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COLORADO

POST SEASON REPORT

FARM PLACEMENT SERVICE IN

AGRICULTURE

Colorado State Employment Service
Department of Employment Security

Cover Photo Courtesy
Colorado Wonderland

FOREWORD

All of the activities of the Department of Employment Security are directly affected by economic changes, but it is only in the field of farm placements that the situation can and frequently does change over night. The vagaries of weather are unpredictable, and what seems to be a demand for a thousand harvesters in ten days, for example, may develop into a need for fifteen hundred workers in less than a week. The success of an entire agricultural program depends upon the timely availability of labor, and the efforts of a farm placement program must be directed toward satisfying the existing needs, whether or not they develop as anticipated.

This post-season report, then, should be considered a recital of the degree of success achieved by the farm placement organization of the Colorado State Employment Service in meeting the need for farm labor. The number of placements made is not the only criterion of success: sometimes it takes more effort to make a hundred placements in one area than a thousand somewhere else. If at the end of the season the crops are all harvested without loss, it is proof that the available labor was utilized and the season may be considered successful.

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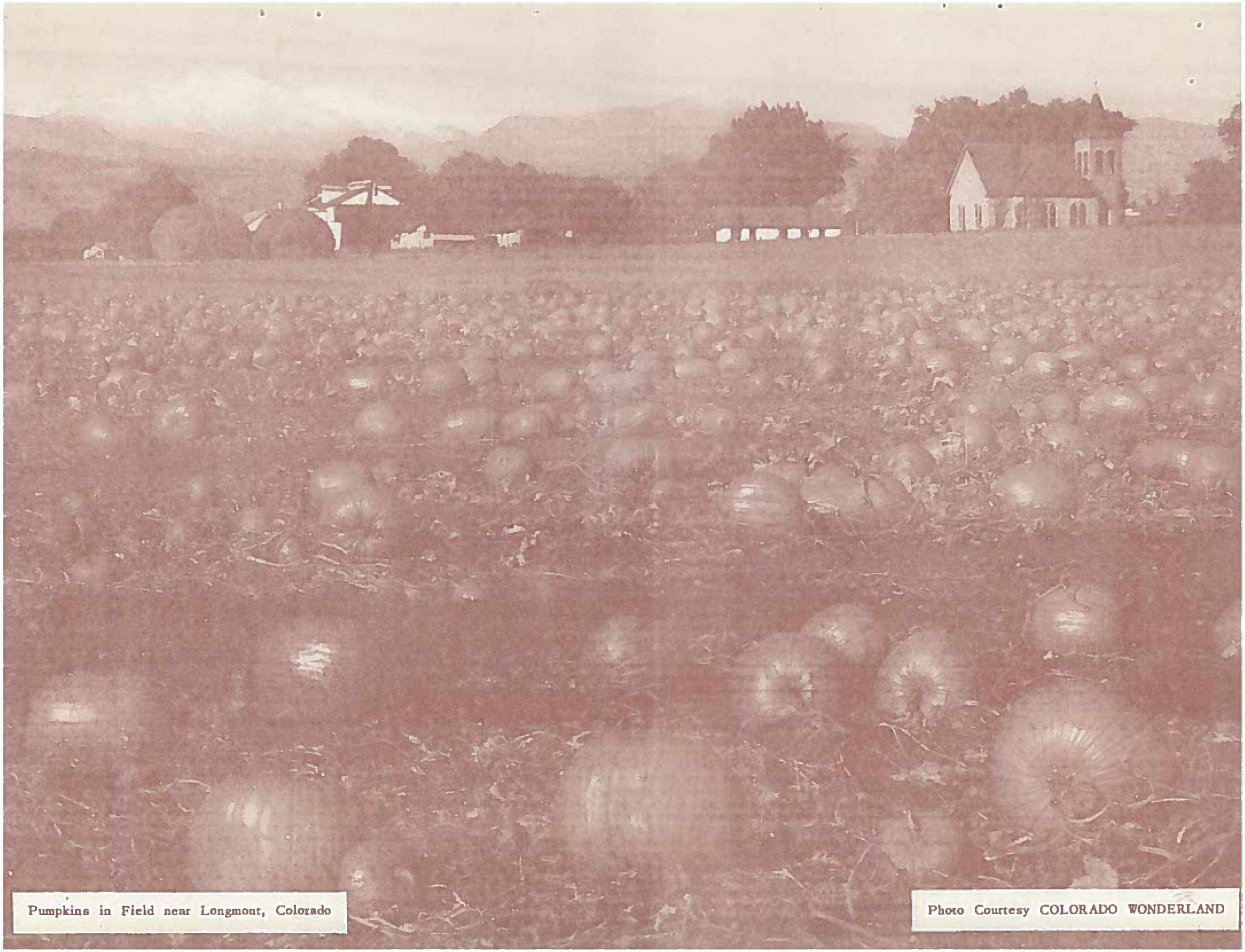

Pumpkins in Field near Longmont, Colorado

Photo Courtesy COLORADO WONDERLAND

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POST-SEASON AGRICULTURAL AND FOOD PROCESSING

REPORT FOR STATE OF COLORADO FOR 1950

PART ONE - NARRATIVE REPORT

1. Organization of the Farm Placement Program

A. *State Level.* The Farm Placement Program of the Department of Employment Security in Colorado is a special function of the Colorado State Employment Service.

The State Office Farm Placement Program staff is headed by a Farm Placement Supervisor who is directly responsible to the State Director of the Colorado State Employment Service and has the responsibility of developing, coordinating, and executing plans and programs on a state basis. Other members of the staff who are directly responsible to the Farm Placement Supervisor are: an Assistant Farm Placement Supervisor who assists in all phases of the program; a Mobile Unit Manager who is responsible for moving, locating and operating the Mobile Unit in the various local office areas; and a Stenographer. As necessary, additional assignments of one or more personnel are made to carry out special functions.

Programs and policies are guided by a State Farm Advisory Council consisting of ten members representing the major agricultural and food processing activities in various sections of the state. Advisory Council members, with their addresses and agricultural activities are as follows:

Mr. Robert A. Burghart - Ingle Land and Cattle Company, Colorado Springs, Colorado
Mr. Lee Calhoun - Kuner-Empson Canning Company, Brighton, Colorado
Mr. Amer Lehman - Grain and Cattle, Wray, Colorado
Mr. Vern Lofgren - Manager, Rocky Ford Onion Growers Association, Rocky Ford, Colorado
Mr. C. V. Maddux - National Farm Advisory Council, Denver, Colorado
Mr. Fred Powell - Fruit Marketing, Grand Junction, Colorado
Mr. Hub Reichel - Farmer, Julesburg, Colorado
Mr. Louis Rieke - Farmer, Sterling, Colorado
Mr. C. F. Spaulding - Labor Supervisor, Holly Sugar Corporation, Colorado Springs, Colorado
Mr. Lyman Wright - Farmer and Shipper, Monte Vista, Colorado

B. *Local Level.* In each of the thirty-one local offices of the Employment Service the responsibility for all phases of the farm placement program rests with the Local Manager who assigns staff members to carry on the functions and maintains an identifiable Farm Placement Unit under his supervision.

In local offices where the farm program is a major seasonal function, additional personnel are assigned as work-load demands. In most local areas, the basic program requires assignment of a farm interviewer exclusively.

Denver is the exception to this type of local office farm organization. Here, while the Manager is directly responsible for the program as conducted largely through two branch offices, he delegates this responsibility to a Unit Supervisor.

II. Pre-Season Planning

A. Early in the spring, a "check sheet" type Farm Placement Program was developed and distributed to local offices and were prepared as their working guide. This program listed eighty-four actions, each followed by check spaces to show one of the following: "To Start", "In Progress", "Completed" and "Not Applicable". Also following each was a column to show person assigned responsibility and one to show period for assignment. By this method, greater uniformity of operation was assured and the need for special major crop programs was minimized.

B. *Special Programs for Major Crops.* As a result of this type of programming, the only special programs drafted were for:

1. Wheat and Other Small Grains Harvest, mainly a training guide for field personnel and establishing the control point in the State Office to direct harvest activities.
2. Vegetable Harvest, designed by the Fort Lupton local office with assistance of Administrative Office to guide and coordinate the operations of the extra staff of interviewers needed.

C. *Labor Need and Supply Estimates.* All local offices prepared labor need and supply estimates by crop activity and period of need as well as seasonal charts for the local office area. State-wide estimates were prepared on the same basis and then semi-monthly period over-all needs with supply and source estimates were compiled.

D. *Use of Indian Workers.* The two programs developed in 1949 for use of Indian workers from the Navajo and Sioux reservations were not changed materially. Plans were made to use Navajo Indian workers in crop activities on the Western Slope, San Luis Valley and San Juan Basin, while Sioux Indians were to be used mainly in Northern Colorado.

There was developed, in cooperation with the Employment Services of South Dakota and Nebraska and the Aberdeen, South Dakota Area Office of the Indian Welfare and Placement Service, a booklet entitled "Handbook for Employers and Indian Workers" which was published and distributed to interested persons.

These programs were considered very important as proper utilization of such labor

supply sources will eventually aid materially in stabilizing the farm labor market of this State.

III. Farm Labor Supply and Demand

A. *Major Activities.* Major agricultural activities presenting problems of peak demand or difficult recruitment include:

1. Thinning, hoeing, and harvesting of sugar beets.
2. Weeding and harvesting of onions.
3. Thinning and harvesting of peaches.
4. Harvest of wheat and other small grains.
5. Harvest of vegetables for market and canning.
6. Harvest of early and late potatoes.
7. Harvest of broomcorn.

Thinning and hoeing of sugar beets was accomplished with very little difficulty. Wet weather conditions delayed the work in Northern Colorado to the point that some weedy and large growth fields required the constant shifting of labor willing to work such fields. In a few instances, bonuses were offered as an inducement to work these fields. The sugar beet harvest was satisfactorily completed due to ideal weather conditions in spite of a labor shortage.

The late potato harvest, especially in the San Luis Valley, presented some very difficult problems due to the new child-labor provisions prohibiting the use of many youth in the family group type labor which has been traditional in that area.

The broomcorn harvest faced a labor shortage, but good weather made it possible to complete the harvest.

Local offices, in cooperation with growers, achieved better labor utilization by more efficient transfer of workers from field to field . . . leading to successful harvests which, due to insufficient labor supply, might otherwise have resulted in crop losses.

B. *Employment Requirements.* The actual planted acreage of sugar beets was about 152,000 acres with 147,000 acres being brought through to harvest. Growing conditions were such that much of the labor for the spring work could not get started soon after arrival, which resulted in many running low on finances and they began searching for other work or seeking additional wage advances from employers.

With the exception of sugar beets all other crops were greatly affected by the dry season and other unfavorable growing conditions resulting in either reduced harvested acreage

or reduced yield. Naturally, these conditions had a drastic effect upon the seasonal labor needs in many areas.

As a result of these unfavorable growing conditions, most crops produced substantially less than the year 1949. For instance, the production of winter wheat was 16% less, spring wheat 58% less, broomcorn 44% less, peaches 42% less, dry beans 28% less, potatoes only 1% less, and all hay 17% less. The low crop productions reduced or slowed the seasonal labor demand and problems were either eliminated or minimized.

C. Labor Supplies

1. *Local.* Every attempt was made by all local offices to utilize local labor to the fullest extent by attempting to transfer crews of seasonal workers from field to field as work was completed. In the Arkansas Valley, San Luis Valley, and the Fort Lupton areas, crew labor is very common. These crews range from small family groups led by a working leader to large crews which operate under a contractor. The former group is desirable while the latter group, although they do the job quicker, ties the labor force up to the extent that small fields are left until after large fields are completed.

   Canning plants are usually staffed with local housewives and others not normally in the labor market for other types of work.

   The wheat and other small grain harvest presented very few labor and equipment problems due to conditions of the crop in most of the southeastern part of the state and local labor ranged from sufficient in some areas to almost sufficient in other areas.

2. *Intrastate and Interstate.* Labor for spring work in sugar beets came from supply areas of Colorado, New Mexico, Arizona, and Texas. Recruitment was conducted for American Crystal, Holly, Great Western, and National Sugar Companies in Colorado and New Mexico and for Great Western in Arizona. Recruitment in Texas was done entirely by the Great Western Sugar Company.

   Over 1,000 workers were referred to Colorado during the spring and fall for sugar beets by New Mexico and 200 were referred by Arizona. Navajo Indians were used in sugar beets on the Western Slope, mainly the Delta and Montrose areas. About 75 were recruited for the spring work and about 100 for the fall harvest.

   Labor for the vegetable harvests consisted mostly of family groups who were either directed or migrated to the mid-season vegetable areas. Migrant inter-state labor came from several states as in the past, with the major portions coming from Texas

and New Mexico. However, in Northern Colorado, a very noticeable change in pattern of migration was from west to east from the states of California, Utah, and Idaho.

Peach harvest labor was recruited in each of the thirty-one local office areas of Colorado, totalling 2,228 workers. Also, 1,986 workers came from thirty different states, some of which did actually recruit and refer on an order furnished. About 227 Indians used in the peach harvest proved themselves to be very good workers. Six tribes were represented as follows: Navajo - 150; Sioux - 7; Arapahoe - 35; Shoshone - 15; Cheyenne - 8; and Ute - 12.

An analysis of the labor force used in the peach harvest revealed that about 75% of the workers fell into three groups; namely,

a. Sugar beet workers from Colorado, Wyoming, Nebraska and Kansas.
b. Cotton pickers from Texas, Oklahoma, Arkansas, New Mexico and Arizona.
c. Indians from Arizona, New Mexico, Colorado, Utah, Oklahoma and Wyoming.

Labor for the San Luis Valley potato harvest was recruited from northern New Mexico and Southern Colorado with about 100 Navajo Indians being utilized. The potato harvests in Northern Colorado and on the Western Slope were handled mainly by labor already in the areas with some recruitment being done in nearby areas. Also for the Sterling area, orders were cleared to Alliance, Nebraska for the recruitment of Sioux Indians, after it was found that orders for Indians could not be filled by South Dakota, and as a result only a few workers were secured in time to meet existing needs. However, at least 200 Sioux Indians either came into that area on their own or were recruited directly by employers.

The broomcorn harvest in the Lamar-Springfield area used labor from Kansas and Oklahoma as well as from various areas of Colorado. Many of the workers came in too early for the late crop and some could not stay due to short finances. The crop was unusually late due to dry planting and growing seasons, some fields being replanted as many as four times and had it not been for the open fall, a large crop loss would have resulted from the labor shortage.

3. *Other Sources.* When all usual sources of labor were analyzed in regard to labor supply for the sugar beet harvest, it was apparent that the available supply was going to be insufficient. Therefore, certification was made to the need of 1350 Mexican Nationals for northern Colorado and the Western Slope. It developed that 812 were actually brought into Northern Colorado but none were used on the Western Slope.

D. Mechanization

The sugar beet harvest is becoming mechanized to the point that about 55% or 60% of the 1950 crop in Northern Colorado was harvested by machine, while in other areas of the state, mechanization ranged from about 15% to 50% or an average of about 31%. Mechanical loaders are being used to a greater extent and in some areas, 90% of the crop is so loaded. Mechanization in the small grain harvest is practically 100% as the irrigated areas are using more small combines while the dryland areas use everything from the small tractor-drawn combine to the large self-propelled custom outfits.

The corn harvest is becoming more mechanized each year except in areas where only small fields are grown.

Mechanized potato harvesting has not progressed to the point where more than 5% of the crop in any area is so harvested. However, the large horse-drawn or tractor-drawn sorting table is being used for about 75% of the late potato crop.

Hay harvesting in many areas, especially the San Luis Valley, has progressed from the old method of cutting, raking, and stacking to the new pick-up baler method.

Last fall, weather conditions were ideal for all types of mechanized harvesting and in some areas more beet harvesters would have been used if they had been available.

E. Shortages and Surpluses

A very definite recurring pattern shaped up during the forepart of the year and extending through August whereby each major activity approached the peak with a sizeable shortage seemingly apparent, but as the peak was reached with full labor utilization, available labor proved to be sufficient. This pattern had been so noticeable and seemed to be conforming to that indicated in all adjoining states that the labor situation for the peach harvest was forecast three weeks in advance and proved to conform exactly to this pattern.

As each activity neared the peak and a shortage seemed to be shaping up, local and intra-state recruitment was intensified. Local office farm placement personnel concentrated on securing full utilization of labor by cooperating closely with employers and workers in shifting labor from field to field. In several instances, local offices overcame actual shortages by this latter method.

The only instances of a surplus of labor developing were in cases where one seasonal activity had been completed and the next activity was not ready to start. This resulted in a slight surplus for a short period of time.

IV. Recruitment and Direction of Seasonal and Year-Round Workers

A. Local Recruitment

1. *Use of Radio.* In practically every local office area, the local radio stations have been cooperative in making spot announcements or providing time for talks or interviews. A few cases of special note are: A Denver local office farm placement staff member has participated with the farm reporter of one of the popular Denver stations in a farm program each Saturday morning for the past three years; the Greeley local office has a weekly "Job Reporter" program over a local station; and the Salida radio station cooperates in a splendid manner with the local office. These are only a few instances and many more could be cited. Radio is considered one of the most effective aides in recruitment of labor.

2. *Newspaper.* Local offices secure publicity in their local newspapers in practically every instance whenever desired. News stories regarding the overall state farm labor situation are furnished to and regularly published in the Denver newspapers. Several local offices have utilized part of their advertising allotment for farm labor ads have proved very helpful.

3. *Community Centers.* In Denver cooperation with leaders of community centers is well developed and many workers are recruited during peak seasons through these centers. Other areas seldom have regular community centers, but do have community leaders through whom many workers are lined up for seasonal jobs. This is true in Pueblo, Rocky Ford, and Greeley for instance; other areas also have similar arrangements.

4. *County Agents.* All local offices keep in close contact with the County Agents and in some cases such as Lamar, Delta, Denver and Montrose, very close working relationships have been developed.

5. *Bulletin Boards and Posters.* Most local offices have a bulletin board and the Farm Labor Bulletin is kept posted currently. Other materials such as pamphlets, guides, etc., are placed nearby to be picked up or read. Posters have been effective when used for specific activities and proper locations were selected.

6. *House-to-House Canvass.* Very little need existed for this type of recruitment; however, offices such as Trinidad and Greeley did occasionally recruit labor in some of their communities this way.

7. *Voluteer Farm Labor Representatives.* Twenty-two local offices have one or more representatives and have benefited from the method in improving public relations,

compiling, and in turn disseminating farm labor information.

8. *Call-in Cards.* In cases where application files were found to contain possible farm workers, call-in cards were used unless a quicker contact was possible.

9. *School Registration.* Due to the amended Child-Labor provisions, this type of registration was not emphasized except for older students. The Denver local office continued their cooperative program with schools, youth organizations and civic groups to recruit youth for summer harvests. Several local offices in college towns, such as Fort Collins, listed students to work mornings or afternoons so that in many cases, two students could take one job by each working a half day.

10. *Church Announcements.* Only in cases of emergency are churches asked to make announcements, but many local offices maintain close contact with local pastors, especially in Spanish communities.

11. *Businessmen and Civic Groups.* All local offices maintain close contact with businessmen, and as often as possible, talk to civic groups in order to inform them of labor conditions and build public relations.

12. *Contacts with Field Workers.* By contacting field workers on the job, greater utilization of labor is possible because it is then possible to move them to another job as soon as they have completed their present job.

13. *Contacts with Crew Leaders.* Continuous contacts with reliable crewleaders, that is, those who have reasonable sized crews and work with them, accomplished a great deal in keeping available labor busy.

14. *Sound Trucks.* Very little use was made of sound trucks and their use does not seem advisable except on occasions of making special announcements in areas where groups of labor may be contacted.

15. *Local Advisory Committees.* The local office areas who have advisory committees have found them very valuable in improving public relations by obtaining a better understanding of local office services and how they can best be utilized by the community.

16. *Mobile Unit.* A thirty-foot house trailer equipped with office equipment and sleeping quarters and pulled by a panel truck was utilized from the latter part of May to the latter part of October as a mobile office in the wheat harvest in eastern Colorado, hay harvest at Gunnison, peach harvest at Palisade and potato harvest at Center.

The Mobile Unit is staffed with a full-time Mobile Unit Manager who is placed in complete charge of the Unit and is under the supervision of the Farm Placement Supervisor. In all areas this unit has been hailed as a very successful adjunct to the services offered by the local office.

17. *Miscellaneous.* An attempt to list all the various means utilized to recruit local labor would be impracticable because local office staff members are continuously devising minor schemes to assist; they are to be commended for these efforts.

B. Intra-State and Inter-State Recruitment and Directions

1. Methods of Mobilization of Labor

a. *Intra-State.* Full use of the clearance system resulted in needs of each area being made known to all other areas. Special emphasis was placed on inter-area recruitment where a labor surplus existed. The Holly Sugar Corporation attempted to develop a method whereby arrangements would be made with certain bus companies and railroads to accept from the local office manager requests for transportation of workers selected and referred on their orders. However, unforeseen difficulties prevented use of the method in 1950.

b. *Inter-State.* Regular clearance procedures were utilized in recruitment of workers from the various other states. The only recruitment carried on in Texas for labor to be used in Colorado was handled entirely by the Great Western Sugar Company.

2. *Youth Program.* The principal youth program was in the Denver local office area where older youths were lined up on a day-haul basis into the vegetable area around Brighton.

3. *Use of Clearance Procedures.* All local offices placed orders in Clearance when local labor was insufficient, but like all other farm placement activities, agricultural clearance referrals were less than in 1949 by about 42% and agricultural clearance placements were down by about 30% from 1949. Crop conditions being considerably poorer than the previous year and the labor market being such that surpluses and shortages did not exist, except for short periods, contributed a great deal to this reduction in clearance activity.

4. *Techniques to Direct Migrant Labor.* Nearly six hundred copies of the Colorado Farm Labor Bulletin were distributed weekly to local offices, newspapers, radio stations, Volunteer Farm Labor Representatives, other interested persons, and other state and local employment service offices, by direct mail. The first issue

was published on May 19, 1950, and continued as a weekly issue for 24 weeks up to October 27, 1950. Each bulletin contained the latest information from local offices on crop activities and conditions, labor needs, or surpluses, wages, housing and transportation.

Five different forms of farm labor guides were published and distributed throughout the year.

Early in the spring the "Guide for Colorado Farm Labor" gave general information on all major crops, activities, and periods of need, as well as local office areas serving these activities. Seven thousand copies were prepared and distributed throughout Colorado and adjoining states.

The "Colorado Small Grain and Custom Combine Operator's Guide - 1950" was prepared in 7,500 copies and distributed prior to the harvest in Colorado and adjoining states.

The "Colorado Peach Harvest 1950 Guide" was prepared in 7,000 copies in August for distribution throughout Colorado and adjoining states.

In order to assist recruitment for the San Luis Valley potato harvest the "Colorado San Luis Valley Potato Harvest, 1950" guide was prepared in 2,500 copies for use in southern Colorado and northern New Mexico.

An information sheet was developed on the broomcorn harvest and about 2,000 copies were prepared and distributed throughout Colorado and parts of Oklahoma.

5. *Information Stations.* The Mobile Unit was located at a selected point on the main highway at the north edge of Lamar for two weeks to serve as an information station for migrant sugar beet labor. Persons stopping at the Unit were almost entirely local people seeking local job information, employers seeking workers, or merely people who were curious about the unit. The fact that migrants did not stop was somewhat disappointing and seemed to prove that such stations are not necessary in that area. All local offices gave information to all persons seeking guidance without trying to get them to sidestep any commitments to which they may have been traveling.

6. *Volunteer Farm Labor Representatives.* One hundred one representatives appointed by local offices assisted in varying degrees with the direction and placement of farm labor. In many cases, these representatives were most valuable as sources of information for the local office, as well as relays for information from the local office.

7. *Temporary Offices.* Temporary offices were established at Springfield, Burlington, Holyoke and Palisade to handle seasonal farm labor activities.

C. Facilitating Services

1. *Labor Camps.* The Fort Lupton Farm Improvement Association labor camp provided housing for about 1,600 people, mostly in family groups, of whom about 1,000 were workers. The Fort Lupton local office assigned two full-time staff members who were provided office space in the camp office building. A telephone was installed to permit direct calls to and from the farm labor personnel. Workers in the camp could be recruited and referred by these staff members and when vacancies occurred at the camp, farm workers could be recruited by the Employment Service and directed to the camp for housing.

2. *Health.* Cooperation with Colorado State Department of Health was maintained at the state level. A cooperative arrangement was developed by the Fort Lupton Farm Improvement Association and Great Western Sugar Company with the Weld County Health Department to provide medical and health care for persons residing in the camp. This service was of great benefit in providing health protection to the camp and community population.

3. *Educational Program.* In cooperation with the Employment Services of South Dakota and Nebraska and the Indian Service Area Office of South Dakota, the Colorado State Employment Service published an educational pamphlet entitled "Handbook for Employers and Indian Workers" containing background information on purpose of the program, cooperative arrangements between employment service, Indian Service, and Tribal Councils; experiences of farm employers of Indians; essentials of a successful program, and suggestions to employers and Indian workers along with actual pictures of Indian workers on jobs in Nebraska and Colorado. A better farm labor housing program was developed for educational purposes.

4. *Public Relations and Youth Programs.* Cooperation at state and local levels with agricultural agencies, farm organizations, migrant labor councils and committees has been maintained at all times. Close cooperative relationships have been maintained and improved with Colorado A & M College, State Extension Service officials, State Department of Agriculture, County Agents, etc. This relationship has developed a better understanding of the services rendered by the Colorado State Employment Service.

A day-haul program out of Denver, developed in 1949, was continued in 1950 for older youths in cooperation with Boys, Inc., an organization under the auspices

of a Denver Civic group to provide seasonal employment during the vegetable harvest in the Brighton area.

5. *Job Analysis.* An analysis of the jobs in all phases of the peach, broomcorn, cauliflower and onion crops is being made in Colorado. The completed information is to be submitted by July 1, 1951. As a result, the study had to be started with the harvest activities. Two Job Analysts went to Palisade from the State Office and spent two weeks covering the harvest, the packing, shipping, canning, and freezing activities connected with the peach crop. The Manager of the Delta local office analyzed the onion harvest; the Manager of the Lamar local office sent in the broomcorn harvest method; and the supervisor of Area III gathered information on the cauliflower harvest.

This material is being reviewed and compiled by the Occupational Analysis Division in the State Office and will be forwarded to Washington, D. C., when all other processes have been covered. In the very near future, the pruning of the peach trees will start; also the planting and cultivating of all other crops will be analyzed as they occur.

D. Recruitment and Placement Problems

1. *Housing.* Shortage of farm labor housing in most areas of the Arkansas Valley, San Luis Valley, Western Slope, and Northern Colorado, presents some of the most difficult problems in recruiting seasonal farm labor to fill needs in these particular areas.

The Colorado State Employment Service pamphlet of information on construction of farm labor housing started in 1949, "Helpful Hints on Housing Help" was completed and distributed through local offices in the State. In some areas, this pamphlet has been very favorably accepted and in all areas some interest has been noted while no criticism has been expressed.

2. *Transportation.* Transportation presents numerous problems, but if the need is serious and a supply is available, suitable arrangements are nearly always possible.

Sugar beet labor was transported by the sugar beet processors mostly in privately owned trucks and cars.

Day-haul transportation between Denver and Brighton areas was furnished by employers, processors, and group or crew leaders through the use of bus, truck, or car.

Indian workers were transported by employers for the peach and potato harvests and

by the Holly Sugar Corporation for sugar beet work.

3. *Wages.* The Sugar Section of the U. S. Department of Agriculture again in 1950 established a minimum wage for blocking, thinning, hoeing, and topping sugar beets. The only diversion from this wage was when unusual circumstances or crop conditions prevailed.

Small grain harvest wages were rather stable due to crop conditions, satisfactory weather and fairly well balanced labor market. Wage scale ranges were reported as follows:

Laborers	75¢ to $1.00 per hour with board and room furnished in most cases.
Truck Drivers	$8.00 to $10.00 per day with board and room furnished in many cases.
Combine Operators	$10.00 to $12.00 per day with board and room.
Equipment Fees:	
Combines	$2.50 to $3.00 per acre.
Trucks	5¢ per bushel for first 5 miles plus ½¢ per bushel per mile for over 5 miles.

Peach harvest wages for several years have remained at the same base of 70¢ per hour or 10¢ per bushel with many growers paying a bonus of 10¢ per hour or 2¢ per bushel if workers stay through the harvest.

Potato harvest wages were 12¢ to 16¢ per 100 pound sack in Northern Colorado, minimum of 14¢ per 100 pound sack in San Luis Valley with a range of from 2¢ to 5¢ per 100 pound sack for bucking and a minimum of about 8¢ per sack for hauling from the field. In a few cases, hourly rates of $1.00 per hour were paid with board and room furnished.

Wages for year-round workers varied from area to area. Due to crop conditions and general economic outlook, farmers were inclined to offer starting wages below the 1949 level for qualified workers. This resulted in difficult recruitment as well as many referrals which did not result in placements. The prevailing wages ranged from $85.00 to $100.00 per month with board and room for single men, and from $125.00 to $175.00 per month with house for married men. Wages for seasonal work in harvesting of vegetables varied by area and in some cases were slightly higher than the 1949 level.

4. *Health and Medical.* Weld County Health Department, assisted in some cases by the U. S. Health Service and State Health Department, in cooperation with the Great

Western Sugar Company and Fort Lupton Farm Improvement Association maintained limited medical and health services at the Fort Lupton Labor Camp.

Mesa County Welfare Department maintained health and child welfare facilities at the Palisade labor camp during the peach harvest.

5. *Feeding Facilities.* The Great Western Sugar Company, using the Fort Lupton labor camp for a distribution center for labor to other areas and states, mass-fed interstate labor while waiting to be assigned to areas or employers.

6. *Selectivity.* Ordinarily, selectivity does not present any major problems, but due to a balanced labor market most of the year with a few periods of a slight surplus, some employers placed orders with more specific requirements as to qualifications. This required a much more careful selection of applicants by interviewers when making referrals.

The Child-Labor Provisions of the Federal Fair Labor Standards Act posed the possibility of many perplexing problems. Therefore, in cooperation with the child labor officials, a procedure was developed for the proper selection and referral of workers to employers so that the employer would not be in violation of the child-labor law. This procedure required careful selection, especially regarding age of minors on many seasonal jobs.

E. Foreign Labor (*Mexican Nationals*)

1. All Mexican Nationals were brought in under contract by the Great Western Sugar Company who in turn assigned them to their individual growers without the assistance of the Employment Service; therefore, the actual number of employers is unknown.

2. There were two requests made for certification of need for Mexican Nationals, one for 1250 by Great Western Sugar Company to be used in Northern Colorado and one for 100 by Holly Sugar Corporation to be used on the Western Slope. These requests were both for the harvest period.

3. Actually there were 812 Mexican Nationals used in Northern Colorado and none were used on the Western Slope. They arrived in the area near the middle of October and left about the middle of November.

4. No major problems arose, but there were a few instances where a little misunderstanding necessitated a visit to the field. No investigations were required by the Department.

5. With world conditions causing a much tighter labor market, there will undoubtedly be a need for Mexican Nationals in Colorado during the 1951 spring and fall sugar beet work. The number needed will be determined at a later date.

F. Evaluation and Recommendations

Colorado's Farm Placement Program cannot be evaluated on placements alone because, in general, communities were well satisfied with the service tendered during 1950 when placements dropped 59% below the 1949 record figure. All crop acreages and yields with the exception of sugar beets were substantially below the 1949 level; therefore, placements could not possibly have been at a high level but farm employers needs were serviced with the same vigor as if crops were exceptional and labor needs correspondingly high. Pre-Season planning and uniform programming at the local office level has resulted in most problems being anticipated and proper steps taken to meet them.

Local office staff members whose assignments have included farm placement duties have, in many cases, worked from early morning to late at night to assure that farm needs were satisfied and they are to be commended for their efforts.

It was anticipated that farm placements and farm employer visits would be fewer than in 1949 and estimates were made for a reduction of about 6% in placements and about 2% in visits, but as the year progressed, it was apparent that much greater reductions were inevitable. Complete reports indicate that farm placements were 59% less than in 1949 and 57% lower than estimated, while farm employers visits were 31% lower than in 1949 and 29% less than estimated.

As to the outlook for 1951, indications at this time are that dryland areas are suffering from lack of rainfall, which is affecting fall planted grains. If early spring moisture is adequate for dryland areas and the watersheds receive good snowfall, it is expected that nearly all crops will be on the level of 1949 or better. Sugar beet acreage will probably be in excess of the 1950 acreage, which was 17% above 1949.

PART TWO - STATISTICAL REPORT

I. Farm Placements and Farm Employer Visits

State Summary

Month	Placements	Employer Visits
January	253	445
February	419	273
March	691	486
April	1791	1136
May	6698	1663
June	10198	1739
July	13964	1750
August	28678	1476
September	9642	1028
October	6570	800
November	1993	277
December	439	144
TOTALS	81336	11217

II. Seasonal Farm Labor Employment Trends in Major Areas

ES-224 SUMMARY - 1950

Period	No. of Offices Reported	Agriculture			Food Processing		
		Total	Local	Out-of Area	Total	Local	Out-of Area
May 1 - 15	12	8305	4720	3585	0	0	0
May 16 - 31	22	17525	9702	7823	171	171	0
June 1 - 15	22	21463	11719	9744	296	271	25
June 16 - 30	22	21424	12756	8668	914	889	25
July 1 - 15	17	18915	10740	8175	1010	895	115
July 16 - 31	18	23828	13085	10743	2115	1970	145
Aug. 1 - 15	21	29727	15649	14078	2495	2055	440
Aug. 16 - 31	21	34088	16819	17269	3203	2752	451
Sept. 1 - 15	20	29500	15255	14245	3666	3041	625
Sept. 16 - 30	20	28750	18221	10529	3811	3431	380
Oct. 1 - 15	16	25746	16641	9105	5165	4235	930
Oct. 16 - 31	15	20709	12650	8059	3820	2940	880
Nov. 1 - 15	8	8354	6065	2289	2810	2420	390
Nov. 16 - 30	7	4295	3700	595	2857	2667	190
Dec. 1 - 15	4	3325	3225	100	2832	2692	140
Dec. 16 - 31	4	3250	3150	100	2832	2692	140

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