwood 5-7454	Werner N. Schomaker
Milwaukee 3 (Central Office)	Flankinton Building 634 N. Second Street Telephone: BRoadway 1-7682	Willetts S. Main

p 2 - District and Seasonal Wisconsin State Employment Service Offices - cont'd.

<u>Office</u>	<u>Address & Telephone No.</u>	<u>Manager</u>
Milwaukee 3 (North Side)	2528 W. North Avenue Telephone: BRoadway 1-7682	Willet S. Main
Milwaukee 3 (South Side)	1305 W. Lincoln Avenue Telephone: BRoadway 1-7682	Willet S. Main
Neenah-Menasha	514 N. Commercial Street P. O. Box 629 Telephone: PARKway 2-1517	A. P. Engbretson
Oshkosh	302 State Street P. O. Box 298 Telephone: BEverly 5-0880	Albert E. Nelson
Racine	604 Sixth Street Telephone: MEIrose 2-1641	Wilbert Rauch
Rhineland	32A South Brown Street Telephone: FOrest 2-5406	F. Gilbert Sanborn
Sheboygan	530-A North 8th Street P. O. Box 977 Telephone: GLencourt 7-5064	Esmond L. O'Neil
Stevens Point	219 N. Third Street Telephone: DIamond 4-2010	Jonathan H. Mc Murray
Superior	1007 Tower Avenue Telephone: EXport 4-6661	J. P. Budzynski
Watertown	103 First Street Telephone: 2320	Neil B. Mc Murry
Waukesha	383 West Main Street Telephone: LIberty 7-7784	Albert H. Ludwig
Wausau	527½ Washington Street P. O. Box 839 Telephone: VIking 5-3195	Walter G. Winn
Wisconsin Rapids	City Hall Telephone: HARRison 3-7300	Clyde J. Hough

SEASONAL OFFICES

<u>Office</u>	<u>Address & Telephone No.</u>	<u>Manager</u>
Oconto	340 Jefferson Street Telephone: Oconto 185	R. E. Larson
Sister Bay	Sister Bay, Wisconsin Telephone: Bailey's Harbor 2352	R. E. Larson
Sturgeon Bay	City Hall Telephone: Pioneer 3-3434 or Pioneer 3-5610	R. E. Larson
Wautoma	Wautoma, Wisconsin Telephone: Sterling 7-2159	Albert E. Nelson

MIGRATORY WORKERS IN WISCONSIN - 1960

2/

How Many Were There?

During 1960, 10,975 migratory workers represented by 783 crew leaders and family heads were employed in seasonal food processing and agricultural activities in Wisconsin. In addition, 3,892 migrant children under 16 years of age accompanied these crews. The bulk of the migratory workers was employed during July when they made up 51% of the seasonal agricultural work force in the state.

The ten-year average 1950-1960 of migratory workers seasonally employed in Wisconsin is 11,000.

Who Are They?

The great majority--9,378 workers in 716 crews were Spanish speaking migrants, mostly from Texas; 1,597 workers in 67 crews were white and colored workers from Arkansas, Louisiana, Mississippi, Missouri and Oklahoma.

Classification of Migratory Workers

	<u>Number</u>	<u>Workers</u>	<u>Male</u>	<u>Female</u>	<u>Under 16</u>
Crews 2/	358	7864	4959	2905	2920
Family Groups	367	1753	979	774	972
Other 3/	58	1358	1320	38	0
Total	783	10975	7258	3717	3892

Where Were They From?

9,378 workers in 716 crews claimed Texas as their home state;
 373 workers in 12 crews claimed Mississippi as their home state;
 211 workers in 8 crews claimed Missouri as their home state;
 409 workers in 10 crews claimed Arkansas as their home state;
 604 workers in 37 groups claimed 9 other states as their home state.

Migrant Workers Worked or Resided in the Following States Immediately Prior to Their Wisconsin Employment

<u>State</u>	<u>Crews</u>	<u>Workers</u>
Texas	195	2,779
Minnesota	215	2,154
North Dakota	107	1,045
Montana	79	828
Illinois	25	1,005
Missouri	16	452
Arkansas	10	407
So. Dakota	6	129
Other States	130	2,176
Total	783	10,975

1/ Source - ES-369's "Crew Registrations."

2/ More than one family group.

3/ Not in family groups.

What Crops Did They Work On?

<u>Crop</u>	<u>No. Workers</u>
Cherries	3,482
Cucumbers	5,553
Peas	1,783
Sugar Beets	369
Sweet Corn	1,711
Vegetables	1,994
Other	922

Migrants in many instances worked in more than one crop. This can best be illustrated by the fact that 10,975 workers filled 15,814 jobs. Historically, migrant workers in Wisconsin go from the sugar beet and pea crops into cherries and from cherries into the cucumber or sweet corn harvests.

Scheduling of Migrant Workers into Wisconsin

A total of 613 crews, comprised of 7,841 workers, were scheduled into Wisconsin under the Annual Worker Plan. 85% - 6,702 workers kept their schedules and 15% - 1,139 workers failed to keep their schedules.

Do the Same Crews Return Year After Year?

On an average, 50% of the migratory work force returns the next year under the supervision of the same crew leader.

Where Did the Migrants Go After Their Wisconsin Employment?

<u>State</u>	<u>No. Workers</u>	<u>State</u>	<u>No. Workers</u>
Arizona	114	Mississippi	373
Arkansas	298	Missouri	383
Colorado	10	Nebraska	31
Florida	88	New Mexico	57
Idaho	74	North Dakota	559
Illinois	1,488	Ohio	360
Indiana	800	Oklahoma	344
Iowa	259	Tennessee	29
Louisiana	116	Texas	5,097
Michigan	57	Stayed in Wis.	71
Minnesota	367		
		Total	10,975

Wisconsin State Employment Service
P.O. Box 1607
105 South Blair Street
Madison 1, Wisconsin

p 2 - District Offices Reporting Shortages - continued

Madison:

Short 120 migratory workers in family groups to harvest cucumbers. Short 30 workers to pitch peas. Wages offered are \$1.00 per hour. Housing is available. The need is urgent and a delay of two days in getting the workers would be too late.

Manitowoc:

Project a need of 40 single workers to weed and pitch lima beans and snap sweet corn. Work expected to start about the 12th of August. Rate of pay - \$1.00 per hour for each of these activities.

Stevens Point:

Short 4 family groups of migratory workers for pickle harvest.

La Crosse:

Short 90 migratory workers for cucumber harvest.

Racine:

Short one migrant group of 6 workers for cabbage, potato and tomato harvest. Wages offered are 80¢ per hour for cabbage and potatoes and 15¢ per 32 lb. lug of tomatoes. Free housing available. Work to last through December 1.

District Offices Reporting Surplus

Lancaster:

Crew of 63 Missouri workers available during the period of August 3 through August 20th.

Supply and Demand of Farm Hands

There is a general shortage of single and married year-round farm hands throughout the state. Wages offered are: Singles, \$100-\$150 per month, plus room and board; couples, \$150-\$200 per month, plus housing and perquisites.

SEASONAL OFFICES

Sturgeon Bay, Wisconsin -- Telephone: Pioneer 3-3434 or 3-5610.

Wautoma, Wisconsin -- Telephone: Sterling 7-2159.

WISCONSIN STATE EMPLOYMENT SERVICE

INFORMATION CONCERNING THE SEASONAL AGRICULTURAL JOB OF:

Cherry Picker

D.O.T. TITLE - Harvest Hand, Fruit

D.O.T. CODE - 3-15.22

General -- The Wisconsin cherry harvest is concentrated in the Door County peninsula. The fruit which is grown for processing is a red, tart (sour) variety. The bulk of the cherries grown in this area are processed prior to marketing. Production for the ten-year period 1947-58, averaged approximately 25 million pounds per year. Annually, about 7,000 workers are required to harvest the crop - 5,000 of these are from inter-state sources and the balance are local and intra-state workers.

Job Summary -- Cherries, a small fruit, grow on trees which reach a height of 20 feet. Workers are assigned a row of trees to pick. The worker fastens a 4 quart pail to a canvas strap which is hung over his shoulder. The pail is adjusted so that the top is waist high. Workers pick the lower branches by standing on the ground. The worker reaches out with palms up, grasps the fruit between the forefinger and thumb, rolls the fruit slightly to one side and pulls, letting the cherries roll into the palms of the hand. When the palms are full, the cherries are dropped into the pail. Cherries must be picked clean, including the pit; however, leaves, stems, or spurs must not be stripped from the tree. Step ladders are used to pick cherries which cannot be reached from the ground. The worker places the ladder firmly on the ground and climbs the ladder. With both feet firmly on the rungs, he picks from the top of the tree down, moving the ladder when necessary until the tree is picked clean. The worker carries accumulated full pails to the check-in station where he is credited with the number of pails harvested.

Working Conditions -- Workers are exposed to all types of summer temperature and humidity conditions; however, Door County is noted for its excellent summer weather. Workers are expected to work a minimum of 8 hours per day. Usually no Sunday work. Employers generally carry only public liability insurance.

Physical Requirements -- Workers must have good motor coordination, must be able to climb, stand and balance on ladder, must be able to extend arms and maintain balance while picking, and be strong enough to move and carry ladders weighing up to 40 lbs. Family groups should have at least one worker able to move ladders.

Age Requirement -- Minimum of 14 years of age.

Duration of Cherry Harvest -- Picking usually starts during the second week of July and lasts approximately 4 to 5 weeks.

Rate of Pay -- Workers are paid on a piece-rate basis. Payment is made at the rate of 20-22¢ per 9 lb. pail. It is a common practice for employers to defer payment of 5¢ to 7¢ per pail until the worker completes the orchard. Adult male workers, during 1959, averaged between 35 to 40 pails per day. Workers are usually paid once a week.

Living Conditions -- Housing facilities are of two general types - units for family workers and barrack-type for singles. The housing is registered with the State Board of Health, which enforces Wisconsin's housing code. Water, light, and cooking facilities are provided for family groups. Families must provide their own blankets and eating utensils. Single workers housed in barracks usually eat in dining facilities provided by employers at a cost of about \$2.00 per day. There is no charge to the worker for housing facilities.

Transportation -- Employers generally do not advance transportation payments to workers. If transportation allowances are made, it is worked out between the employer and the worker and does not appear on employer's job orders.



FAMILY GROUP PICKING CHERRIES
FROM THE GROUND AND FROM
LADDERS.

SINGLE MALE WORKERS PICKING
CHERRIES. NOTE FULL PAILS OF
CHERRIES ON THE GROUND.



WISCONSIN STATE EMPLOYMENT SERVICE

INFORMATION CONCERNING THE SEASONAL AGRICULTURAL JOB OF:

Pea Pitcher

D.O.T. TITLES - Harvest Hand, Vegetable or Viner Hand

D.O.T. CODE - 3-19.20

General -- Peas are one of Wisconsin's major canning crops. Wisconsin annually ranks number one in the production of canning peas. Because of the size of the crop, and the large labor needs at harvest time, it has been customary for Wisconsin employers to recruit, yearly, approximately 2,000 inter-state workers through the Wisconsin State Employment Service and affiliated state employment services.

Job Summary -- Pitch tangled pea vines from pile on ground with pitchfork onto conveyor which transports vine through machines separating the peas from the pods. Each pitchfork of vines weighs approximately 30 pounds. Worker must keep up a steady pace, not too fast so the machine becomes clogged, and fast enough to maintain production. Worker may work on top of stack distributing vines evenly as they come off of a mechanical lift. He may remove boxes of shelled peas weighing up to 40 pounds from viner and insert empty boxes.

Working Conditions -- Because peas are a perishable crop which must be harvested within a matter of hours, workers are required to start as early as 5:00 a.m. and may work as late as 11:30 p.m., without interruption, except for meals and rest periods. Workers are required to work 7 days per week. The work goes on regardless of Sundays and holidays. The job is out-of-doors and requires that the worker labor under all kinds of summer temperature and humidity conditions.

Physical Requirements -- Male workers are required. Workers must be in good physical condition and capable of bending, stooping, and lifting for long periods of time. Workers may be required to take medical examination.

Duration of Pea Pack -- Approximately June 18 to July 25.

Age Range -- 18-50. If under 21, must have birth certificate or other legal proof of age.

Rate of Pay -- Minimum of \$1.00 per hour. Many companies pay an incentive rate based on production, in addition. Workers are paid straight time for any over-time. Workers are usually paid weekly or every two weeks, depending upon the company's payroll setup. Social Security tax and meal charges are deducted from worker's pay.

Living Conditions -- The companies furnish barrack-type housing, certified by the State Board of Health, beds, blankets, heat, electricity for lighting, towels, and janitor services, at no cost to the worker. Worker must sign deduction authorization to cover loss or damage to equipment. Bathing and laundry facilities are provided. Company commissaries provide three meals per day at a charge ranging from \$2.25 to \$2.50 per day. Workmen's Compensation is provided for job injuries. First-aid stations staffed by registered nurses are available at most plants. Doctors' fees, medicine, and loss of time due to off-the-job illness or injury are at the expense of the worker. It is expected the worker will maintain his quarters in a clean and orderly manner; if not, employer will do the work and charge the worker.

Transportation -- Employers arrange for transportation at time of recruitment. It is the usual practice for the employer to deduct, from the worker's pay, the amount advanced or paid for the worker's transportation from the place of recruitment to the place of employment. This is returned to the worker if he fulfills his work contract.



PITCHING PEA VINES
ONTO THE VINER
CONVEYOR

PEA VINES BEING
PITCHED INTO A
BATTERY OF VINERS



WISCONSIN STATE EMPLOYMENT SERVICE

INFORMATION CONCERNING THE SEASONAL AGRICULTURAL JOB OF:

Pickle Picker

D.O.T. TITLES - Harvest Hand, Vegetable or Cucumber Picker D.O.T. CODE - 3-19.20

General -- Approximately 5,000 inter-state migratory workers, in family groups, are needed each year for the Wisconsin cucumber harvest. Historically, most of the inter-state workers have been Texas-Mexicans. While workers are needed for pre-harvest weeding and hoeing, the critical need for labor is during the harvest season. Recent trends in the cucumber industry are an increase in the size of the fields, a switch to irrigation, and larger yields per acre. Cucumber seed is planted in rows. To facilitate picking, the cucumber plants are trained so that the vines grow parallel and not in every direction. This is accomplished by placing all runners growing between rows along side or under the parent plant.

Job Summary -- To pick cucumbers, the worker either straddles or kneels on one side of the row and rolls the vines over, first on one side and then on the other. The picking is accomplished by snapping the stem of the cucumber with the thumb and index finger. The pickles are placed in buckets. When the bucket is full, it is dumped into a burlap sack which is tagged to identify the picker. After a vine is picked, the worker places all runners growing between rows parallel with the parent vine. Each field must be picked clean every three or four days. Oversize, yellow, and crooked cucumbers are picked and cast aside. Adult male workers may load trucks.

Working Conditions -- Workers harvest cucumbers under all kinds of summer temperature and weather conditions. Fields are generally in relatively isolated areas. The minimum work day is usually 8 hours, however, workers are expected to keep the fields assigned to them picked clean. Picking goes on regardless of Sundays and holidays.

Physical Requirements -- Family groups are preferred by employers. Workers must be able to stoop, bend, and crawl along rows for extended periods of time.

Duration -- Weeding and hoeing - May 20 to June 30; harvesting - July 20 to September 15.

Age Range -- Employers usually prefer workers over 14 years of age.

Rate of Pay -- Payment for harvesting cucumbers is on a piece-rate basis. The worker receives one-half the market value of the cucumbers he picks and the grower receives one-half. To determine the value, pickles are graded by diameter size. The smaller the diameter, the greater the value. Cucumbers over 2" in diameter bring no return to the worker or grower. An adult male worker, working a minimum of 8 hours, can harvest 600 lbs. of cucumbers. During the 1958-59 seasons, the 600 lbs. would have returned the worker between \$7.50 and \$8.10. Crew leaders may use their trucks to haul cucumbers to grader for extra pay.

Living Conditions -- Family-type housing, registered and inspected by the State Board of Health, is furnished by employers at no cost to workers. Beds, mattresses, stoves, and electricity are furnished. Workers must provide own cooking and eating utensils and blankets. No barrack-type housing or central feeding facilities available.

Transportation -- Minimum transportation payment to workers 14 years and over is one cent per mile from place of last employment to work place. Some employers pay \$5 to \$10 per worker for transportation, provided worker completes season.



PICKING PICKLES

Note how vines have been rolled over by worker to make them easier to pick.

FAMILY GROUP PICKING PICKLES

Discarded yellow and oversize pickles can be seen lying between rows of vines.

