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A. J. Hamman

STATE SUPERVISOR EMERGENCY FARM LABOR PROGRAM

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Colorado State College of A. & M.A.

and

United States Department of Agriculture

in Cooperation with

Office of Labor

War Food Administration

APPROVED  
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State Extension Director



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## BACKGROUND OF FARM LABOR CONDITIONS IN COLORADO

Colorado is normally a seasonal hand labor deficiency area. This deficiency has developed and become established during the past forty-three years. It began with the development of the beet sugar and canning industries both of which came into the state about 1900. The establishment of these crops brought about a rapid change from a hay, grain and range livestock economy to one of intensive diversified crops and livestock fattening. This more intensive production created an expanding demand for all types of workers and particularly for more seasonal workers.

If out-of-state seasonal workers should ever cease to be available the cropping system of this state must be changed or winter-time industries developed and coordinated to maintain an increased population of such workers. Further mechanization after the war may greatly reduce the over-all total need for itinerant seasonal workers but it cannot entirely displace them.

Prior to this basic change in the agriculture of the state, farm and ranch operators depended upon labor residing within the immediate community and a few itinerant workers to meet peak season labor demands. Harvest crews were made up from among neighboring families, largely thru a system of trading work on a man-day basis. Year-round and heavy seasonal jobs were filled with prospective settlers and homesteaders who were trying to comply with homestead regulations and at the same time earn money to develop their lands and buy livestock and equipment.

The development of sugar beets, canning, and other intensively farmed crops created a demand for seasonal workers which could not be filled thru the then established system. Farm families and town youth were impressed into service first but the expanding demands soon exceeded these sources of labor supply. Other sources had to be found.

Northeastern Colorado found a labor supply among the German-Americans of Omaha and other midwestern centers of population. Southeastern Colorado began to draw on Spanish-American communities in the coal mining and livestock counties in that part of the state and in northern New Mexico. Continually increasing labor demands induced processors to negotiate for colonies of German-Russians from southern Russia. These immigrants filled the demands for hand workers in northern Colorado and to a lesser degree in the southern part of the state for several years. However, the German field workers soon became tenant farm operators and later owner-operators which left the seasonal labor field largely to the native Spanish-Americans.

In an effort to further increase the supply of workers, Filipino, Korean, Japanese, and American Indian groups were brought into the intensively farmed areas. The Oriental groups were recruited principally on the west coast and, generally speaking, did not prove satisfactory. The



Japanese, like the Germans, soon became farm operators and further intensified the cultivation of the lands they leased. Temporary Indian agencies were established in some areas and operated for several successive years with some measure of satisfaction to the farmers.

✓ Eventually the native Spanish-Americans became the most dependable and generally accepted group of seasonal workers because of their availability and adaptability to a wide variety of hand work and to many year-round types of farm and ranch jobs. Their tendency to become farm operators is not so pronounced as that of the German and Japanese. However, they are essentially an agricultural people and many Spanish-American field laborers have developed into excellent intensive type farmers.

As the development of crops demanding high expenditures of hand labor continued, the labor recruiters were forced farther afield for workers. By 1914 seasonal workers were coming in or being brought in from all areas between Colorado and the Mexican border. Expansion of production and the manpower shortage created by World War I finally exhausted the supply of workers that could be secured in New Mexico, Texas, and Oklahoma. Agreements were made with the United States Bureau of Immigration for the importation of seasonal workers from Mexico to supplement the local and interstate supplies. These workers came in as family groups and individuals under government supervision and contracts that generally covered a period of about six months. Such workers were returned to Mexico on completion of harvest or the expiration of the contract.

*Among*

Spanish-American colonies were established by processors in numerous sugar beet producing communities throughout the eastern part of the state. Schools were provided in these colonies by processors in cooperation with local counties and school districts. Family groups established themselves in nearly all towns in the intensively farmed areas. Sizable colonies developed in or near many towns. Sugar processors encouraged farmers to construct tenant and labor houses to the extent of advancing money, furnishing plans, and supervising construction in some instances. Other processors constructed workers' villages and sold homes on easy terms to those who would buy them.

Seasonal farm labor problems in central western Colorado have followed generally the same pattern of those of the northeastern and southeastern parts of the state. The principal differences being that the intensively farmed area is not as extensive and the operating units are smaller. More of the maximum labor needs can normally be filled within the area or from surrounding ranch areas. Because of the wide range of altitudes, peak labor seasons do not develop simultaneously in the different farming communities which permits a shifting of workers as the seasons develop.

In the south central part of the state, or San Luis area, there is a large resident Spanish-American population. Mountain barriers effectively separate this valley, in Colorado and New Mexico, from other intensively



Indian - Spanish

farmed areas. The Spanish-Americans and Indians are largely operators of small low producing units. Therefore, for many years they have supplemented their meager farm incomes with seasonal work in the potato, vegetable, and sugar beet fields in the Colorado portion of the valley. Large families, the old Spanish custom of dividing the land between the sons, and the extensive irrigation development, which made work available close to home, have all contributed to the present labor situation which in peace time is generally favorable to the local farm operators.

The San Juan Basin or southwestern part of the state has a labor situation that is basically like that of the San Luis Valley or south central part of the state. The only difference worthy of comment is the heavy Indian population. Most of the Indians live just across the state line in New Mexico and Arizona. Before the War Manpower Commission and the Indian Service restricted the solicitation of farm labor on the Navajo Indian Reservation, the adjacent higher producing area in Colorado had little or no labor problems.

Neither commodity groups nor processors have made extensive efforts to provide labor housing in any of the state except in the sugar beet and canning crop areas east of the Continental Divide. In the San Luis Valley and in the sugar beet, fruit and canning crop areas of western Colorado farm owners have provided some housing but much more is needed to satisfactorily meet war time labor needs.

From about 1918 to 1929 wages were relatively high and many seasonal workers accumulated automobiles and preferred to live in town and drive to their jobs. This relieved farmers of a housing problem and added some labor troubles. Unused farm housing was let deteriorate or was put to some other farm use. The great drought of the 1930's together with low prices for farm products curtailed the construction of labor houses and permitted the disintegration and dismantling of many then on farms.

Emergency relief and W.P.A. programs in the 1930's together with low farm incomes also affected the maintenance of labor housing on farms. More workers congregated in towns to better avail themselves of direct relief or to be near W.P.A. projects. W.P.A. wage scales were quite frequently above farm wages in the same community. The fear of being permanently dropped from relief and W.P.A. rolls caused many workers to refuse better paid short time jobs. Also the custom of paying the equivalent of a months farm pay for less than a half months work encouraged congregation in towns and general indolence. All of these factors played their part in bringing about, by 1940, a serious farm housing shortage.

The war time boom beginning in 1940 and still developing has further accentuated the housing shortage on farms and in nearly all towns serving intensive farming areas. Numerous new factors have contributed to this situation; the enlistment and induction of men into the armed services, the increase of crops requiring high man-hour expenditures, the demands for workers in war connected industries, and high



wages which makes it possible for the less industrious workers to be idle a considerable part of the time and still be able to live. Living quarters are frequently not vacated when the head of the family leaves his home community to work in industry. The family seldom moves because the boys have left for the armed forces. The non-working members of the family quite generally remain to occupy living quarters in the community. Thus the sudden change from a depressed peace time economy to war time pressure creates a shortage of both workers and living quarters.

Since 1940 the housing shortage and resultant labor problems have developed in areas not previously affected because of the introduction of or large increases in the acreage of crops requiring higher labor expenditures.

During this development period of more than forty years, it has become the habit of hundreds of families in the Spanish-American counties of Colorado and in the State of New Mexico, the southern counties of Texas, and some parts of Oklahoma, to come to the Colorado beet fields early in May and remain until about mid-November. The sugar processors have, from the beginning of farm labor importation, done most of the recruiting and have furnished most of the transportation. The sugar processors normally spend from possibly \$250,000 to \$400,000 per year in recruiting, transporting, housing, placing, and supervising the labor that thins, hoes, weeds, and harvests the beet crop.

*Split labor*

Sugar beet labor that comes in during the spring is generally in the sugar beet areas about 180 days. Of this period they are actually employed in the sugar beet fields 80 to 90 days. They are, therefore, available for use on other crops and jobs from 90 to 100 days. In peace times, when the sugar beet acreage is around 176 to 200 thousand acres and the canning, green vegetable, and potato crops are near normal, a very good balance exists between labor supplies and demands, and the worker can generally put in a full season if he wants to work.

Persons recruiting sugar beet workers have quite generally used the possibilities for work in canning crops and potatoes as inducements. Those recruiting labor for canning crops have used the beets as extra inducement. As a matter of fact, however, growers and processors of canning crops have only occasionally resorted to a recruiting campaign outside their immediate community. This means that the beet sugar processors have generally recruited and brought in most of the labor that has been imported.

This situation is generally satisfactory when the sugar beet acreage in the state is 175,000 acres or more. In 1943 the planted sugar beet acreage fell to a total of about 140,000 acres. Much of this acreage was planted with segmented seed which increased the thinning capacity of the average experienced worker two to three acres per man. The Extension Service was therefore faced with a greatly increased vegetable and canning crop acreage and with a shortage of some 5000 workers less than the normal supply of beet workers to draw on after beet thinning. This



situation had to be met to some extent as soon as the Extension Service was organized to undertake the Emergency Farm Labor Program.

Most of the canners were very reluctant to contract Mexican Nationals and some maintained that the labor problem belonged to the farmer who had contracted to grow and deliver the canning crops. As it worked out, there were numerous and radical variations in handling the labor program in different sections of the state. Efforts must be made to improve on some of the local methods used in 1943. Too much time was lost in several communities by workers who were commuted by individual farmers working as individuals. This reduced the earning power of the worker and delayed harvest of near by crops beyond the optimum time. Producer groups and processors must be brought together and assisted in organizing commuting systems that will permit workers to make rapid moves from field to field without being returned to town to await arrangements with another grower.



ORGANIZATION AND PERSONNEL OF THE  
EMERGENCY FARM LABOR PROGRAM

At the State Level:

State Extension Director - general direction  
 State Supervisor, Emergency Farm Labor Program - In charge of program. Full time  
 Assistant State Supervisor, Housing and Transportation. Part time  
 Assistant State Supervisor, Victory Farm Volunteers. Part time  
 Clerk - Part time  
 Clerk - Part time  
 Stenographer - Full time

In the State under direction of State Office:

The State was divided into seven districts with a resident Farm Labor Supervisor in each. (See map, page 11 ). The duties of these District Labor Supervisors was to assist county extension agents and county farm labor assistants in coordinating the program between counties, supplement the county extension agent in matters of employer-employee relationships, and to direct the program in counties without county extension agents.

District 1	- Supervisor	- Full time.	April 26 to November 24.
District 2	- Supervisor	- Full time.	May 1 to December 31.
District 3	- Supervisor	- Full time.	May 3 to December 31.
District 4	- Supervisor	- Full time.	April 5 to May 31.
		Full time.	June 15 to November 30.
District 5	- Supervisor	- Full time.	May 24 to August 31.
		Part time.	September 1 to Nov. 30.
District 6	- Supervisor	- Full time.	May 1 to September 30.
		Part time.	October 1 to October 30.
District 7	- Supervisor	- Full time.	June 1 to November 30.

In the Denver metropolitan area:

A farm labor center was established at 1159 Welton Street to serve as a labor recruitment and placement center and as the Denver central office. This particular location was selected because of its proximity to the Opportunity School and the Public School Administration Building. Many suggestions were received concerning the desirability of this arrangement. Experience indicates that this advice was not entirely sound.

In addition to the Welton Street office, a placement office was maintained in the Denargo Market, owned and managed by the Union Pacific Railroad. A majority of the vegetable and fruit growers north and north-east of Denver were served from this office. It was operated from late June to November 15. Placements at this center ran as high as 150 a day in the peak of the season. After November 15 all placements in Denver



were handled thru the office at 1159 Walton Street.

A recruiter was stationed at the Community Employment Service Office, operated by an organization of War Veterans at 1316 - 18th Street. This recruiter served full time and others worked at the same location for short periods to meet peak demands.

Personnel employed in Denver varied in number in accordance with the need and as suitable workers could be secured. The greatest number employed at any given time was six.

Because of the heavy demands for workers in Jefferson and Adams counties, and the dependance of growers in these counties on Denver people for help, these counties were provided with extra county assistants who assisted in the recruitment of workers in the city in cooperation with the Denver office.

In the counties:

Adams	Field Assistant	6/17 - 12/31
	Field Assistant	6/17 - 11/16
Alamosa	Office Assistant	5/17 - 7/31
	Field Assistant	8/4 - 12/31
Arapahoe	Office Assistant	6/28 - 7/31
	Field Assistant	7/13 - 9/30
Baca	Office Assistant	6/16 - 8/15
	Office Assistant	9/1 - 9/30
	Office Assistant	8/30 - 11/30
Bent	Office Assistant	5/13 - 12/31
Boulder	Office Assistant	5/7 - 11/30
Chaffee	Office Assistant $\frac{1}{2}$ time	6/7 - 8/21
Conejos	Office Assistant	6/7 - 11/10
Costilla	Field Assistant	7/9 - 8/31
Crowley	Field Assistant (Half time except July and August)	6/10 - 11/15
Delta	Office Assistant	5/18 - 10/31
Dolores	Office Assistant	6/14 - 8/31



Douglas	Office Assistant	6/8 - 11/15
Elbert	Office Assistant $\frac{1}{2}$ time	6/15 - 11/30
El Paso	Office Assistant	5/14 - 11/30
Fremont	Office Assistant	5/10 - 9/30
Garfield) Pitkin )	Office Assistant $\frac{1}{2}$ time	6/15 - 10/31
Grand )	Office Assistant	7/6 - 8/31
Summit )	Office Assistant	9/1 - 9/15
Gunnison	Field Assistant	7/1 - 9/30
Huerfano	Office and Field Assistant	6/10 - 10/6
Jackson	Office Assistant $\frac{1}{2}$ time	7/1 - 9/30
Jefferson	Field Assistant	7/12 - 8/11
	Office and Field Assistant	7/1 - 12/31
Kiowa	Office Assistant $\frac{1}{2}$ time	6/21 - 12/31
Kit Carson	Office Assistant $\frac{1}{2}$ time	6/1 - 10/9
La Plata	Office Assistant	6/1 - 9/15
Larimer	Office Assistant	6/8 - 12/31
	Field Assistant - part time	6/10 - 12/31
Larimer )	Field Assistant	6/28 - 9/15
Boulder )	Field Assistant $\frac{1}{2}$ time	6/18 - 8/28
	Office Assistant	7/1 - 11/15
Lincoln	Office Assistant $\frac{1}{2}$ time	6/16 - 8/21
Logan	Field Assistant	6/24 - 11/30
Mesa	Office Assistant	6/14 - 10/16
	Office Assistant	8/12 - 8/31
	Office Assistant	8/13 - 8/31
Moffat	Office Assistant $\frac{1}{2}$ time	6/1 - 11/30
Montezuma	Field Assistant - part time	6/3 - 11/23
Montrose ) San Miguel ) Ouray )	Office Assistant	6/15 - 11/30



Morgan	Office Assistant	6/15 - 9/1
	Office Assistant	9/20 - 12/31
Otero	Field Assistant	6/10 - 12/31
	(Also served Crowley county)	11/15 - 12/31
Park	Office Assistant $\frac{2}{3}$ time	7/16 - 10/16
Prowers	Office Assistant	6/14 - 11/30
Pueblo	Office Assistant	5/7 - 12/11
	Field Assistant	6/9 - 7/31
	Field Assistant	8/1 - 11/30
Rio Blanco	Office Assistant $\frac{1}{2}$ time	5/23 - 8/31
Rio Grande	Office Assistant $\frac{3}{4}$ time	6/28 - 12/31
Routt	Office Assistant $\frac{2}{3}$ time	6/1 - 10/31
Saguache	Office Assistant	6/14 - 11/6
Sedgwick ) Phillips )	Field Assistant	6/1 - 8/31
Teller	Field Assistant	6/1 - 11/15
Washington	Office and Field Assistant	6/15 - 10/31
Weld	Field Assistant	5/17 - 12/31
	Office Assistant	6/1 - 7/27
	Office Assistant - part time	7/28 - 12/31
At WFA Camp - Fort Lupton, Colorado:		
	Office and Field Assistant	6/11 - 12/31
	Office Assistant	6/18 - 12/31
Yuma	Field Assistant	6/21 - 11/6



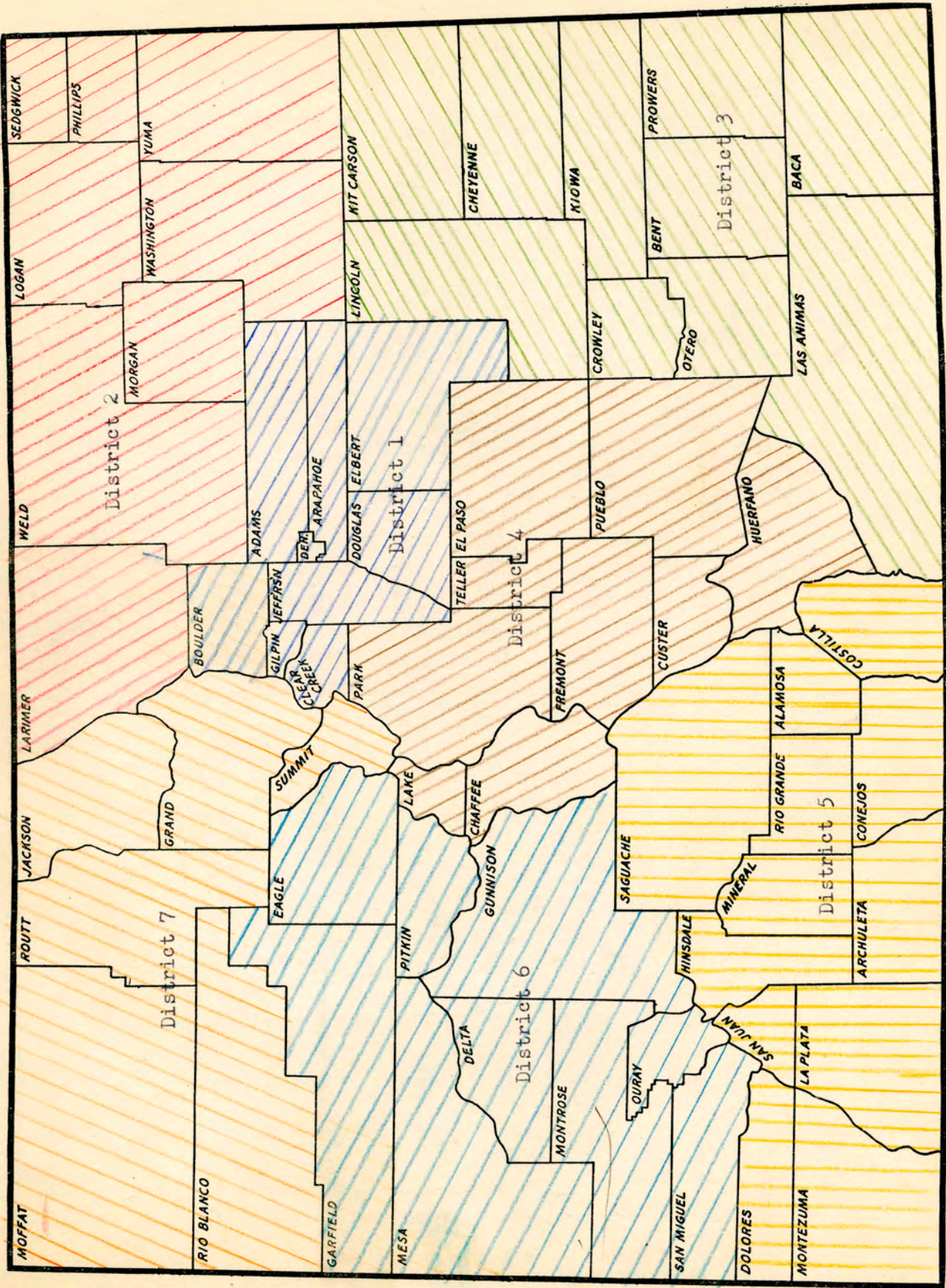
RECAPITULATION OF PERSONNEL

Total number of different persons used full and part time. . . .		91
Total employees full and part time at peak of season . . . . .		77
District Supervisors	7	
County Office Assistants	42	(Full and part time)
County Field Assistants	18	(Full and part time)
Office and Field Assistants	5	(Full and part time)
Recruiters and general utility	3	(Full and part time)
Stenographers - full time	2	
Counties served thru county extension agent's office		48
Counties served under direction of District Supervisors		9
Counties not requiring regular farm labor service but served by District Supervisors and Denver Farm Labor Center as needs arose . . . . .		<u>6</u>
Total counties in State		63

Experience in 1943 indicates several changes in the State and County organizations that will be considered before another season's work is undertaken. Some counties had office assistants where they should have had field assistants. Some counties need more help than they had in 1943 and some can do with less help. Assistants were placed in some counties too early in the season and continued there longer than needed while in others the reverse was true. If the weather had not been extremely favourable throughout the season and particularly during the fall harvest season, several additions in personnel would undoubtedly have been necessary.



COLORADO





## STATE FARM LABOR ADVISORY COMMITTEE

## Organization

Two preliminary meetings were held in the organization of the Colorado State Farm Labor Advisory Committee. Representatives of the beet sugar processors and canners were called together on February 27, 1943. A meeting of representatives of producers groups, farm organizations, the State Agricultural Planning Committee, and individual producers was held on March 6. In attendance at both of these meetings were representatives of the War Manpower Commission, the United States Employment Service, Farm Security Administration, State War Board, and other public agencies.

At both of these meetings the proposed changes in the program of supplying agricultural workers was discussed. The law then pending before Congress was reviewed and representatives of the Federal agencies present reviewed their activities in the farm labor field and the prospects for a supply of adequate agricultural workers for the coming season. Representatives of the Extension Service pointed out the need for the organization of a State Farm Labor Advisory Committee, outlined the type of organization that was deemed desirable, and requested those present to express their opinions as to action that should be taken. At both of these meetings action was taken approving the organization of such a committee and some of the groups present selected representatives to serve on the State Committee.

The committee was organized on April 6, 1943, with an attendance of 64 persons. As soon as the organization was completed, the committee took action providing for the addition of representatives of any groups and individuals who were not then present at the meeting and whom it might appear at some later date should be represented on the committee. The committee as organized consisted of:

<u>Name</u>	<u>Address</u>	<u>Representing</u>
C. V. Maddux, Chairman	Great Western Sugar Co. Denver, Colorado	Great Western Sugar Company
Ray A. Ricketts V. Chairman	Ricketts Canning Co. Canon City, Colorado	Southern Colorado Canners
Dr. B. F. Davis Secretary	1641 Stout Street Denver, Colorado	Colorado Stock Growers & Feeders Association
Carl A. Anderson	Vegetable Producers Coop. 2200 19th St., Denver	Vegetable growers-Denver area
A. H. Beach	Sebastiani Canning Co. Grand Junction, Colo.	Western Colorado Canners



R. S. Bell	Kuner-Empson Canning Co. Brighton, Colorado	Northern Colorado Cannery
Jim Colian	Route 1 - Box 292 Pueblo, Colorado	Vegetable growers-Pueblo area
C. J. Fitzsimons	164 North College Ave. Fort Collins, Colorado	Northern Colorado Feeders
O. H. Griffith	Crowley, Colorado	Southern Colorado Beet Growers Association
Monroe Haines	Rocky Ford, Colorado	Arkansas Valley Stock Growers & Feeders Assoc.
Elmer Hartner	Hartner Produce Co. Denver, Colorado	Colorado Fruit & Vegetable Shippers
Lester Hawkins	Monte Vista, Colorado	San Luis Valley Potato Improvement Association
C. W. Henry	Greeley, Colorado	Dairymen
W. F. Heppe	Denver, Colorado	Colorado Potato and Mar- keting Association
George Hoffman	Iliff, Colorado	Colorado Seed Growers Ass.
Donald D. Keim	Denver, Colorado	Colorado State Chamber of Commerce
Albert L. Linger	1002 Midland Savings Bldg. Denver, Colorado	Colorado Wool Growers Ass.
Noble M. Love	La Salle, Colorado	Northern Colorado Potato Growers
Harry T. McGuire	Fountain, Colorado	Dairymen
Walter C. Moore	1900 15th Street Denver, Colorado	Farmers Grain & Bean Assoc.
Charles P. Murphy	Spicer, Colorado	Colorado Stock Growers & Feeders
H. L. Musgrave	Montrose, Colorado	Western Slope Potato growers
Paul V. Pattridge	First National Bank Golden, Colorado	Colorado Bankers Assoc.



Fred Powell	Grand Junction, Colo.	Western Colorado Fruit & Vegetable Shippers
Clarence Power	Denver, Colorado	Colorado State Grange
D. R. Pulliam	Loveland, Colorado	Mountain States Beet Growers & Marketing Ass.
Ralph R. Reeve	Craig, Colorado	Colorado Wool Growers Ass.
A. W. Skuderna	Denver, Colorado	American Crystal Sugar Co.
Harvey R. Solberg	3501 East 46th Avenue Denver, Colorado	Farmers Educational & Cooperative Union of America
Paul W. Swisher	Hotchkiss, Colorado	State Agricultural Planning Committee
H. Don Tarr	Fort Collins, Colorado	Colorado Farm Bureau, Inc.
L. A. Toothaker	Mesa County Peach Control Board - Palisade, Colo.	Colorado fruit growers
Robert Vance	Akron, Colorado	Colorado Poultry Improvement Association
Charles E. White	Penrose, Colorado	State Agricultural Planning Committee

#### EX OFFICIO

Honorable John C. Vivian, Governor of Colorado  
 F. A. Anderson, Director, Extension Service, Colorado State College of Agriculture and Mechanic Arts

Since the committee was composed of a large number of persons who might find it difficult to meet because of their private businesses and travel conditions, an Executive Committee was selected. The membership of the Executive Committee included the officers of the State Committee and:

Walter C. Moore	-	Farmers Grain & Bean Association
Albert L. Linger	-	Colorado Wool Growers Association
Elmer Hartner	-	Colorado Fruit and Vegetable shippers
R. S. Bell	- -	Kumer- Eapson Canning Company
A. W. Skuderna	-	American Crystal Sugar Company
Fred Powell	- -	Western Colorado fruit and vegetable shippers
W. F. Heppe	- -	Colorado Potato and Marketing Association

Upon completion of the organization the committee discussed the farm labor situation in the state at considerable length. In this discussion labor needs and supplies were reviewed for different areas in the state



made  
and tentative estimates/of additional labor that might be needed in 1943.

Representatives of the State Board for Vocational Education outlined the Vocational training program. The committee entered into a discussion of the practicability of training town and city youth and adults in farm skills. The conclusion resulting from these discussions was that the season was too far advanced to permit much general training for these people and that on-the-job training by employers would be more practical and satisfactory.

Representatives of Selective Service reviewed the selection of men for the armed forces and conditions under which they might be deferred for such essential industry as agriculture. The entire committee was informed of the agreement with the Republic of Mexico covering the importation of Mexican Nationals and the prospects for obtaining sufficient additional workers to meet the state's needs.

The State Supervisor of the Emergency Farm Labor Program explained the methods which the Extension Service proposed to use in meeting the needs of the State and the organization then being set up to carry out the program.

Another meeting of the entire State committee was held on June 4, 1943. At this meeting Public Law 45 as finally enacted and approved was reviewed. Action of the War Manpower Commission and the United States Employment Service in prematurely dropping their activities in the farm labor field was reviewed. Procedure that the Extension Service might use in overcoming this situation was considered and numerous suggestions were made.

Representatives of the Intermountain Agricultural Improvement Association, the contracting party for the Mexican Nationals that had been brought in for sugar beet work, explained the necessity of finding employment for some 780 Mexican Nationals between the end of beet thinning about July first and the beginning of beet harvest about October first. There was no question concerning the need of these workers during the interim between beet thinning and beet harvest. There was, however, considerable discussion as to where they were most needed and as to who/should sponsor contracts for them during this time. Suggestions were made that operators of canneries and commodity producers groups should become the contracting parties.

The Executive Committee of the State Farm Labor Advisory Committee met on June 30, 1943 to review the success of the program up to that time and to consider suggestions for meeting the farm labor needs the rest of the season.

The greatest benefits derived from the State Advisory Committee were the development of a general understanding of the farm labor program among the different classes of agricultural operators and between the different



agricultural areas of the State. This committee brought together representatives of all areas and groups and thru it discovered that no one area or group could successfully meet it's labor needs without cooperating with other employers throughout the State.



Determination of County Needs  
(Personnel and Funds)

In determining the needs for personnel and funds needed to carry on the program in the counties of the state, the type of farming, cultivated area, total population and past experiences in obtaining peak labor requirements were considered. These determinations were based on statistical information available and evidence presented by county extension agents in district meetings of county agents, county agent leaders, and members of the State staff.

County extension agents gathered historical information from their county Farm Labor Subcommittees, Neighborhood Leaders, and field men of processors. The compilation of all this information was used as a guide in determining the size and difficulties of the job to be done. When this was determined the type and number of workers needed was decided upon.

Difficulties in securing desirable workers necessitated some changes which resulted in changes from the desired type of worker to a second choice. This is one of the reasons for the use of District Supervisors who were expected to help make the work of less experienced county personnel more effective.

Funds made available for county personnel were determined on the basis of the minimum necessary to obtain personnel on the basis of local salary scales and the salary scales established by the State Board of Agriculture for Extension Service workers.

Training and Supervision of Farm Labor Personnel

The lateness of the inauguration of the Farm Labor Program and the advanced stage of the season prevented much of the desirable training of personnel.

Practically all of the training of personnel had to be done on the job by county extension agents, state staff members and district supervisors. This training was carried on throughout the season.

Supervision was carried out in the same manner and by the same persons. Weekly letters from the State Office based on weekly reports from the counties were compiled and sent out to aid county workers in obtaining the overall picture of the farm labor situation and to obtain as uniform procedure and understanding in all counties as was possible under the circumstances. Special circular letters on specific points were used when needed.

The training of county personnel was inadequate and unsatisfactory on the whole because of the impossibility of getting them together in groups where common understandings could be reached. One series of



district conferences was held which was attended by farm labor personnel. All farm labor personnel had not been hired at this time, so some of them got only on-the-job instruction. In this series of district conferences an entire day was devoted to a determination of the job to be done in each county and methods of procedure and the solution of local labor problems. The attendance at these conferences were held to a few counties with similar conditions so that each county's problems could be considered in detail.

#### Development of County Plans of Work

Outlines of county plans of work were developed in district conferences with county extension agents. Two series of conferences were held at which work was done on county plans. These outlines were based on farm labor surveys made by the county agents in March. Few of these outlines were ever developed into detailed plans of work.

The farm labor requirements of previous years were well understood by sugar beet processors and canners in the intensive agricultural counties. Representatives of these processors cooperated very closely with county agents and farm labor personnel. The judgement of these processor representatives was relied upon in making plans to meet local emergencies.

Since most of the interstate and international workers had arrived and been placed when the Extension Service farm labor program got underway, county plans were principally directed toward mobilization of local people. The basis of all county plans was the encouragement of local farm employers to do everything for themselves that they could in finding their own workers.

#### Education and Assistance to Farmerson Pooling Resources, Labor Utilization, Labor-saving Devices and Techniques, Etc.

This work was carried on by all personnel of the Extension Service in the counties and by district supervisors. No uniform state-wide program was undertaken except in a very general way. County agents were able in several counties to spread the idea thru Neighborhood Leaders and other cooperators.

Since the major farm labor problem that confronted the Extension Service was the recruitment and utilization of hand workers that are used in crews on crops that are shipped in quantity or processed, fieldmen of shippers and processors were brought into this field of activity to the fullest possible extent. Conditions under which Mexican Nationals and prisoners of war had to be used made it necessary for neighboring farmers to pool equipment and year-round employees to a very considerable extent.

Everyone concerned worked on this phase of the program, especially during the harvesting of sugar beets, canning crops, potatoes and fruit. Crews



were organized and moved from farm to farm. Entire crops were harvested on one farm and all equipment and workers moved to the next farm. The use of prisoners of war made this especially necessary.

Education to accomplish this was carried on thru personal contacts as each crop approached harvest time. Early suggestions concerning the pooling of resources were not received very seriously. When the need arose and no other way was available, farmers became very receptive to such suggestions and cooperated whole-heartedly in most communities where it was necessary.

The first pooling of equipment was begun in the wheat harvest where it worked very effectively. This served to make the job easier as the season progressed.

Labor saving devices were developed by local people to meet local needs. The shortage of blacksmiths and material was a serious handicap in the field. Some threshing crews in communities where the idea got a start in previous years operated with 7 to 8 men while others used 12 to 15 men. Size of threshers and fields prevents standardizing of all threshing crews, but many communities are using more manpower than would be necessary if suitable equipment could be built in local shops.

The equipment used consists of a pick-up-hoist made by widening manure loader attachments for tractors so that grain shocks or bundle rows can be picked up and dumped into basket-rack trucks. The bodies of these trucks have hinged rear gates and are arranged to dump the load beside feeder extensions of threshers. Two to three of these dump rack trucks, a tractor loader operator, two pitchers, two grain haulers, and one man to run the separator and power plant is all the manpower needed. Farm boys and girls often drive the trucks and sometimes the pickup tractor so that the only adult men required are the pitchers at the machine, the grain haulers, if the grain has to be scooped which often is not necessary, and the separator man. Many other examples of home developed equipment to save labor could be cited.

The Extension Service had little time and personnel available to work on techniques. Local people have improved on farm techniques in many communities. Much educational work remains to be done before a general program of this kind becomes effective.

#### Activities of County Farm Labor Advisory Committees, Wage Boards, Neighborhood Leaders, Etc.

County Farm Labor Advisory Committees have been organized as sub-committees of County Agricultural Advisory Committees in all counties served by County extension agents. Most of these labor advisory committees have functioned with varying degrees of success. Some few have not been of any material assistance and will need reorganization.



These committees are generally composed of farm leaders, who are willing to give time for the good of their communities, representatives of farm organizations, agencies of the United States Department of Agriculture, representatives of processors of agricultural products, and others considered desirable by the county extension agent. Such committees in the larger agricultural counties have been organized for the past two or three years. Some of them were reorganized in 1943 after the Extension Service became responsible for the Emergency Farm Labor Program.

They began their activities in 1943 by assisting in making county labor surveys and holding meetings of farmers to establish fair and uniform wage scales for major types of farm jobs. Later in the season the county extension agents in counties where Mexican Nationals, prisoners of war, interstate workers, and other special groups under contracts, were to be used asked Chairmen of these committees to select County Wage Boards.

These County Wage Boards held 41 hearings in 23 counties to determine actual wages being paid to serve as a basis of settlement with special groups of workers.

Neighborhood Leaders functioned with varying degrees of success in many counties. They were used as disseminators and gatherers of information concerning labor supplies and needs in their respective neighborhoods. Orders for workers were relayed thru them to the county labor office by telephone and by mailing in labor order cards. They were called upon for all types of information that needed to be gathered quickly in order to meet emergencies and in this way served to keep the county extension agent in touch with labor conditions throughout the county with the least loss of time and use of travel.

#### Determination of farm labor needs

Farm labor needs were determined by several methods as follows:

1. Surveys conducted by the county extension agent and farm labor personnel.
2. Surveys by processors of sugar beets and canning crops, marketing associations, growers organizations, livestock associations, neighborhood leaders, etc.
3. By contacting county commissioners, county war boards, and farm leaders in counties not served by county extension agents.
4. Thru estimates and orders received from ranch operators in the counties not served by agents where large scattered stock ranches are the only type of agricultural activities.

Orders received for workers proved to be a poor indication of either the labor situation or of actual workers needed. Farmers and stockmen proceeded on the theory that they could not get as many workers as they



ordered and that a large order would more nearly produce the needed help.

On work performed by crews of workers the mobility of a crew from farm to farm was equally as important as was the total number of workers available in the community. Small and very mobile crews, which lost little time between farms, cut estimates determined by surveys as much as thirty percent.

Local mobilization and recruitment, including cooperating of local organizations and agencies, newspapers, radio stations, etc.

The most effective local mobilization and recruitment is done by experienced personnel who know the work to be done, where it is, working conditions, rates of pay, living conditions, wages, etc. Recruitment can best be done as the crops develop so that workers recruited can immediately begin work.

Town and city people who would not ordinarily do farm work hesitate to make promises which they will be expected to keep at some future date. People who generally work on farms were continuously employed, if they wanted to work, and one recruitment was all that was necessary in most instances.

Door to door canvasses in sections of towns inhabited by labor classes was much more effective in getting out women and youth than radio or newspaper advertising. Labor personnel were the best recruiters.

Some radio and newspaper advertising was effective in the larger towns in recruiting male adult workers. It brought them into the offices where they could be talked with and placed. Specialized groups such as sheepherders, hay stackers, tractor operators, irrigators, etc. were secured to some extent thru advertising but recruiters working in the parts of towns and cities where idle men congregate was found necessary and effective. Men with general farm experience are generally capable of doing many industrial jobs and farm labor recruiters must be available to compete with those from industry.

All agencies except the United States Employment Service and the War Manpower Commission were very cooperative. These agencies hindered more than they helped because the Extension Service refused to turn over approximately half of the State Farm Labor funds to them.

Among the Federal agencies cooperating were the State War Board, the United States Forest Service, AAA committeemen, county War Boards, O.C.D., State and County Rationing Boards of the O. P. A., Selective Service, Soil Conservation Service, War Relocation Authority, and others that assisted in making surveys, moving workers to jobs, furnishing workers, holding essential workers on the farm and in advising on numerous problems.



Other Federal agencies that gave generous assistance in furnishing workers, providing housing and equipment were the United States Army, Seventh Service Command, camp Commanders, U. S. Army Corp of Engineers, U. S. Forest Service, and the U. S. Grazing Service.

Among the State agencies assisting were the Governor's office and agricultural committees of the Legislature.

Local agencies that cooperated were county Boards of Commissioners, County School Superintendents, city school officials, district school boards, school faculties, city governments, service clubs, Chambers of Commerce, priests, ministers, etc. While some of these groups found little to do in some counties, all of them were called on frequently in other counties.

State and local newspapers and radio stations were generous with time and space when called upon. There were very few local exceptions.

The Colorado Wool Growers Association, the Colorado Stock Growers and Feeders Association, sugar beet growers, potato growers, and other farmers commodity associations took an active part. Local Granges, Farm Bureaus, and Farmers Unions worked in close collaboration with county extension agents in their respective areas.

#### Procedures for placement of workers recruited locally.

Local workers were generally recruited for near-by farming areas. These workers were recruited for specific types of work in most cases. Arrangements were made with employing farmers to meet groups of workers and commute them to the fields daily or to arrange with workers to move them to the farm. Some individual workers were simply referred to farmers who had placed specific orders; others were taken to farms by county extension agents and labor personnel where it was convenient to do so.

In the larger towns and in the City of Denver recruits were sifted as much as possible to fit them into work for which they appeared most suited. Ranchers and farmers in out-lying counties have for many years paid transportation for some workers out of Denver. This practice was continued. Blocks of bus and train tickets were accumulated by county agent's offices and sent to the Denver farm labor center. In a few instances buses were chartered to move large groups.

Considerable placement work was done by telephone while the worker was in the county labor office. All placement was done, in so far as possible, on orders filed in the county offices.



### Procedures used to recruit or place interstate workers

No shipments of interstate workers were brought into Colorado after the Extension Service took over the program excepting Japanese Evacuees. Japanese evacuees were certified for only after local employers had requested them and a determination of their need had been established. Placements were arranged for before orders were placed. The War Relocation Authority assisted in making work contracts with farmers and inspecting housing. When the workers arrived they were met by employers and moved direct to farms.

Essentially the same procedure would have been used if other interstate workers had been imported.

### Clearance of workers between counties and intrastate transportation

Clearance of workers between counties was handled in the field by the interested county extension agents and local labor personnel where adjoining counties were involved. In cases where the county of recruitment and the county of use were widely separated, District Labor Supervisors made the arrangements.

With the exception of seven workers, the employers or the workers furnished the transportation and work agreements were not made with the workers.

Intrastate transportation for Mexican Nationals was agreed on with the contracting employer. Only three such groups of workers moved involved the Extension Service.

### Operation of camps

The Colorado Extension Service operated no camps of any kind. Tents and camp equipment rented from the U. S. Forest Service and the U. S. Army were sublet or loaned to individual farmers and commodity groups for camps and on-the-farm housing.

Total costs of this service have not yet been determined because of delay in making repairs to tents. Most of such costs were borne by commodity groups.

### Placements and utilization of special groups (Covered in more detail in another part of this report)

#### Foreign workers:

Mexican Nationals were the only foreign workers used. They came into



the State before the Extension Service took charge of the labor program. An association of the sugar processors, the Intermountain Agricultural Improvement Association, was the contracting group. All spring placements of these workers were made by this Association thru sugar company fieldmen/<sup>and</sup>throughout the season except during July, August, and September.

During the midsummer when the Nationals could not be used on sugar beets they were transferred in groups to canners and vegetable growers associations. The Extension Service assisted in these placements and in helping secure as nearly full time utilization as possible. Details of such placements were worked out by processors fieldmen to fit local conditions and circumstances.

No particular procedure was worked out in any case unless some emergency arose. The Extension Service labor personnel handled a large part of the detail in such cases. Orders from farmers were insisted upon as far as possible and workers were distributed on a basis of greatest and most urgent need.

#### Japanese Evacuees:

District Agents of the War Relocation Authority handled most of the details with Extension Labor personnel assisting. The most difficult details to handle were those that had to do with the acceptance of Japanese in local communities. All placements were made on farmers requests. Details of placement were worked out before the Japanese were brought in. Most placements were for family groups to live on farms. There was little movement between farms. It was even more difficult to persuade Japanese to accept farm employment than it was to find work for them.

#### Inmates of Penal Institutions:

About 350, on the average, convicts from the State Penitentiary were used in farm work. Many farm and ranch operators in counties near the institution have been using inmates for the past two to three years. They made their contacts direct with the Warden and secured most of such available workers early in the season.

Local county extension agents, county labor committees, and local farmers made direct contacts for trustees from the State Mens Reformatory and the boys Industrial School. Farmers furnished most of the transportation and the institutions furnished such guards as were necessary. All of the younger inmates were used in crews and employers and county labor assistants gave on-the-job instructions.

#### Prisoners of war:

Placement and utilization of this class of workers was handled in most counties by the sugar companies. County extension agents and labor assistants cooperated with field men of these companies in establishing camps and complete utilization while prisoners were working on beets.



When prisoners were used on potato harvest the county labor assistant determined the placements and worked with farm employers on their training. This procedure prevailed in most of the areas where prisoners were used.

Prisoners were commuted from two base prison camps for a variety of jobs. In these areas much more of the detail was worked out by Extension Service personnel. County extension agents and labor assistants were responsible for determining the size of crews, where they were used, and for more of the on-the-job instruction.

Farmers furnished most of the transportation. Prisoners were worked in crews of from 10 to 30 men. The average was between 15 to 20 men. All crews were kept under guard by the army.

#### Conscientious Objectors:

Two camps for Objectors are maintained in Colorado. Inmates of both camps were used during most of the season on farm work. The need for such workers was determined by the county extension agent. The United States Employment Service cleared the records with the Soil Conservation Service and the camp Superintendents. The Soil Conservation Service furnished transportation. Placements were cleared thru the county extension agent's office.

All objectors detached and assigned to individual farms have been handled by the United States Employment Service. Little on-the-job training has been necessary. That which was found necessary was done by the farmer and Extension Service personnel.

#### Training and supervision provided for inexperienced farm workers

In nearly all instances such training as was given was on the job and by farmers, supplemented by some orientation by school teachers and Extension Service personnel when the workers were placed. Twelve schools were conducted by the Vocational Education Department early in the spring. These schools were small and most of their efforts were spent on the repair and operation of equipment. None of them included groups who were later used in crews.

In training crews of fruit and vegetable pickers, county extension agents, county labor assistants, school teachers, field men of processors, commodity groups and shippers all cooperated together to get work done properly.

Supervision of youth was handled in different ways in different counties. School teachers and superintendents were among the best where they could be persuaded to undertake it. Some difficulty was experienced in persuading farmers to hire supervisors. In some counties older boys and girls were put in charge of crews. Farmers did much of the supervision themselves. There is much yet to be done on the supervision of youth.



Farmers preferred to give on-the-job instructions to individual workers in almost all instances and many farmers preferred to instruct and supervise their own harvest crews. It was sometimes necessary to refuse to place crews of young people with farmers who would not cooperate.

#### How Some Serious Problems were Solved

Most serious farm labor problems except those caused by weather should be solved before they occur by anticipating them and planning ahead. Because of extremely favorable weather during most of the 1943 season this was possible.

Early in the season during the movement of the early pod pea crop the shippers were caught without sufficient help by a sudden hot spell of weather. This incident occurred in an area served by two of the most experienced farm labor people employed by the Extension Service. About 150 pickers had to be secured on short notice. The District Labor Supervisor and county labor assistant decided to use recruitment methods that both of them had used for years in the production of sugar beets.

The shipper was first induced to furnish transportation to commute workers from La Junta, Colorado and Pueblo, Colorado. A house-to-house canvass was made among Spanish-American and Italian sections of these towns. The important things to do were to contact enough people and be able to answer all questions concerning the job, to instruct volunteers where to meet, what time to meet, clothes to wear, lunches to carry, etc. Within the space of four days the part of the crop that would have been lost was being picked as fast as it matured.

In northern Colorado the canning bean crop got ahead of the picking crews. Army Specialized Training students at Colorado State College of Agriculture and Mechanic Arts at Fort Collins, and Army Air Force Technical Training students at Colorado State College of Education at Greeley were secured by the county extension agents in cooperation with the school Commanders. Groups of as many as 200 of these army men were taken to the fields on their days off. The army furnished the transportation and lunches. County extension agents and county labor assistants furnished the on the job training and canners and field men and farmers the supervision. These soldiers saved the part of the bean crop that would have been lost because of local labor shortages.





Service men picking snap beans



## SPECIAL GROUPS OF WORKERS

## MEXICAN NATIONALS

Contracts for the importation of Mexican Nationals were in effect for the season of 1943 before the Extension Service came officially into the Farm Labor Program by approval of Public Law 45 of the 78th Congress on April 29, 1943. Consequently, the Extension Service had no part in this phase of the program until after sugar beet thinning was completed, about July 1 and only a minor part during the rest of the season.

Beet sugar processors operating in the mountain states, northern great plains states, and Minnesota formed the Intermountain Agricultural Improvement Association with headquarters in Denver, Colorado. All of the beet sugar processors operating in Colorado were members of this association which contracted with the Farm Security Administration for the importation of Mexicans for beet thinning primarily. These contracts were later handled thru the Regional offices of the War Food Administration after the Farm Security Administration was relieved of that responsibility. About 780 Mexicans were brought into Colorado for spring work.

After the completion of beet thinning and hoeing, about July 1, the Intermountain Agricultural Improvement Association, having little use for these Mexican workers, asked assistance of the Extension Service in finding persons or groups that would take over their contracts until about October 1. The Extension Service cooperated by calling meetings of the State Farm Labor Advisory Committee to consider the situation and promote the use of these workers by canning companies and others that had labor needs developing for which no other labor supply was available. The Intermountain Agricultural Improvement Association subcontracted 300 Nationals to the Kumer-Empson Canning Company for use in picking canning crops.

The Extension Service proposed associations of farmers to underwrite other subcontracts. The county extension agent of Weld county assisted in the organization of the Lupton Agricultural Improvement Association under the following articles of association and by-laws. (See attached sheets).

The Lupton Association contracted for about 125 Mexican Nationals during the interim between beet thinning and harvest. This subcontract was later turned over to the Kumer-Empson Canning Company.

The War Food Administration Farm Labor Camp at Fort Lupton was used to house the majority of Mexican Nationals contracted to the Kumer-Empson Canning Company and which could not be placed on individual farms because of insufficient labor housing facilities.



Others of the 780 Mexican Nationals were contracted for the entire season to member companies of the Intermountain Agricultural Improvement Association and by them to individual producers. Those that could not be placed in Colorado were moved to other states. Some in other states were moved into Colorado as seasonal emergencies developed.

In preparation for tomato and peach harvest in Western Colorado, the Extension Service certified the need for 200 additional Mexican Nationals to arrive about the first of August. This contractual obligation was assumed by the Colorado Growers Cooperative cannery of Palisade. A temporary surplus of labor developed in the area during the early part of peach harvest which caused this contractor to ask to be relieved of these Nationals. Their removal to southeastern Colorado was arranged by the Extension Service with the result that the onion, tomato, cantiloupe, and beet growers of that part of the State were relieved of a serious labor shortage and at the expense of western Colorado growers later in the season.

The Mexican Nationals are very satisfactory workers in the irrigated sections of Colorado. The farmers of these parts of the State have used Spanish-Americans for many years and generally speaking, can get along well with the Nationals and prefer them to other classes of foreign and interstate workers for crews to work at hand labor jobs. Spanish-Americans with experience are preferred for this type of work.

The most serious complaints about using these workers referred to the methods of keeping time records, language difficulties, and officiousness of Spanish-American and Mexican fieldmen representing the War Food Administration. Since the farm operators were not accustomed to assuming responsibility for 75% employment and other contractual obligations imposed, there was great reluctance, in some communities, to agree to use Nationals.

Since the Mexican Nationals came into the State under contract to the Intermountain Agricultural Improvement Association and were assigned the greater part of the season to beet growing districts of the member companies, growers of sugar beets had first call on them. While there was nothing unethical or unreasonable involved in the procedure, it does indicate the need for some changes in the future. These changes must include a different type of general organization or the organization of one or more groups to serve farmers who do not produce beets.



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## CERTIFICATE OF INCORPORATION

OF

THE \_\_\_\_\_ FARM IMPROVEMENT ASSOCIATION

(A Corporation Not For Profit)

KNOW ALL MEN BY THESE PRESENTS, That we, \_\_\_\_\_

\_\_\_\_\_ and \_\_\_\_\_, residents and citizens of the State of Colorado, desiring to associate ourselves together as a corporation, not for profit, under the name and style of The \_\_\_\_\_ Farm Improvement Association, for the purpose of becoming a body corporate and politic under and by virtue of the laws of the State of Colorado, and in accordance with the provisions of the laws of said State, do hereby make, execute and acknowledge this Certificate in writing of our intention so to become a body corporate under and by virtue of said laws.

I.

The corporate name and style of our said corporation shall be The \_\_\_\_\_ Farm Improvement Association.

II.

The objects and purposes for which our said corporation is formed and incorporated are as follows:

To obtain, or assist in obtaining an adequate supply of farm labor.

To contract for farm labor and to execute contracts, agreements and bonds that may be necessary and required to obtain farm labor.

To assist farm labor associations in obtaining farm labor.

To promote increased farm production and to advocate and promote a back-to-farm movement.



To advocate a fair and reasonable price to the farmer for his product, and a betterment of farm labor conditions.

To render aid to its members and community in the procurement or establishment of plants or factories for preserving and processing of farm products.

To encourage and promote farming as a livelihood.

Generally, to do all things and perform all acts that may be necessary, proper and instant to the objectives and purposes for which this corporation is formed.

III.

There shall be no capital stock and this corporation shall be a corporation not for profit, organized under Section 172, Chapter 41, Volume 2, of the Colorado Statutes Annotated, 1935. Membership in said corporation shall be established by the By-Laws of said corporation.

IV.

Our said corporation shall have perpetual existence.

V.

The affairs and management of our said corporation are to be under the control of a Board of Directors of five (5) members, and \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_ and \_\_\_\_\_ are hereby selected to act as said Directors and to manage the affairs and concerns of said corporation for the first year of its existence and until their successors are elected and qualified.

VI.

The principal business of our corporation shall be carried on in the County of \_\_\_\_\_ and State of Colorado, and the principal place of business shall be located in the County of \_\_\_\_\_, State of Colorado.



VII.

The Members shall have the power to make prudential by-laws as they deem proper for the management of the affairs of the corporation, according to the Statutes in said case made and provided, and to fix the requirements for membership in said corporation. Said Board of Directors shall not have the power to borrow money.

IN TESTIMONY WHEREOF, we have hereunto set our hands and seals the \_\_\_\_\_ day of \_\_\_\_\_, A. D. 1943.

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STATE OF COLORADO )  
  ) ss.  
COUNTY OF \_\_\_\_\_ )

I, \_\_\_\_\_, a Notary Public within and for said County, in the State aforesaid, do hereby certify that \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_, who are personally known to me to be the persons whose names are subscribed to the foregoing instrument of writing, appeared before me this day in person and acknowledged that they signed, sealed and delivered said instrument of writing as their free and voluntary act and deed, for the uses and purposes therein set forth. Given under my hand and notarial seal this \_\_\_\_\_ day of \_\_\_\_\_, A. D. 1943. My commission expires \_\_\_\_\_.

\_\_\_\_\_  
Notary Public



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BY-LAWS

THE \_\_\_\_\_ FARM IMPROVEMENT ASSOCIATION

I.

MEMBERSHIP

Membership in this organization shall be open to persons interested in farming operations.

a. New Members

New members shall be elected by a majority vote of the Board of Directors or upon a majority vote of the members of any properly called meeting, after application for membership, accompanied by the payment of the annual membership fee shall have been filed with the Secretary.

b. Honorary Members

Persons of prominence and persons to whom the Association desires to extend particular courtesies, may be elected as Honorary Members of this Association at any regularly called meeting thereof. Honorary members shall pay no dues and have no voting privileges.

c. Dues

\$1.00 per member, and  
\$1.00 for each farm laborer furnished and obtained through the Association.

II.

MANAGEMENT

The management of this Association shall be vested primarily in the members and the Board of Directors and a vote of the majority of the members and a vote of the majority of the Board of Directors present at any regular or special meeting shall govern the action of the Association. The Executive power shall be vested in a Board of Directors which will have full power to act for the Association between meetings of the members.

III.

BOARD OF DIRECTORS

The Board of Directors shall consist of five (5) members who shall have full control of the Association's affairs and shall be elected from the members of the Association at the Annual Meeting. Said Directors shall serve for a term of one year and until their successors are elected and qualified.

IV.

OFFICERS AND ELECTION

The officers of the Association shall consist of a President, Vice-president, and Secretary-Treasurer, which officers shall be elected by the Board of Directors from the members of such Board immediately after its election, except that the Secretary-Treasurer need not be a member of the Board of Directors.



## V.

## SALARIES

No salary shall be paid to any Officer or Director of this Association for his services as such Officer or Director, except the Secretary-Treasurer, whose compensation shall be determined by the Board of Directors. Actual expense and compensation for services rendered the Association may be paid any member of the Association at the discretion of the Board of Directors.

## VI.

## DUTIES OF THE PRESIDENT

The President shall preside at all meetings of the Board of Directors and of the members. He shall sign all papers of the Association which shall have been authorized by the Board of Directors.

## VII.

## DUTIES OF THE VICE-PRESIDENT

The Vice-president shall act and perform all duties of the President when the President is absent from the State of Colorado or for any reason the President is unable to act.

## VIII.

## DUTIES OF THE SECRETARY-TREASURER

The Secretary-Treasurer shall keep the minutes of all meetings of the Board and of the members and shall have custody of the records and shall sign all membership certificates and all papers with the President on behalf of the Association, which have been authorized by the Board of Directors. He shall carry on the correspondence of the Association, except as may be personally handled by the President. He shall give notice of all meetings of the Board and of the members. He shall have charge of all funds of the Association and shall pay out the same only upon direction of the Board of Directors. He shall keep a complete record of the members of the Association and of their addresses. He shall also be placed under ample surety bond to the Association, premium of which is to be paid by the Association.

## IX.

## VACANCIES

Any vacancy in any office or any vacancy on the Board of Directors shall be filled by appointment by the Board of Directors at the next meeting of the Board of Directors.

## X.

## SEAL

The Corporate seal shall consist of the name of the Association written in a circle with the word "Seal" in the center, and the word "Colorado" also written in the outside margin.



## XI.

## BORROWING MONEY

No money shall be borrowed by the Association or by the Board of Directors at any time, and is specifically prohibited by the Articles of Incorporation.

## XII.

## MEETINGS

- A. The annual members' meeting of the Association shall be held on the first Monday of April in each year, at a place to be designated by the Board of Directors in Weld County, Colorado.  
If for any reason the Annual Meeting should not be held on said date, then it may be held on any day thereafter fixed by the Board of Directors. Said members may vote in person or by proxy. Cumulative voting shall not be permitted.  
Notice for the Annual meeting shall be given as is required to be given for all Special Meetings. No person shall be eligible for any office excepting a member of the Association and twenty-five (25%) percent of the members of the Association shall constitute a quorum.
- B. Special Meetings of the members may be called at any time by the President of the Board or upon request of one-tenth of the membership of the Association. Notice of all meetings shall be given to all members, by mail, not less than ten days before the date of said meeting, to be mailed to the address of the member of the Association appearing on the records of the Association.
- C. Meetings of the Board of Directors shall be held at any time upon the call of the President or Secretary, upon at least twenty-four (24) hours previous notice to the members, of the Board from the time of mailing.

## XIII.

## GENERAL AUTHORITY

The Board of Directors shall have authority to employ such persons as it may deem necessary to carry out the purpose of this organization, provided bills and liabilities are not incurred beyond the annual financial income of the Association. No officer nor any member shall have the authority to bind this Association, assume any liabilities on its behalf, or incur any indebtedness without proper action of the Board of Directors first authorizing the action.  
Also, the Board of Directors shall have the authority to contract with any organization supplying labor for the purpose of obtaining farm labor for its members, and to make, execute any bonds that are or may be required for the purpose of obtaining any farm labor.

## XIV

## ASSESSMENTS

The Board of Directors shall have the power to levy special assessments on the members of the Association in addition to the annual dues, when deemed necessary provided, however, that said special assessment shall in no event exceed the annual dues for any member in any one year.

## XV

## AMENDMENTS

These By-Laws may be amended at any regular or special meeting of the members of the Association.



**GROWER'S APPLICATION FOR FIELD WORKERS FOR PRODUCTION OF SUGAR BEETS AND AGREEMENT AS TO TERMS AND CONDITIONS OF EMPLOYMENT**

The undersigned "Applicant", a grower of sugar beets (hereinafter referred to as the "Grower"), applies to Intermountain Agricultural Improvement Association (hereinafter referred to as the "Association") through the undersigned processor of sugar beets (hereinafter referred to as the "Processor"), for field workers (hereinafter referred to as "Workers"), for growing, cultivating, and harvesting of his sugar beets and on behalf of said application submits the following information:

- 1. \_\_\_\_\_  
Name of Applicant
- 2. \_\_\_\_\_  
Address
- 3. Number of field Workers applied for: \_\_\_\_\_
- 4. Number of acres to be planted: \_\_\_\_\_
- Located: \_\_\_\_\_ County \_\_\_\_\_ State \_\_\_\_\_
- 5. Location of housing facilities to be made available \_\_\_\_\_
- 6. Have housing facilities been certified by the Farm Security Administration? \_\_\_\_\_

Said Workers will have been recruited from Mexico by the United States of America (hereinafter referred to as "Government"), through the Agency of the Farm Security Administration and will be made available to the Grower pursuant to a Cooperative Employment Agreement between the Government and the Association; said Agreement specifies the terms and conditions upon which said workers are to be employed; and in order to carry out the foregoing program the Grower is required to agree to said terms and conditions of employment contained in said agreement between the Government and the Association and assume certain other obligations with respect to the workers furnished him as hereinafter provided.

**TERMS AND CONDITIONS OF EMPLOYMENT AND OBLIGATIONS OF GROWER**

In consideration of Workers being made available to Grower, Grower agrees with the Association and Processor, to accept such number of workers as may be furnished him pursuant to this application (which number may be less, but not greater than the number herein applied for) and to furnish such Workers employment upon terms and conditions and to assume certain other obligations with respect to such Workers as follows:

A. 1. The Worker shall be employed solely in the thinning, hoeing, cultivating and harvesting of sugar beets during the period that such operations are required to be performed; during other periods it shall be permissible for the Grower to employ the Worker in the production of other agricultural crops. In such latter case, however, the Grower shall continue to be bound by all the terms and conditions of employment herein set forth and all obligations herein imposed.

2. The period of employment as to each Worker shall commence when such Worker is made available to Grower for such work by Processor and shall continue thereafter until completion of the harvesting of the acreage above described, or so much thereof as the Grower actually caused to be harvested in the event he determines to abandon any of such acreage, but in no event beyond November 15, 1943; provided, however, that in the event the Grower does not wish to employ the Worker following the completion of first hoeing, the Grower shall give written notice to Processor at least ten days before the completion of the first hoeing of the date on which the first hoeing will be completed and of his intention not to employ the Worker after such date, in order that Worker may be moved by the Government into other agricultural work. Upon the expiration of said ten day period, and provided the Grower shall have fully complied with the terms and provisions of this agreement, and shall have settled in full with such Workers to the date of such termination of the period of employment, the Grower shall thereafter be relieved of all further obligations hereunder.

B. The Grower shall furnish employment to the Worker as provided herein during the period of employment as hereinabove defined for at least seventy-five per cent (75%) of the possible work days (each day in the week except Sunday to be considered a possible work day), for not less than eight (8) hours nor more than twelve (12) hours per day on each day during the week, hereinafter referred to as a work day, excluding: (1) Sundays, and (2) such days upon which the Worker refuses to work or is prevented from working as a result of illness or other physical incapacity. The Worker shall not be required to, but may work on Sunday. The Grower shall pay to the Processor for each day within said minimum of seventy-five per cent (75%) of the possible work days during which the Grower does not furnish employment of at least eight (8) hours other than the days hereinabove excluded, the sum of Three Dollars (\$3.00) as a subsistence allowance for the Worker; provided, however, that in determining the liability of the Grower hereunder, hours of work less than eight (8) done on any day except Sunday may be added to hours of work less than eight (8) done on any other day except Sunday, and for such purpose each ten (10) hours of work shall be counted as a work day. Settlement of Grower's liability for such subsistence allowance with regard to each Worker shall be made with Processor at the end of each ninety (90) day period of employment, if this contract is for a period in excess of ninety (90) days. If it is for a shorter period, settlement shall be made at the end of the period of employment.



C. 1. Grower shall pay Worker at not less than the prevailing piece work or hourly wage rates for the particular work performed as may be determined by Government wage boards for the area wherein the Worker is employed. If the Worker is employed at an hourly wage, work shall be paid for at the end of each week of work. If the worker is employed on a piece work rate, work shall be paid for at the completion of the operation performed by the Worker, but the Grower shall advance to the Worker at the end of each week of work the amount estimated by the Grower to have been earned during such week by the Worker.

2. While the prevailing wage rate remains undetermined by the Government the Workers shall be paid the same wages as are paid to individuals of like ability in the particular area of employment for the particular type of labor being performed. If the wage rate so paid is less than the prevailing wage rate thereafter determined by the Government wage board having jurisdiction, Grower agrees to make an adjustment with the Workers so that they will receive the higher rate for all work theretofore performed.

3. The Grower agrees that the Government may remove any Worker who after a training period of six days is unable to earn thirty cents (30c) per hour.

4. Payment of wages shall be made in lawful money of the United States without deductions for any purpose (except as may be required hereunder or as may be required by law) which shall have the effect of reducing the Worker's wage below the applicable prevailing wage rate.

D. The Grower shall withhold and pay to Processor ten per cent (10%) of the Workers' wages and also any amounts required by law to be withheld therefrom in order that the amounts so withheld may be paid to the Government under the terms of said Co-operative Employment Agreement between the Government and the Association, or to such person or governmental authority as may be entitled thereto, as the case may be.

E. Grower agrees to furnish at his own cost and expense transportation of the Worker between the place where received by the Grower and the housing facilities furnished Workers as hereinafter provided and upon termination of the period of employment to return said Worker to Processor at such place. The foregoing obligation includes the transportation of the family of the Worker where his family has accompanied the Worker from Mexico. Grower shall likewise transport Worker to and from work.

F. The Grower agrees to make the above described housing facilities available to the Workers and their families without charge.

G. The Workers shall be entitled to the benefit and protection of all applicable child labor, compensation, and other laws and regulations of the Government and of the State in which the work is performed. The Grower agrees to repay to Processor the cost of such Workman's Compensation Insurance as may be required and effected by the Processor or the Association for the period of employment.

H. The Worker shall not be required to purchase articles or services for consumption or use by him or his family at any source not of their choice, and shall be entitled to freedom from discrimination in employment because of race, creed, color or national origin, in accordance with Presidential Executive Order No. 8802, issued June 25, 1941.

I. 1. Strikes, lockouts or stoppages of the work during the period of employment are prohibited and all complaints or disputes between the Worker and the Grower shall be determined by mediation according to the procedure prescribed by the Government. In the event that any dispute or complaint arises between the Grower and any one or more Workers, Grower shall immediately notify Processor in writing thereof, and the facts concerning such dispute.

2. The Worker shall have the right to join with other Workers (but only with other Workers imported from Mexico) in the election of representatives to bargain and negotiate with the Grower, such representatives to be elected only from their own number.

J. Grower shall immediately notify Processor of any injury sustained by the Worker, any misconduct of Worker, or his failure or refusal to work, or of his disappearance.

K. The Government shall determine from time to time, and such determination shall be conclusive, whether or not the Worker has been paid all sums to be paid to him hereunder, and shall have the right to pay the Worker all or any part of such sums determined not to have been paid. In the event of any such payment by the Government, the Grower shall be bound by such determination and shall pay Processor on demand the amount of any sums so paid by the Government with interest at the rate of six per cent (6%) per annum, from the date of such payment until paid to the Processor.

L. Grower shall keep in quadruplicate a weekly work record for each Worker, recording the employment and wages of such Worker under this agreement upon such form and in such manner as Processor shall prescribe and one copy thereof shall be retained by Grower, and the three other copies shall be given to Processor. The Grower also shall keep such other records and furnish such other information as may be necessary in order to enable Processor or the Association to file any reports concerning employment and wages which may be required by the Government. The records to be kept and retained by the Grower shall be open to inspection and examination by Processor and the Government and each shall be entitled to make copies thereof.

M. In the event that Grower shall fail to make any payments required to be made by him hereunder, and including payment of the wages to Worker, Processor may make such payments on behalf of Grower. Any monies due Processor hereunder from Grower or any payments made on behalf of Grower as aforesaid, or any advances made by Processor at the request of Grower for the purpose of performance hereunder may be deducted by Processor together with interest at the rate of six per cent (6%) per annum from the date of such payment until paid to the Processor, from any amounts which may be due Grower for sugar beets delivered under the 1943 contract for the purchase of sugar beets between the Grower and Processor.

N. If requested by Processor so to do, Grower agrees to make the Worker's housing and other facilities available to him after the termination of his employment and pending the transportation of the Workers elsewhere by the Government.

Dated \_\_\_\_\_

Grower \_\_\_\_\_

Processor \_\_\_\_\_

By \_\_\_\_\_



PRISONERS OF WAR

Three thousand five hundred prisoners were used in harvest. Negotiations were carried on from mid-May until mid-August in an effort to find out how prisoners could be secured and used. Changes in regulations and contracts by the War Department and in procedure by the War Manpower Commission upset understandings about as fast as they could be arrived at.

Some Italian prisoners were used on farms in El Paso county near Camp Carson early in the summer. The removal of the Italians from this camp to make a change to German prisoners cancelled the contracts in effect.

There was also considerable difficulty in finding housing for groups of prisoners and in remodeling this housing to suit prison camp commanders. The first side camps put into service were those at Eaton and Ault which were established by the potato growers in that community. The prisoners used here went from potato harvest to beet harvest as the season developed.

Sources of prisoners of war were Camp Carson, near Colorado Springs, the camps at Trinidad, Scottsbluff, Nebraska, and Douglas, Wyoming.

Three thousand prisoners were used in the best producing sections of northeastern Colorado. Side camps were established in housing arranged for or owned by the Great Western Sugar Company as follows:

- Sterling - Logan County Fairgrounds
- Brush, Fort Morgan, Eaton, Loveland and Longmont - dormitories of the sugar company
- Ault - High school gymnasium
- Greeley - State Armory and an old school building
- Gilcrest - Labor camp of the Potato Growers Association
- Fort Lupton - Farm Labor Camp of the War Food Administration

A company of 250 prisoners was housed in the State Armory and adjacent buildings in Monte Vista, Colorado, by the Rio Grande County Potato Improvement Association. These prisoners were used in potato harvest, beet harvest, threshing, potato sorting, cutting ice, and other work with satisfactory results in most cases. This camp was reduced to one hundred fifty men in November because of reduced need for them and some housing unsuitable for winter quarters.

From one hundred to one hundred fifty prisoners were commuted from base camps at Camp Carson and Trinidad to meet peak harvest needs on near-by farms.

We want to commend the local prison camp commanders and their staffs for the selection of prisoners for farm work and for their handling of them in side camps and fields. No prisoners escaped from fields or side camps and no serious incidents or accidents occurred. The only incident that did occur as a result of work in the fields was from a base camp in which



some Japanese women evacuees were involved. This incident received more publicity than the case warranted.

Prisoners of war were about 50% as effective as free workers on the average. There was a wide range in the productivity of different gangs and on different types of work. A few trouble makers had to be sorted out and returned to base camps to keep up average standards of work. The quality of the work performed was generally excellent. The quantity of work was at or near par for free labor on threshing only. The machine apparently served as a pace maker.

The Extension Service, early in May, requested another base prison camp to be located in the irrigated section of northeastern Colorado. The county extension agent of Weld county and local people assembled the statistics and necessary information for consideration of the War Department. This camp is located eight miles west of Greeley. It was completed and staffed in December. It will house about 3000 prisoners and should serve to supplement the labor supply in the largest irrigated area in one contiguous body in the State. If the three war prison camps in the State are kept filled to capacity and sufficient guards are available there should be about 7000 prisoners available for farm work in 1944 if they are needed.



JAPANESE EVACUEES

Japanese evacuees from Camp Amache near Granada, Colorado, and groups brought in for seasonal work from evacuation camps in Arkansas, Arizona, and Wyoming under transportation supplied by the War Food Administration were used to supplement local farm labor supplies.

Two hundred thirty five Japanese evacuees from Arizona, Arkansas, Wyoming, and Colorado were used in the peach and tomato harvest in western Colorado. Other groups from camps outside of Colorado were used in southeastern and northern parts of the State; twenty-one in Pueblo county and thirty-five in Boulder county. The movement of workers from and back to the camp in Colorado was continuous throughout the season.

The Japanese generally did excellent work but were very particular about the kind of work they did and were continuously looking for higher wages.

If any fault can be found with the job, wages, or working conditions, they often prefer to return to the evacuation camp. They are also very particular about the lands they rent. This has always been true of the Japanese farmers who have been in the State for many years.

The placement of Japanese workers presents many delicate problems. They are generally acceptable in small numbers in the intensively farmed irrigated areas as field workers. They are acceptable as tenants in small numbers in several areas, and as land owners in some areas. In no instance are they acceptable to all members of local populations and they met with more or less open hostility in the dry farming and range ranch areas.



OTHER SPECIAL GROUPS

NAVAJO INDIANS

Numerous Indians from the Navajo reservation in Arizona and New Mexico, which join southwestern Colorado, were brought in by the United States Employment Service early in 1943 for use on the sheep ranches as lambers and herders. Most Colorado ranches have never used Indians and generally were not satisfied with their experiences this year. There are two known reasons for these unsatisfactory results. In the first place, the selection of individual and family groups was not good, and, secondly, sheepmen were not prepared to use Indians and do not know how to handle them.

In most instances, the Indians did not stay long enough to be of real value. Where family groups were used they generally remained longer and were more satisfactory than individuals. Widows with children old enough to work were apparently more satisfactory than men on sheep ranches.

Crop farmers in southwestern Colorado have, for many years, used Navajo and some Southern Ute Indians during the summer and fall. These Indians are used near home and the farm people generally understand their peculiarities and can make good use of them. The Ute Indians are less dependable than the Navajo and are also poorer workers on the whole.

Arrangements were made with the Extension Service of New Mexico for permission to recruit a maximum of 325 Navajoes for the pinto bean harvest in La Plata and Montezuma counties. This arrangement was cleared with the War Manpower Commissions' coordinator on the Navajo reservation and with the United States Employment Service in New Mexico.

It did not become necessary to undertake a formal recruitment campaign. Many Indians have for years worked at harvest time in nearby Colorado counties. Thru acquaintanceships and personal contacts about 450 Navajoes took part in the harvest of the pinto bean crop. By understanding the peculiarities of the Indians and planning for absences to attend community festivals and the annual Navajo fair, the harvest was completed quite satisfactorily.

Indians of several tribes have been used from time to time in the beet fields of southeastern Colorado. Scattered small groups worked in beets and on miscellaneous jobs in these areas in 1943.

A group of about thirty Sioux Indians following the potato harvest in western Nebraska came into Sedgwick county, Colorado, and helped complete the late potato harvest in that area. They also did other harvest work and were quite satisfactory.



Annual Report  
of the  
Victory Farm Volunteers

By

C. W. Ferguson

Assistant State Labor Supervisor V.F.V.

The youth part of the labor program was conducted in conjunction with the 4-H Club program of Colorado. No definite amount of time was allotted to this program.

The youth labor program in Colorado was not started until April 6, 1943, when a state meeting was held to discuss the general labor program. Even at that time not too much was known as to the procedures of organization.

Following this state meeting, the Director of Extension, the State Labor Supervisor, the Assistant in Charge of Transportation and Housing, the Assistant in Charge of the Youth Labor of the labor program, and a member of the vocational department of Colorado State College met to complete plans for the youth part of the program.

Due to the limited amount of time before the closing of the public schools, it was decided to ask the member of the vocational department, Dr. Schmidt, to visit the counties nearby, and the Assistant State Youth Labor Supervisor to visit the balance of the counties.

The following plan was accepted for both to follow:

- I. An evening meeting would be held in the county seat town upon the call of the County Extension Agent.
- II. The following people would be invited to attend:
  - A. Supervisor of United States Employment Service
  - B. County Superintendent of Schools



- C. Superintendents and principals of the larger high schools
- D. Agricultural teachers
- E. Farm Security Supervisors
- F. Chairman of the County Labor Committee
- G. County Extension Agent
- H. Member of the State Labor Committee, if any are living within the county
- I. District Labor Agent, if available

III. The meeting would be devoted to the

- A. Labor situation and needs for the year
- B. Kind of work in which youth could be employed
- C. Available youth
- D. Educational work to be carried on by the County Labor Committee with farmers in the handling of youth labor
- E. Job training to be done by Vocational Agriculture teacher
- F. Selection of individuals to be responsible in the school for contacts with students and distributing enlistment cards.

IV. The following morning, the labor assistant would meet with the students in one high school and explain the program. If there be other large high schools within the county, The County Extension Agent would be responsible for contacting them.

V. Some member of the high school faculty would be responsible for the distribution of the enlistment cards.

VI. Copies of enlistment cards are to be found at the end of this report.

VII. The following counties were contacted in this series of meetings by the labor assistant:



- |         |            |
|---------|------------|
| Alamosa | Mesa       |
| Bent    | Montrose   |
| Chaffee | Otero      |
| Conejos | Prowers    |
| Crowley | Pueblo     |
| Delta   | Rio Grande |
| Denver  | Saguache   |

VIII. The member of the Vocational Education department made the following contacts:

- |          |            |
|----------|------------|
| Adams    | Jefferson  |
| Arapahoe | Larimer    |
| Boulder  | Las Animas |
| El Paso  | Morgan     |
| Fremont  | Weld       |
| Huerfano |            |

IX. Denver

In 1942 the Board of Directors of the Public School system of Denver cooperated with the United States Employment Service by employing for the summer months five school teachers to assist in the youth part of the labor program.

It seems the school board was not satisfied with the plan and was not interested in the 1943 youth labor program, even though another agency was in charge and a definite written plan was presented.

One of the counsellors in the Denver Opportunity School did accept the responsibility of distributing the enlistment cards to interested individuals.

Youth labor of Denver responded mostly on their own initiative and called at our employment offices for work.



X. Enlistment cards

The enlistment card system was not too successful, and not many of the cards were returned to County Extension Agents.

XI. City and town youth secured jobs in the following ways:

A. Securing their own jobs

B. Contacting County Agent

School Cooperation

In the town of Rocky Ford, Colorado, the Superintendent of Schools has always cooperated with the farmers in allowing the teachers to take their students to farms to assist in harvesting. This same plan was used again in 1943.

Some of the schools had the plan of holding school in the morning and dismissing in the afternoon so the young folks could work. A few of the towns in the sugar beet area have followed the plan of starting school in the middle of August and dismissing for two or three weeks in October during beet harvest. The same plan was followed in 1943.

The Assistant Labor Supervisor in charge of the V. F. V. program contacted the high school visitor of the Colorado University to ascertain the attitude of the North Central Association of Colleges and Secondary schools.

The following digest was quoted by the Assistant V. F. V. Labor Supervisor from the information submitted by the High School visitor to all Colorado County Extension Agents.

"There is no doubt in the minds of educators in Colorado that the schools in this state wish to do whatever can be done to assist farmers in meeting their labor needs without jeopardizing the education of



farmers' or other children. In view of the fact just stated there should be a general policy agreed upon with respect to the relationship of the schools to the farm labor problem. To this end the following statements are submitted.

"It is not to the best interests of the country to curtail the education of large numbers of the youth of high school age or to shorten the school year when this release of large numbers of pupils for an extended vacation whose services are not actually required or are of little value. Not only is there an educational loss in shortening the school year, but the trend of increasing juvenile delinquency indicates a warning sign. These facts should be kept in mind by boards of education and school administrators when the shortening of the term involves releasing for an extended period, pupils who will not be steadily engaged in work.

"It is advised, therefore, that it seems best to deal with the problem of making special arrangements within the school for those pupils whose help is actually required. Adjustments should be made to excuse such pupils and to provide for them to make up what they miss under teacher direction and supervision.

"For children under fourteen years of age, the permits required by state law for such children to work should be studied and observed.

"The fact is recognized that there are a few high schools in Colorado enrolling pupils almost or exclusively from the farms and in these cases it may be expedient or necessary to shorten the school year. Recent experiences indicate, however, that the school term should not be shortened and in any case it should not be shortened unless a survey of parent opinion shows very general support of the proposed plan -



and there should by all means be some well developed plan if the school wishes to encourage the approval of the accrediting school year and submits its plans for review the requirement of a minimum of 172 days actually taught should be adhered to."

The V. F. V. Supervisor submitted to all County Extension Agents a digest of child labor law information of Colorado and of the labor department of the United States.

Farmers were reluctant in allowing town and city youth to use farm machinery or be around their horses.

The farmer members of the County Youth Labor Committee expressed the wish that no training be given the young people. Quoting them, "They wanted to train them themselves as every farmer had his own technique of doing a job." Therefore, no previous training was given.

The insurance program as recommended by the Farm Labor Department of Extension Service in Washington was submitted to the County Extension Agents along with the application forms. No definite report can be given as to the number of policies issued, if any. Comments made by County Extension Agents were that the young people could not be interested in the accident insurance program, as the bulk of the young folks were only working on a daily basis.

Reports from the various counties do not reflect the amount of work done by youth. The County Extension Agents and farm labor personnel were more interested in placing labor to do the various jobs than in keeping a good report. Reports can not feed the men and women in our armed forces or our civilian population or assist in lend lease.

Assistance Given in Housing

During the absence from the state of Mr. R. E. Ford, Assistant Labor Supervisor in charge of Housing and Transportation, the State Supervisor,



Mr. Hamman, asked the V. F. V. Supervisor to check with the Forest Supervisor's office in Denver regarding stoves and tent poles. After being sent from one agency to another, we found the Farm Security Administration office had a surplus of stoves and stove pipe. Contact was made with Mr. Milo Wilson, commercial vegetable dealer in Rocky Ford, as to the number of stoves and amount of stove pipe needed for the transient camp. The stoves were stored in Grand Junction and the V. F. V. supervisor made arrangements for transportation to Rocky Ford.

He also prepared a written agreement between the Extension Service and the F.S. A. for the loan of the stoves. This agreement was signed for the Extension Service by Mr. Hamman, State Labor Supervisor, and submitted to F. S. A. for signature.

Certificates and V. F. V. Insignia

About 1500 V. F. V. insignia was purchased and given free to the counties desiring them for their youth volunteers. The pocket and large Crops Corp certificates were sent to several counties to be presented to the boys and girls.

Conclusion

The entire plan for the use of boys and girls in the labor program was outlined with the county's youth labor committee. Everyone understood the possibilities of using youth.

The responsibility of recruiting youth when needed then belonged to the county labor office. No one from the state office could anticipate the needs or the time needed so as to be in the various counties at that exact time. There was no need of spending the money and wasting the time upon the part of the V. F. V. Supervisor or taking the time of the county labor personnel to go into the counties to just check on whether youth was being used. The County Extension Agent and his labor personnel had



the ability to recruit youth labor when needed. The school authorities and everyone concerned was familiar with the labor and school laws, the plan and importance of the labor situation if the need of youth should arise.

There are only certain jobs on a farm in which youth can be employed. These are mostly seasonal jobs, such as picking fruit, and hoeing and thinning crops.

If an actual survey could be made among the town and city youth of Colorado, I am sure we would find many youth worked in various farm jobs by going out and securing their own jobs without ever contacting the county labor office. That the County Extension Agents and County labor personnel received excellent cooperation from school authorities and youth when a call was issued.

I wish to quote from special reports received by the V. F. V. Supervisor from annual reports as to the use of youth in the labor program.

Otero County

The number of workers from the Rocky Ford high school was 120, working on 77 acres, approximate amount earned, \$1,150. The number of workers from Rocky Ford grade school was 179, working on 134 acres, and earning \$1,243.

"Not included in this report are those who picked garden peas early. Students came from Fowler, Manzanola, and La Junta, and about 100 were recruited as far as Pueblo, by Mr. Mayhew and Mr. Joehack, labor supervisors. Thousands of quarts of tomato juice and canned tomatoes have been saved by the students who have volunteered to go into the fields and pick as many tomatoes as possible before frost. Students were not used in the onion harvest as they were last year, because of the early



onion harvest."<sup>1</sup>

Saguache County

Listed were the names of 26 boys and girls who had worked a total of approximately 4,079 hours and received about \$931.60 for their efforts. The schools of the town of Center were closed one week during potato harvest."<sup>2</sup>

Prowers County

Forty-two boys worked from one week to as long as three months.<sup>3</sup>

Montezuma County

Thirty-five boys and girls were each employed on the farm approximately 30 days and each earned about \$90.<sup>4</sup>

Las Animas County

Five hundred forty-one light seasonal workers were recruited. This recruitment takes in the Victory Farm Volunteers. During the early part of the program, we were unable to find beet workers for the beet thinning. Thus, we called upon the younger people to assist in this program, and a good number of them responded. In cooperation with the sugar company and the county, trucks were supplied to haul these boys and girls to and from work. A plan was worked out whereby the boys and girls would work on a piece basis and be paid off by the farmer each night for the number of feet of row he had thinned. Supervisors were placed in charge of each group. There were three such groups working in the fields. During the peak of this work, there were 145 boys and girls enrolled in the V.F. V. They thinned a considerable acreage of the beets in the county this year and did an exceptionally fine job. After completion of our beet work, some 80 boys and girls thus recruited were transported by the Sugar Company daily into the Maxwell

<sup>1</sup> H. R. Schmid, County Extension Agent, 1943, Special Report  
<sup>2</sup> Edwin G. Colette, County Extension Agent, 1943, Special Report  
<sup>3</sup> Claude C. Gausman, County Extension Agent, 1943, Special Report  
<sup>4</sup> Herbert DeVries, County Extension Agent, 1943, Special Report



area in New Mexico to do the sugar beet thinning there. This group worked from 10 to 15 days in that territory. A number of boys and girls were used throughout the summer on hoeing jobs, in beets and vegetables.<sup>1</sup>

#### Huerfano County

Twenty-three boys and five girls were enrolled in V. F. V. Twelve of the boys and two girls made good in the work. In addition, ten high school boys from Walsenburg worked a couple of days in bean harvest.<sup>2</sup>

#### Montrose County

Non-farm boys and girls worked a total of 38,441 man hours, earning a total of \$13,292.00 in the fields this year. They took care of practically all the onion harvest, a good share of the potato picking, and helped to some extent in the bean and fruit crops. Students in the Olathe high school were active in the harvest this year, but, since most of the Olathe students are farm boys and girls, no definite check could be made as to the amount of time put in or the money earned by each.<sup>3</sup>

#### Rio Blanco County

Twenty-five youths from the town of Meeker were employed at some time during the season on farms.<sup>4</sup>

#### Adams County

Sixty-nine youths picked a total of 3,638 pounds of beans.<sup>5</sup>

#### Larimer County

One hundred seventy-five boys and girls earned \$2,780 by harvesting 2,100 bushels of apples, 148,600 pounds of potatoes, 87 acres of pop corn, and 799 tons of sugar beets.<sup>6</sup>

<sup>1</sup> Archie Hale, County Extension Agent, 1943, Special Report

<sup>2</sup> Philip Miles, County Extension Agent, 1943, Special Report

<sup>3</sup> W. G. Stewart, Assistant County Extension Agent, 1943, Special Report

<sup>4</sup> Carl W. Herzman, County Extension Agent, 1943, Special Report

<sup>5</sup> Cecil Staver, County Extension Agent, 1943, Special Report

<sup>6</sup> W. R. Keirnes, Assistant County Extension Agent, 1943, Special Report



Boulder County

Over one hundred seventy-five Victory Farm Volunteers were used during the season by over thirty farmers in general farm work - beet-thinning, grain and vegetable canning, and other harvest work.<sup>1</sup>

Arapahoe County

During the beet harvest of 1943 in Arapahoe County it was nearly impossible to obtain sufficient and timely help. As a result the Agent contacted Supt. A. D. Bradley of the Littleton schools and also Supt. Ralph Jenkins of the Englewood schools with the object of obtaining volunteers from the older boys to help in beet topping. Splendid cooperation was shown especially by the boys from the Littleton school. opportunity did not permit many of the Englewood boys to take part.

Following the harvest of sugar beets by the 49 Littleton High School boys a short program was arranged at the High School by Supt. A. E. Bradley and the Agent. Mr. Walter W. Hanson, Arapahoe County Assessor, made a fine talk and awarded the boys their money and the simple badge of service provided by the Agent. Several of the boys who had only worked a few hours on one ranch decided to donate their money amounting to \$15.00 to the Service Men's Center in Littleton, to be used for sandwiches and coffee for the boys being sent out from Fort Logan to the war theatres.<sup>2</sup>

Delta County

Delta Onions:--It became necessary to use high school and junior high school students. The school administration in Delta worked out and followed a very complete plan for helping in the harvest. Students worked under the voluntary supervision of the teachers. No praise which could be made of the organization, the teachers, or the students would be too high.

<sup>1</sup> Max Grandy, County Extension Agent, 1943, Special Report  
<sup>2</sup> A. H. Tedmon, County Extension Agent, 1943, Annual Report



One of the larger growers (42 acres) had said before harvest that he could not use school kids--they are not worth hauling out and back: In 1942 there had been some onion throwing--and too much horseplay. But, this same grower said this year when he was about half through harvest that the "kids" were as good as any help he had ever had. He saved his best onions for them."<sup>1</sup>

Mesa County

"We had plenty of help for both apricots and cherries (if they had begun a little earlier on the cherries.") Most of the workers were women and school children."<sup>2</sup>

El Paso County

"Farm Youth Advisory Committee was organized with the purpose of serving as a policy forming committee to function when large numbers of youths were employed on the farms. A strong appeal was made through the newspapers and talks to school assemblies for Colorado Springs Youth to work in the sugar beet and vegetable fields. Response was very light. Approximately 15 youth worked in the sugar beet fields and 10 in the vegetable fields."<sup>3</sup>

Kit Carson County

"Fifteen to seventeen year old boys coming in without request had experienced much difficulty in making the "Big Harvest Wages." More of the youth were used as header barge men because older men refused to work for that unskilled pay. Farmers hiring them were willing to teach the job that needed to be done. Perhaps the greatest fault with the youth following the harvest was that they were unwilling to admit they had little or no experience with a combine or tractor. They were unwilling to take what they could get until they could get what they wanted, namely \$8.00 per day.

1 A. F. Hoffman, Jr., County Extension Agent, 1943, Annual Report  
2 Carl G. Davis, County Extension Agent, 1943, Annual Report  
3 Karl G. Parker, County Extension Agent, 1943, Annual Report



One seventeen year boy, who was raised in Kansas City and claimed to be a tractorman, was transferred from the header barge to the tractor. On the first corner, he tore up the barge and the entire crew of four youth were fired. More women and girls and boys ten to twelve years old ran tractors this year."<sup>1</sup>

Jefferson County

"Arrangements were made for the use of school children to help finish the vegetable and berry harvest. These school children started to work at two p.m. and thus were able to work three to four hours a day. Approximately 350 school children are working after school and on Saturdays and Sundays."<sup>2</sup>

Morgan County

A total of 107 boys and girls served as Victory Farm Volunteers (town boys and girls 14 to 18 years of age) and each received a colorful armband from the Extension Service.

Mr. Brourink, M. G. Cord, Edwards and Thompson, Superintendents in Morgan County, said that all other sources of labor should be exhausted before schools should be asked to close because:

1. Closing school disrupts the school systems psychology.
2. Only about one-third of the school youths would be available to work on farms, and that the time of the other two-thirds should not be wasted.
3. Schools would dismiss farm youth who are needed for farm work and assist the youth to complete their school work in class.

The school boys and girls came to the rescue during October. The Wiggin's High School was closed from October 8 to October 25 and Brush and Fort Morgan schools were closed from the 25th to the 31st. Groups of 12 to 14 boys were used to help harvest the crops."<sup>3</sup>

<sup>1</sup> R. O. Woodfin, County Extension Agent, 1943, Annual Report  
<sup>2</sup> Stanley H. Stolte, County Extension Agent, 1943, Annual Report  
<sup>3</sup> B. H. Trierweiler, County Extension Agent, 1943, Annual Report



Moffat County

"During the potato harvesting season there were many demands for several weeks for potato pickers. These were all met with school boys and girls. The Craig High School and grade schools were very cooperative about permitting students to be away from classes for several days at a time, providing they were up to standard in their work and agreed to make up studies thus lost. Weekends the boys and girls registered with this office for this work and were taken out on these jobs. About 175 boys and girls were sent out on these jobs by this office."<sup>1</sup>

Fremont County

Apples:--No outside labor was available, so the schools of Florence, Cannon City, and the Holy Cross Abbey, were enlisted to help out. The Cannon City High School closed for a two weeks period and the Holy Cross Abbey closed for three days. The Florence High School made students available by releasing a grade for one day and alternating the grades every day. One hundred sixty boys and forty girls were used from the Cannon City High School. Seventy five boys and girls were available daily from the Florence High School."<sup>2</sup>

Conejos County

Field work in the county by special groups was very limited. Since this is a strictly rural county, rural boys, girls and women have always worked on their own or neighboring farms. Boys, girls, and women workers in town have for years, been employed in the vegetable packing sheds, and this year the sheds have used a still larger number due to the expansion on this line of business."<sup>3</sup>

La Plata County

"Early in the summer an attempt was made to get volunteers from towns to assist in cleaning ditches and other jobs incidental to planting crops--to this we had no response. However, at the same time the superintendent of schools

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was contacted and high school boys were signed up for this type of work. Approximately twenty boys were employed on various farms, and we had only one unsatisfactory report.

When the schools were let out for the summer the farm labor problems were lessened materially. During the haying season, all volunteers, both boys and men, from towns, were used and although the haying was delayed in some cases, crops were up without very much loss.

Potato harvest: To supplement this, the school authorities were again called upon for release of high school boys. This work was done without question and about twenty five individual boys worked from one to two weeks and helped harvest the biggest crop of potatoes ever grown in La Plata County.<sup>1</sup>

<sup>1</sup> Gordon T. Mickle, County Extension Agent, 1943, Annual Report



Compilation of figures of different individual town boys and girls

commuting to farms to work:

COUNTY	GIRLS	BOYS
Arapahoe		44
Boulder	35	120
Denver	541	600
Douglas		
Elbert		30
Larimer	120	130
Morgan	8	81
Phillips		1
Sedgwick		
Washington		3
Weld	292	452
Yuma		100
Bent		4
Crowley	42	155
Kit Carson		
Otero	100	275
Prowers		6
Chaffee		
El Paso		
Fremont	100	500
Huerfano	10	68
Park		
Alamosa	33	112
La Plata		32
Montezuma	1	5
Rio Grande		
Eagle		
Garfield		45
Gunnison	4	21
Montrose	33	23
Grand		
Moffat	40	95
Rio Blanco		
TOTAL	1359	2902





Loveland High School Students topping beets  
on Dick Sauley's farm



Loveland High Students picking potatoes  
for Wayne Hamilton





V.F.V.'S harvesting pop corn on the Clarence Stump farm



COOPERATIVE EXTENSION WORK IN AGRICULTURE AND HOME ECONOMICS  
U. S. DEPARTMENT OF AGRICULTURE AND STATE LAND-GRANT COLLEGES COOPERATING

County..... Town.....

Total high school enrollment.....

Number in school meeting.....

Number accepting cards.....

For full time work.....

For part time work.....

Number returning cards.....

School advisor.....

Address..... Phone.....

County Extension Agent

U. S. DEPARTMENT OF AGRICULTURE  
EXTENSION SERVICE  
OFFICE OF COOPERATIVE EXTENSION WORK  
WASHINGTON, D. C.  
OFFICIAL BUSINESS

PENALTY FOR PRIVATE USE TO AVOID  
PAYMENT OF POSTAGE, \$300

C. W. Ferguson  
Asst. State Farm Labor Sup'r  
Victory Farm Volunteers  
Extension Service, C.S.C.  
Fort Collins, Colorado



U. S. DEPARTMENT OF AGRICULTURE  
EXTENSION SERVICE  
OFFICE OF COOPERATIVE EXTENSION WORK  
WASHINGTON, D. C.  
OFFICIAL BUSINESS

PENALTY FOR PRIVATE USE TO AVOID  
PAYMENT OF POSTAGE, \$300

COUNTY EXTENSION AGENT

**Cooperative Extension Work in Agriculture and Home Economics**

UNITED STATES DEPARTMENT OF AGRICULTURE AND COLORADO STATE COLLEGE  
OF A. AND M. A. COOPERATING

**VICTORY FARM VOLUNTEERS**

Print  
Your Name.....  
LAST FIRST MIDDLE

Street  
Address..... City..... County.....

Age..... Height..... Weight..... Tel. No.....

Present grade in school..... Have you ever worked on a farm?.....

Describe work done.....

Will you accept a full-time, away-from-home job on farm?.....

Or will you be available for day or seasonal farm work?.....

Do you have your own car?..... Drivers license?.....

Are you willing to accept going farm wages?.....

I, ....., parent or guardian  
of above-named volunteer agree to his or her farm work as indicated above.



### THE U. S. CROP CORPS

The movement known as the U. S. Crop Corps was used in most of the intensively farmed irrigated areas in conjunction with the Victory Farm Volunteers. The Crops Corps was used as a back log to meet emergencies arising from interference by weather and temporary labor shortages. The number of such workers used was relatively small, which was due to the generally very favorable weather that prevailed.

An effort to accumulate lists of Crops Corps volunteers thru cooperation with the State and local Offices of Defense was not successful. Colorado town and city people are willing to help meet any emergency, but are reluctant to volunteer until that emergency becomes immediate. Business and professional people are having difficulty in maintaining their services to the public because of manpower shortages in their own businesses. Several hundred town people who for various reasons are not regularly employed full time took seasonal and part time farm jobs.

It became necessary for the Extension Service to recruit up to thirty Crop Corps volunteers to clear the early potato loading docks in Weld county eleven different nights. In Crowley county the labor field assistant recruited twenty women and girls to commute to the cannery at Crowley to peel tomatoes. The tomato crop for this cannery turned out much better than expected and nearby housing conditions were limited and the local population too small to supply the workers needed. Part of this crop had to be sold and moved some miles to another factory.



### Women's Land Army

No attempt was made to organize a Women's Land Army as such. This may or may not have been a mistake. There were, however, about 4000 women recruited and placed on farm work. Members of farm families and women recruited by farm families were not recognized in arriving at this total. It is very probable that there were more women in this latter group than were in the group recruited by the Extension Service.

During the spring preparation of seed beds and planting approximately half of the tractors in some communities were operated by women and girls. In the livestock areas ranch women also took the place of many men. Most of the women, particularly in the middle west and eastern states, who wrote about spending their vacations in Colorado wanted to work on sheep and cattle ranches. It was evident that their conception of ranch work had come from "dude ranch" literature or reports about dude ranch life. Many such applications were referred to ranchers but no women were hired.

Town and city women and girls saved much fruit and vegetables that could not otherwise have been picked. Many of these workers could not stand the work and summer heat continuously when they first volunteered and had to work every other day. One young woman, who wanted to do her part while her soldier husband was away, was overcome by heat and exertion in a tomato field. She later wept because she was ashamed of her inability to keep up with the rest of the crew, but she would not quit, because there is a war to win.

The Colorado Extension Service has attempted to take credit for only the recruitments and placements in which it had some part. Since other states have indicated that they counted members of farm families in making totals for their Women's Land Army, Colorado may follow their lead in the future.



PUBLICITY AND ADVERTISING

After receiving the outline of the farm labor job at St. Louis, Missouri in mid-February, it was realized that both farmers and the general public would have to be informed of the change in responsibility for farm labor recruitment and placement. It was also realized that rural people and farmers in particular would need to be drawn into a more closely knit cooperating unit if the maximum use of available manpower was to be made.

The program as outlined in February was still too nebulous, with the farm labor bill still pending in Congress, to justify a general publicity campaign or educational program. Therefore, the first general press release was not made until April 10. News releases were made thru the Colorado State College Editorial Service throughout the season. A few examples are included.

FARM LABOR BILL PENDING IN CONGRESS

Extension Service Recruiting Program Already Under Way

"In an effort to meet the critical agricultural labor supply problem, an emergency farm labor bill now pending in Congress would place in the hands of Chester C. Davis, recently appointed administrator of food production and distribution, the direction and supervision of a labor supply program.

The plan provides that the agricultural extension services shall be largely responsible for the administration and execution of the program in the states. The remainder of the program, such as the recruiting of labor in foreign countries and the inter-state transportation of workers will be carried out by Federal agencies.

The Colorado State College Extension Service has already assigned three members of its staff to the labor recruiting program, according to F. A. Anderson, director. A. J. Hamman has been made state labor supervisor for the extension service, dropping his work for the season as soil conservationist. R. E. Ford, extension forester, has been named assistant state labor supervisor, and C. W. Ferguson, 4-H club leader, will help with the recruiting, training and placing of boys and girls where they are needed in food production.

This victory farm volunteer phase for youth of the emergency farm labor program will get underway this week with Ferguson and Dr. G. A. Schmidt of the Colorado State College department of education, representing the State vocational education department, conducting a series of meetings throughout the State with the larger high school groups.



The first call under the victory farm volunteer program will be for individuals to work on farms during the summer vacation as regular farm help. Only boys and girls who are 16 years of age or older will be included in this group. The next call will be for volunteers for gang work such as fruit picking, beet thinning and similar jobs. Only counties having an appreciable number of non-farm youth are included in the itinerary for the first series of county meetings."

From the Denver, Colorado papers of June 18, 1943:

THREE FARM LABOR OFFICES NOW OPERATING IN DENVER

"Three farm labor recruiting offices have been set up in Denver by F. A. Anderson, director of the agricultural extension service for Colorado, to cooperate with county agents in attempting to alleviate the farm labor shortage.

Principal office is at 1159 Welton Street, in charge of Paul Doher, Here all types of farm labor may register, but emphasis is placed upon school children who will take summer jobs and city workers who are willing to spend vacations in the country. This office is open from 6:30 a.m. to 5 p.m. daily except Sunday.

SECOND IS DENARGO OFFICE

Clinton Sandman is the extension service representative in the Denargo office, which is open from 6:30 a.m. to 3 p.m.

A farm labor recruiter is also on duty at the Community Employment Service, 1316 18th Street, where efforts are being made to recruit sheep herders and sugar beet workers.

Critical labor shortages have developed in Delta, El Paso, and eastern Prowers counties in the past week, according to Charles M. Drage, Denver county extension agent. Experienced shepherders are needed in Delta, beet workers in Prowers, and herders and harvest hands in El Paso.

ADULTS AND BOYS NEEDED

Men and couples with farm experience are in demand all over the State for steady jobs, Mr. Drage said. Wages run from \$90 to \$135 per month, with food, quarters and utilities furnished.

'The Kumer-Eapson Co. has put out a call for 80 boys to pick peas in Boulder county,' Mr. Drage said. 'Our principal difficulty is in transportation and quarters. I am hopeful that Denver Boy Scout troops will pack up tents and cooking equipment and get into the pea fields and help save the crop.'



Almost 100 Denver high school boys have volunteered to go to farms and ranches for the summer, Mr. Drage said. Now the job is to sell the farm operator that a husky, willing city boy will make him a good hand."

Advertising was used in the Denver press and in local daily and weekly papers throughout the state. This approach to labor recruitment was begun in June, reduced later, and finally discontinued because of the poor results obtained. When it became necessary, for example, to recruit Victory Crops Corps and Victory Farm Volunteers in mid-summer, personal contacts by Extension Service labor personnel were more effective. It seemed that the public had developed considerable resistance to the continuous and prolific "help wanted" advertising with which all papers were filled. All working people knew that they could find employment at any time at good to excellent pay and many simply waited and watched for a job exactly suited to their liking. Personal appeals to patriotism and pointing out of possibilities to supplement incomes by part time work on farms was more effective. The recruiter that could answer all questions about specific jobs in the immediate neighborhood was more effective than those doing general recruitment of stand-by workers that might be called at some future date.

Some advertising was necessary early in the program in the larger centers to inform residents of locations of farm labor centers and later for the benefit of itinerent workers that had recently arrived.

In the Denver Post of June 20, 1943:

F A R M L A B O R N E E D E D

Experienced farm workers are urgently needed for many kinds of farm and ranch work in all sections of Colorado, including sugar beets, truck crops and hay fields--also year-round workers on dairy farms and cattle ranches.

Unskilled workers, including boys over 14 years of age, are also needed on many farms and ranches.

This is essential war work on the Home Front.

CALL AT FARM LABOR CENTERS---

- 1159 Welton Street.....Phone Tabor 7112
- 801 Denargo Market .....Phone CHerry 3548
- 1316-18th Street .....Phone TAbor 0678

See your County Agricultural Agent. In all counties with the exception of the City and County of Denver.

EXTENSION SERVICE  
COLORADO STATE COLLEGE

Fort Collins, Colorado



Other advertising in Denver was made more specific as to jobs and the number of workers needed as for example, the following on July 4, 1943:

YOUR HELP IS NEEDED

Millions of dollars worth of precious food and feed must be saved on Colorado farms and ranches. We need it at home---our armed forces and our allies must have it. Crops won't wait. They must be harvested when they are ready.

VOLUNTEER NOW

Skilled and unskilled workers are being recruited right now for these essential war jobs, by the Extension Service of Colorado State College, under agreement with the War Food Administrator, as provided by Congress under Act approved April 29, thereby relieving the U. S. Employment Service of farm labor recruitment.

IMMEDIATE NEEDS

- |                             |                              |
|-----------------------------|------------------------------|
| 500 Hay Hands and Teamsters | 500 Berry and Cherry Pickers |
| 50 Shepherders              | 200 Pea Pickers              |
| 50 Irrigators               | 200 Truck Gardeners          |
| 400 Grain Harvest Hands     | 300 Bean Pickers             |

Also year-round workers on dairy farms, cattle ranches and general farms.

FUTURE NEEDS

(Within 2 to 4 Weeks)

- |                      |                             |
|----------------------|-----------------------------|
| 2,000 Peach Pickers  | 500 Hay Hands and Teamsters |
| 1,000 Cherry Pickers | 400 Tomato Pickers          |

Register in Denver:

At 1159 Welton Street  
Phone TAbor 7112, TAbor 7113

or at Branch Farm Labor Centers in Denver:

- |                    |                |
|--------------------|----------------|
| 801 DENARGO MARKET | PHONE CH. 3548 |
| 1316-18th STREET   | PHONE TA. 0678 |

(Or at the office of any County Agricultural Agent outside Denver)

Anyone employed in essential activities within the past thirty days must have a "Statement of Availability."



Skeleton set-ups for local advertising were furnished county extension agents which they could fill in to meet local needs and have run in county papers. For example one that was used in Larimer county:

EVERYONE MUST HELP

Precious food---millions of dollars worth of it---is being produced on Colorado farms and ranches this year. It must be saved for it is needed by our fighting men, and here at home.

SIGN UP NOW

Both skilled and unskilled workers are needed, and more will be needed as harvest progresses. Colorado State College Extension Service is recruiting workers for full-time as well as emergency work on the farms and ranches, under an agreement with the War Food Administrator as provided by Act of Congress which relieved the U. S. Employment Service of farm labor recruitment.

LARIMER COUNTY NEEDS TODAY:

- |                         |                      |
|-------------------------|----------------------|
| 15 General Farm Workers | 15 Raspberry Pickers |
| 200 Cherry Pickers      | 10 Grain Shockers    |
|                         | 10 Hay Hands         |

FUTURE NEEDS INCLUDE:

- 20 Hay Stackers
- 25 Threshing Hands
- 100 Cherry Pickers

REGISTER TODAY AT

COUNTY AGRICULTURAL AGENT'S OFFICE

P. O. Bldg. Phone 150

JUST A FEW HOURS EACH WEEK WILL HELP IMMENSELY

County Extension Agents also used their weekly news columns and local press releases in announcing the program and in keeping the public informed on local activities. Excerpts from such a column in Alamosa county:

THE COUNTY AGENT SAYS:

"Government Turns Farm Labor Over to the Extension Service

"Congress has recently passed a Joint Resolution, Public Law 45, to meet the emergency need for supplying farm labor to produce and harvest essential agricultural commodities. Under this Act the work of recruiting and placing farm labor



has been placed in the hands of the Extension Service and immediately following passage of the law a state organization was set up.....Colorado has been divided into seven districts and Alamosa county is located in District 5 comprising the counties of the San Luis Valley and the San Juan Basin. P. E. Sheppard of Monte Vista is District Supervisor.

Recruitment and placement of labor in Alamosa county is directly under the supervision of the county extension agent, Gordon Poe. An office assistant to the county agent has been appointed in each county to handle farm labor program work. Mrs. Edith T. Hansen is the office assistant for Alamosa county.....

There is a demand for year-round workers as well as for seasonal workers. At the present time the most urgent need in this locality is for specialized labor such as irrigators, sheep herders, and tractor operators. There is also an immediate need for workers to thin beets and weed peas. Many calls are being received daily at the Extension Office for these types of workers. Anyone who can do.....these types of work or any other type of farm labor is urged to call at the local county agents office and register for farm work. Farmers are also requested to call at the office or phone in their requirements for labor....."

From the PUEBLO STAR JOURNAL of September 21, 1943:

#### SOLDIERS HERE AID IN BEAN PICKING

"Responding to the appeals of onion, bean and other vegetable growers in Pueblo county for help, 18 soldiers of the Pueblo Army air base gave a helping hand Monday evening and picked 700 pounds of beans in two hours, M. V. Haines, county agent, said Tuesday.

The soldiers went into the fields after completing their day's training at the base.

Since a few days ago when permission was given any serviceman wishing to help growers in Pueblo county to do farm work, 46 have spent their one-day leaves from the base picking beans and helping farmers with the harvesting of other crops.

Haines said that civilians also can assist the growers by giving as much time as they are able after they have finished their regular work, and on their holidays. "Or anyone wishing to work all day need only apply at his office in the courthouse," said Haines.



As the season progressed press releases were made concerning the general situation and progress of the program by the Extension Service and others interested in the program.

Governor John C. Vivian, of Colorado took an active interest in farm labor problems during the entire season. He was kept informed by personal contact, weekly and special reports. The Governor occasionally supplied farm labor material for publication at his press conferences from these special reports. One such release about September 1 is quoted in full:

From Denver Post of September 5, 1943:

COLORADO HARVESTS ONE OF GREATEST GRAIN CROPS

Losses Thruout State Small In Spite of Labor Shortages

Twenty-five Million Bushels of Wheat Brought in to Set Record

30,541 Farm Jobs Filled But More Workers Are Needed.

"One of the largest and most successful grain harvests in Colorado's history" has been completed, and crop losses thruout the state due to labor shortage have been small, F. A. Anderson, director of the agricultural extension service reported Saturday to Governor Vivian. The report, submitted for Anderson, who is on sick leave, by A. J. Hamman, state supervisor of the emergency farm labor program, revealed that 30,541 farm jobs have been filled during this year's crop season in Colorado.

MUCH OF CROPS STILL TO BE THRESHED

In addition to a record harvest of 25 million bushels of wheat, the state's farms produced one of the largest crops of barley and oats in recent years, the report disclosed.

Much of these crops remain to be threshed, and there still are extensive labor requirements, the report stated.

The 1943 peach harvest, Anderson reported, is rapidly nearing completion with a record of 239 car loadings in a day. Government regulations permit heavier car tonnage this year, each car containing about 100 more bushels, or 516 to 528 bushels.

To date, 1,604 carloads and 515 truckloads of peaches have been loaded.

The pod pea harvest in southern and northern Colorado was completed early in June without loss, and is now nearing



completion in the San Luis valley, according to the report.

The San Luis valley cauliflower and head lettuce crops are moving on the market with sufficient labor to get by, but with none to spare, it was reported.

Late potato growers and sugar companies are surveying the labor situation and the extension service is planning with them to obtain sufficient help.

POTATO GROWERS ASK FOR WAR PRISONERS

Potato growers in the Eaton and Ault area have asked for 350 war prisoners to harvest one of the largest crops in many years. Prisoners are used only when other labor is unavailable, it was said. Of German prisoners in Colorado, Anderson said, only about 1500 could be used for farm work because of insufficient troops to act as guards.

Broom corn growers of Baca county also are negotiating for 250 prisoners.

About 22,000 men, women and children have been used to supply farm labor requirements, the report disclosed, and "checks in all counties indicate crops lost because of labor shortages have not materially exceeded such losses of previous years."

780 MEXICANS WORKED IN BEETS

International workers brought into the state are composed of 780 Mexican nationals, who came in during May as sugar beet hand workers. Of these, approximately 100 have been returned to Mexico because of illness or for other reasons. Other Mexican nationals have been brought into Colorado from Mexico, which makes the total about 1,150.

About 182 Japanese-Americans, the report said, have been hired from the Granada relocation camp and taken into Mesa county for work in the peach harvest.

Heavy labor demands are anticipated for the tomato, onion and dry bean harvests, all of which are just beginning.

Farmers all over the state, Anderson said, are operating with a minimum of workers and have increased their average daily working hours to twelve. A seven-day week is the rule throughout the state, he said.

Three hundred additional workers are needed for onion and tomato harvests, and the San Juan basin is short fifty to sixty hay hands, and at least 300 laborers in the pinto bean harvest starting next week."



To meet critical situations and emergencies, State Extension Director F. A. Anderson, aided in the publicity campaign by press interviews and press releases.

CRITICAL LABOR SHORTAGE ENDANGERS STATE CROPS

Fort Collins, July 8.--(UP)--"Six to eight thousand more city folks must volunteer to help harvest Colorado's major crops if they are to be harvested," said Director F. A. Anderson of the Colorado State college extension service today.

"Already the need for help is desperate in many areas, and it is likely to get worse unless everyone who can help a few days or weeks volunteers," continued Anderson, who is directing the emergency farm labor program under recent action of congress.

"We have hundreds of requests for hay hands, irrigators, milkers, shepherders, and for men who can operate tractors and combines. North Park alone will need 600 hay hands within the next two or three weeks," he added.

Anyone who can help is asked to get in touch with the county extension agent in his county, or where there is no agent, with the farm labor center.

"In the last three weeks, since we took over this farm labor job, we have had requests for 6,366 full-time or part-time workers and have only been able to supply 3,103," Director Anderson said.

"We are recruiting laborers as fast as possible but most of the emergency labor shortages are of such a nature that they must be handled quite largely by local people. Our county agents and labor supervisors are working day and nite but they must have the help of civic leaders, school officials, service clubs, church groups, women's clubs, youth organizations, city and county officials, and all others interested in winning the war.

"House-to-house canvasses have been made in some areas but more must be made. We just can't let food go to waste this year.

"Hundreds of office workers and other who will have vacations this summer and no place to go have already volunteered to help in the fields and orchards," said Anderson, "but we need thousands more. We must get their names, addresses, kinds of work for which they are qualified, and the dates they will be available.



"Farm crops won't wait when they are ready to be harvested. We must have the labor ready on short notice and be ready to direct where it is most needed," he concluded."

The most difficult part of the general educational and publicity program was to reach the farmer who, with all members of his family, was working too long hours to attend community meetings or read newspapers. Much of the information he received had to be given him when he phoned the county agent, called in person, or was contacted by some extension worker.

Farm Labor news was included in some of the weekly radio broadcasts prepared by the Editorial Service and spot advertising briefs were used in emergencies. The radio should have been used more than it was, both on a local basis and on a state-wide basis. The details of the program and the inexperience of much of the personnel employed left little time to properly prepare the needed material. A broadcast interview on July 26 included this farm labor information.

Announcer - Before I forget it, what's the latest dope on the farm labor situation, Clarence? The last information I saw seemed to indicate that the situation has evened up quite a bit from what was originally feared.

Moore - It's generally true, Ivan, that the need has been met so far. As you probably know, the extension service assumed charge of the emergency farm labor program around the first of June, and they've been doing a fine job of recruiting farm workers thru their organization.

Announcer - Yes, apparently they have. I read the other day that the service had recruited over 10 thousand workers to aid in producing and harvesting various crops.

Moore - A. J. Hamman---known to many as "Ham"--- was showing me the farm labor report as of July 17. At that time the extension service had recruited or registered 10,447 workers. This total is undoubtedly much higher than that by now.

Announcer - That's fine, Clarence. How many workers did the farmers hire?

Moore - I asked Ham the same question, Ivan, and he showed me the figures---just 9,865. In other words, you can readily see that is a pretty high percentage.



Announcer - Do you suppose, Clarence, you could give us a brief roundup of the State labor situation? As I recall the extension organization was divided up into districts. Perhaps the district resume will do the job if you have such information.

Moore - I'm glad you stated your question that way, Ivan, because that's the procedure I used in taking notes from the report of the various field workers in Hamman's office.

District No. 1 -- Denver and the six surrounding counties -- appears to be in pretty good shape with the grain harvest well underway and with no critical shortage of harvest labor apparent. As a matter of fact, a surplus of day labor in some instances was reported in and around Denver. Good year-round men are still in demand. The prices set on fresh foodstuffs seems to be causing concern and raising the question of whether or not some crops will be harvested.

The seven northeastern counties in the State compose what is known as District No. 2. Of course, there's a lot of harvesting going on and all in all the general requirements have been met with the exception of some shortage reported in Washington county. Local weather conditions have slowed harvesting in some places, which is probably an advantage inasmuch as it staggers the demand for harvesting help. Some of the field men reported concern regarding the wages being asked by some harvest help. In this territory, as well as in district 1, there is a demand for good year-round help.

Announcer - So far so good. What about the third district?

Moore - The third district includes the nine counties in southeastern Colorado. And the labor situation for the district as a whole is good. Some crops are showing the results of earlier shortages of labor, especially beets in Prowers county. Grain harvest conditions are generally good, especially in dry-land sections of the district. A lack of moisture in the upper end of the Arkansas Valley apparently is causing some concern. I haven't heard whether they have had any rain lately or not, have you, Ivan?

Announcer - No I haven't, Clarence.



Moore - District 4 is composed of Chaffee, El Paso, Fremont, Huerfano, and Pueblo counties. The labor needs in this district, which include some heavy demands for bean and cherry pickers, have been well met to date. There's been some surplus in Pueblo county but the truck gardens in El Paso county are somewhat short-handed. A lack of moisture threatens the crops in some sections. This is especially true in Huerfano county.

In the southwestern district, the demand for pea pickers is near with some concern regarding adequate labor particularly in Conejos county. With the exception of the regional shortage of year-round workers and sheep herders reported, the labor situation appears pretty well in hand.

Announcer - Coming up to the Western Slope, what is the situation in Montrose, Delta, Mesa,--let's see, there must be another county in that district, isn't there Clarence?

Moore - Yes, that's right. Garfield completes District No. 6. Right now the labor situation is generally good, but fruit growers are looking forward fearfully to peach harvest. They're going to need a lot of help then.

Announcer - Well, that just about brings us around the circle with the exception of the extreme northwestern counties. What's the dope there?

Moore - They're in the midst of the hay season and they are short on hay hands. Farmers and ranchers have exchanged labor very effectively during haying season, but there's still demand for a good many hay hands. Also there appears to be a need for some good sheep herders--more correctly there still is a need. They've generally had trouble filling requests for this particular type of labor for quite some time.

That's a pretty sketchy outline of the farm labor set up as it is, Ivan. I do hope from my rough notes that you're able to find information about the situation as it exists now.

To keep county agents and farm labor assistants throughout the state informed about the current labor situation and to provide information on deficiency and surpluses of workers, a state-wide weekly farm labor report was assembled from weekly reports and mailed to all personnel. A



copy of the report for the week ending July 24, 1943 is included on the following pages.

These reports were intended to facilitate direct contacts between counties and districts in keeping all groups of workers as mobile as possible and to provide general information on crop development.



COOPERATIVE EXTENSION WORK  
IN  
AGRICULTURE AND HOME ECONOMICS  
STATE OF COLORADO

FORT COLLINS

COLORADO STATE COLLEGE OF AGRICULTURE  
AND MECHANIC ARTS  
AND  
UNITED STATES DEPARTMENT OF AGRICULTURE  
COOPERATING

EXTENSION SERVICE

July 28, 1943

Labor Situation as of July 24, 1943

DISTRICT 1

Adams

Labor demands well met to date. Bean picking will be in full swing during coming week. Pickles and tomatoes will demand help later while beans are still being harvested. Housing problem still serious. Grain harvest progressing well with enough help. Need general farm hands to be hired by the month.

Arapahoe

Grain harvest progressing satisfactorily and about 50 percent complete. Second hay crop ready to cut. Biggest present demand is for hay hands and experienced year-round men.

Boulder

Labor situation fairly well in hand. Combining, threshing and second cutting of hay will be in progress simultaneously with heaviest demand due in next week or so.

Denver

Great numbers of people are applying for gas ration letters to secure gasoline for picking peaches on western slope. There is an adequate supply of youth and inexperienced workers but experienced general farm hands and hay hands are hard to find. Have small surplus of good married couples. Have orders on hand for 110 hay hands and 100 experienced farm hands and milkers. No other acute shortages apparent. Seventy-six vacation workers referred to jobs.

Douglas

Small grain harvest in full swing and second cutting of alfalfa hay ready and native hay harvest underway. Demand for workers increased during week. Most help being obtained by exchange of help in various communities. Anticipate increased demand for hay hands, grain harvest hands, and general farm workers this week. Labor center in Denver helping.

Elbert

Small grain harvest well underway. Hot, dry weather has advanced harvest about 10 days. Ninety-five percent of labor being supplied by trading arrangements. Five percent from outside. Sheep herders badly needed.

Jefferson

Grain mostly cut and combining and threshing underway. Labor outlook good. A few defense plant workers have been applying for year-round farm jobs.

GENERAL COMMENTS FOR DISTRICT

Labor situation generally good in the district with largest demand for hay hands and general farm workers for hire by the month or on year-round basis. Indications are that hay harvest will be well handled. There may be some shortage of bean



pickers and the housing situation at Brighton is causing some concern.

DISTRICT 2

Larimer

Grain harvest well underway with a shortage of grain shockers. This partially due to fact that seasonal workers and their entire families can make more money picking cherries. Difficulty may be temporary. Still need experienced men for irrigated farms and ranches on year-round basis. Expect heavy demand for grain shockers, hay hands, cherry and raspberry pickers during coming week. Plans underway to canvass towns for bean pickers if necessary.

Logan

Grain harvest labor demands met and harvest progressing in good shape except for railroad car shortage. Need year-round workers and general farm help. Have surplus of itinerant custom combines and trucks but they shy away from smaller jobs where needed most.

Morgan

Wheat harvest in full swing with combines short in southwestern part of county. Combine operators fear they will get behind the general northward movement through Nebraska if they stop. Have demand for year-round men or men to do general farm work by the month. Exchange of labor by farmers is helping. Have shortage of trucks to haul grain.

Phillips

Grain harvest past peak. Have filled all orders for custom combines and truck men. Have small demand for scoopers and shockers.

Sedgwick

Harvest progressing rapidly with sufficient labor, combines and trucks to handle situation.

Washington

Grain harvest in full swing and next week will see most of wheat taken care of. Have shortage of railroad cars. Hail has done considerable damage in some sections. Available labor has been far above expectations.

Weld

Grain harvest well underway. Hail did serious damage to grain crops around Briggsdale. Expect heavy demand for bean pickers during coming week and orders are starting to come in for labor to pick pickles in Fort Lupton area. Have sufficient labor so far for potato crews. Influx of itinerant grain harvest help gives reservoir to supply local needs. Expect demand for threshing crews next week. Have serious need for year-round and summer month farm workers.

Yuma

Grain harvest about 50 percent complete. Have had surplus of harvest workers and directed them to counties west and north. Combines have been coming in in large numbers. Have some unfilled requests for year-round workers.

GENERAL COMMENTS FOR DISTRICT

Indications are that grain harvest will be taken care of with much less trouble than anticipated earlier in the season. Only difficulty reports is in some isolated communities where custom combines and trucks shy away from smaller jobs fearing that they may get behind the harvest as it moves northward. Railroad car shortage



reported. Larimer County demands will be heavy in the immediate future when cherry picking, bean picking, grain harvesting and second cutting of hay overlap. The chronic shortage of general year-round and summer month help continues.

DISTRICT 3

Baca

Harvesting practically complete with no requests for labor received this week. Hope to arrange for about 500 prisoners of war labor to take care of broom corn August 23 to November 15.

Bent

Grain harvest practically complete. Beet hoeing still in progress. Labor supply good.

Crowley

Beet hoeing practically complete, and hoeing of beans, cabbage, tomatoes, onions, pickles and corn should be nearly completed during coming week. Picking of beans and pickles will reach peak next week. Labor supply about equal to demand.

Kiowa

Grain harvest practically complete with adequate help available. Excellent cooperation on exchange of labor. Entire families worked during harvest.

Kit Carson

Seventy-five percent of wheat harvest complete. Labor demand and supply both lighter this week. Some harvest hands have stayed to cultivate row crops. Increased number of itinerant workers have been called back to local draft boards for induction. Short notices have inconvenienced employers in some cases.

Lincoln (July 17 report)

Cool weather will delay peak of grain harvest until middle of next week. Labor supply good at the moment with a sufficient number of combine operators coming in from Texas and Kansas. Railroad car situation improved.

Otero

Some demand for labor for beans and onions. Harvest of small grains practically complete. Second cutting of alfalfa starting with some demand for hay hands. Bean picking has taken up most of surplus labor except youth, who will no doubt be employed during coming week. Also expect to get some help from Crowley County for peak of bean harvest. Current labor situation good.

Prowers

Beet hoeing still in progress. Grain harvest nearly completed. Have a number of requests for hay hands but no critical shortage.

GENERAL COMMENTS FOR DISTRICT

Labor supply generally good throughout district with small surplus reported in some localities. Most of valley too dry. This especially true in dry land sections and on range land. Irrigation still holding up well in most sections but may be short later. Will have demand for additional outside labor starting about August 23 to take care of broom corn, corn, tomato, onion and beet harvesting lasting through to about November 15.



DISTRICT 4

Chaffee

Short on experienced general farm hands and will need about 25 men August 1 in native hay. Otherwise, labor adequate for the present. Farmers exchanging labor to good advantage.

El Paso

Short of grain harvest help in eastern part of county and have increased demand for labor for bean weeding. Also need additional help in truck gardens. Can also place general farm and dairy workers and hay hands.

Fremont

Cherry and bean harvest practically complete with adequate labor. Picking of early apples and peas starting with enough help. Can use 50 to 100 hay hands within next two weeks. Also have demand for experienced year-round men. Peas are being picked in mountain district. Do not anticipate any serious difficulty before fall harvesting of fruits and vegetables about September 1.

Huerfano

Winter wheat harvest about complete. Labor requirements well taken care of at present except for some shortage of sheep herders. Drouth continues to be most serious problem in this county.

Park

Have demand for cooks on ranches. Will need about 300 men August 1 to 10th for haying.

Pueblo

Have several orders for Spanish-American families for beet contracts. Local demand for hay hands has been met. Cherry crop was harvested with labor to spare. Continue to have some difficulty with growers requesting labor and then refusing to use it after recruited. Only serious shortage is in skilled dairy hands.

GENERAL COMMENTS FOR DISTRICT

El Paso County continues to report a shortage of all types of farm labor. Immediate needs in most other counties well taken care of except for dairy hands in Pueblo County. Fruit and bean harvest nearly complete. Area generally short of moisture.

DISTRICT 5

Alamosa

Pea picking about completed and most hay up. About 75 Victory Farm Volunteers are picking peas. Have provided Conejos County with a good many pea pickers. Still have some demand for day laborers, year-round help, and sheep herders, otherwise labor situation good.

Conejos

Early pea picking now just passing peak and will slacken off until later peas come on in ten to fifteen days. Early crop handled without any appreciable loss due to shortage of labor. Many pickers come from Costilla County and New Mexico. Could use about 300 additional pea pickers. Increased number of women, boys and girls from towns picked peas this year.



Dolores

No great demand for labor at present. Farmers getting by with family helping. Bean hoeing season nearly over. Help will be needed latter part of August for bean harvest.

La Plata

Peak demand will come during month of August. No critical shortage at the moment.

Montezuma

Fall wheat harvest has started. Potato harvest and second cutting of hay also starting. Do not anticipate any serious labor shortage until bean harvest starts about September 1. Bean hoeing in full swing but local labor adequate.

Rio Grande

Have demand for experienced farm hands who can irrigate. Haying about completed. Enough outside help has arrived to take care of present demand for peas and other vegetable crops.

Saguache

Pea harvest well underway with enough labor. Shortage of general farm hands, however. First cutting alfalfa about up and about half of wild hay is stacked. Have demand for some additional hay hands. Rain badly needed.

## GENERAL COMMENTS FOR DISTRICT

With the exception of demands for specialized help there has been no acute shortage in the district so far this season. Singular success has been experienced in trading of labor especially in hay operations. More moisture is needed all over the district with Saguache County particularly dry.

## DISTRICT 6

Delta

Principal demand for experienced farm hands who can irrigate. Transportation difficulties make it hard to use youth. Bean picking will start next week and second cutting of hay will begin in lower area.

Garfield

Have orders for 16 men who can handle horses. Otherwise, labor situation good.

Gunnison

Haying just starting. Farmers trading labor and a good many laborers have come in from Kansas wheat fields. Peak of harvest will be August 1 to 15. Present outlook is for adequate labor.

Mesa

Present demand for labor slow. All in all labor picture looks favorable for harvest including peaches.

Montrose

Need general farm and ranch hands, sheep herders and hay hands. Trading labor, however, is getting farmers by.

## GENERAL COMMENTS FOR DISTRICT

General situation good. No critical labor shortage reported anywhere in district. Early fruit has been harvested. Early potato harvest underway. Weeding of beets and beans progressing.



DISTRICT 7

Grand and Summit

Have heavy demand for hay hands.

Jackson

Labor adequate so far but haying about to get underway. We will need all men we can get. Having trouble with transportation getting men out of Denver on bus line.

Moffat

Haying completed in all dry land sections and mostly up in irrigated sections except for native hay which is still being put up. Winter wheat ripening rapidly and will be cut soon. Exchange of labor working well and indications are that supply will be adequate for future needs. Rain badly needed.

Rio Blanco

Haying operations have started on native grasses. Will need about 22 hay hands next week. Heavy rain helped relieve drouth conditions.

Routt

Haying in full swing. Many orders for hay hands unfilled. Boys and girls 11 to 17 years of age are working in carrots, tomatoes, and berries. Spinach and lettuce are being handled by women from towns. Grain harvest will start in about a month.

GENERAL COMMENTS FOR DISTRICT

Peak demands for hay hands just around the corner with situation regarded as serious. Rain needed in some sections particularly in Routt and Moffat counties where grain and potato crops are suffering.

A. J. Hamman  
State Supervisor  
Emergency Farm Labor Program

(9189-43)



COLORADO FARM LABOR REPORT AS OF July 24, 1943  
(Accumulative)

	*Total This Week	** Prev. Total	*Total to date
<b>Number of workers recruited or registered for:</b>			
Year-round work	137	796	933
Summer month work	400	2553	2953
Heavy seasonal work	589	2440	2829
Light seasonal work	1799	4998	6797
Total workers recruited	2925	10587	13512
<b>Number workers ordered by farmers</b>			
Year-round workers	227	1521	1748
Summer month workers	223	1756	1979
Seasonal workers	3549	14783	18332
Total workers ordered by farmers	3999	18060	22059
<b>Number workers referred to farmers</b>			
Year-round workers	157	794	951
Summer months workers	188	1227	1415
Seasonal workers	2784	9915	12699
Total workers referred to farmers	3129	11936	15065
<b>Number workers hired by farmers</b>			
Year-round workers	96	485	581
Summer month workers	158	976	1134
Seasonal workers	2352	8481	10833
Total workers hired by farmers	2606	9942	12548
<b>Estimated additional workers needed next week:</b>			
Year-round workers	329	XXX	XXX
Summer month workers	354	XXX	XXX
Seasonal workers	3084	XXX	XXX
Total estimated additional workers needed next week	3767	XXX	XXX
<b>Approximate number of workers now available for placement next week</b>			
	894	XXX	XXX

\*Preliminary (reports from 1 county not in)

\*\*Includes late reports for previous week.



COOPERATIVE EXTENSION WORK IN AGRICULTURE AND HOME ECONOMICS

U. S. Department of Agriculture  
State Agricultural Colleges, Cooperating

Extension Service  
Washington, D. C.

ANNUAL REPORT OF COUNTY FARM LABOR PROGRAM

This report form is for use by the county agricultural agent in making a statistical report on the Farm Labor Program in the county. It should include all farm labor activities of agents employed on regular Extension funds, of office and field assistants and all other persons employed on farm labor funds, and of services performed by U. S. Employment Service that were paid for under contract with the State Extension Service. This report covers the farm labor activities for the period April 29 to December 31, 1943.

State Colorado County All counties - summary

		Total days devoted to Farm Labor
1. Days devoted to Farm Labor by:		
a. Extension agents employed on regular Extension funds: (estimate)		
County Agricultural Agent		<u>43</u> 1581
(Name) (Address)		
Other Extension employees on regular Extension funds. (Include home demonstration agent, club agent, assistant agents, negro agents, office secretary and clerks.)		<u>12</u> 278
b. Personnel employed on Farm Labor funds. (Include office assistants, field assistants, clerical, per diem employees, WIA and VFV assistants, camp managers, nurses, etc.)		
Name	Title	Employed From To
	Clerk and Field Assistant	<u>7</u> 895
	Clerk	<u>35</u> 3984
	Field assistant	<u>15</u> 2190
	District supervisor	1169
(Continue on page 4 if necessary)		
c. Man days devoted to farm labor by employees of the U. S. Employment Service paid from farm labor funds under contract with the Extension Service. (Include only that time devoted to Farm Labor in the county for which this report is made. Eight hours of work should be considered a man day for employees devoting part time to Farm Labor.)		
Placement officers, interviewers and field assistants		<u>0</u> 0
Clerical		<u>0</u> 0

2. Placement offices operated: (Locations where farmers can place orders for workers and from which workers are assigned to employers. List on page 4 offices other than county agent's office, showing location, date opened and date closed.)		Yes-42
a. Was county agricultural agent's office used as a farm labor placement office?.....	<u>49</u>	No 7
b. How many other placement offices were operated by personnel employed by Extension Service? (Include camps to which placement officers were assigned).....	<u>15</u>	18
c. How many U. S. Employment Service offices located in county made farm labor placements in the county under contract with Extension Service? .....	<u>0</u>	0
d. How many placement offices were operated by volunteer leaders? .....	<u>12</u>	43

3. Composition of County Farm Labor Advisory Committee - number of members who are:				
a. Representatives of public agencies:	(1) Men.....	<u>24</u> 104	(2) Women.....	<u>4</u> 8
b. Lay members:	(1) Farm Men ..	<u>42</u> 376	(2) Farm Women.	<u>5</u> 10
	(3) Other Men..	<u>19</u> 65	(4) Other Women	<u>3</u> 4

4. Number of Sub-Committees of the Farm Labor Advisory Committee:	
a. City, town or village mobilization committees .....	<u>14</u> 47
b. Victory Farm Volunteer (Youth Program) sub-committees .....	<u>11</u> 27
c. Women's Land Army sub-committees .....	<u>1</u> 1
d. Camp and other - list: .....	<u>3</u> 9



Yes 30  
No 19

5. a. Was County Farm Wage Board appointed? 49 No 19 b. Number of hearings held 23 41
6. Number of voluntary leaders assisting with the Farm Labor Program. (Include members serving on committees reported in Questions 3 and 4).
- a. Neighborhood leaders ..... 34 1102
  - b. Other Extension leaders ..... 27 309
  - c. Leaders in cities, towns, villages, - i.e., school teachers, O.C.D., Service Clubs, etc... 27 343
7. List other Federal, State and local agencies (schools, city officials, defense council, AAA, FSA, etc.) that assisted with the Extension Farm Labor Program:

8. Number of orders placed by farmers (requests by the same farmer for 4 workers on June 10, and for 8 workers on August 1 are two orders)..... 49 24338
9. Estimated number of different farmers with whom one or more workers were placed ..... 49 13667
10. Total number of farm labor placements ..... 49 63763

11. Estimated number of these placements that were for:
- a. 1-3 days ..... 41 18020
  - b. 4 days up to one month ..... 46 28635
  - c. 1-5 months ..... 40 14063
  - d. (Longer than 5 months) ..... 43 3045

12. Estimated number of different individuals placed:

	Men	Women	Youth (under 18)
a. For seasonal work (5 months or less) .....	<u>49</u> 28749	<u>39</u> 4024	<u>45</u> 7757
b. For year-round work (longer than 5 months) .....	<u>43</u> 2347	<u>12</u> 51	<u>12</u> 252

13. Estimated number of different youth placed for farm work by age group:
- a. (1) Boys under 16 years of age ..... 30 3025 (2) Boys 16 & 17 years of age ..... 45 2642
  - b. (1) Girls under 16 years of age .... 23 1723 (2) Girls 16 & 17 years of age .... 25 1306

14. Estimated number of different youth (under 18) placed, who lived in:
- a. The farm home where employed ..... (1) Boys 38 968 (2) Girls 13 117
  - b. Farm labor camps ..... (1) Boys 3 440 (2) Girls 4 315

15. Special groups of workers:

Number of different individuals placed.	: Number of : Workers placed :		Type of seasonal job (commodity & operation).
	: workers : on seasonal jobs :	: placed in : (5 months or less) :	
:	: year-round :	: Average :	If more than one job or commodity show percentage of man days devoted to each.
	: jobs : (longer : than 5 mo.):	: Number : worked :	
a. Intrastate workers transported and/or housed by the Extension Service	:	:	:
b. Interstate workers transported and/or housed by War Food Administration	:	:	:
c. Foreign workers transported and/or housed by War Food Administration <u>1/</u>	:	:	:
d. Japanese evacuees	:	:	:
e. Prisoners of war	:	:	:
f. Conscientious objectors	:	:	:
g. Inmates of penal and corrective institutions	:	:	:
h. Members of military services on passes	:XXXXXXXXXX:	:	:
i. Troops assigned in units	:XXXXXXXXXX:	:	:
j. Other (specify) State Totals	<u>8</u> 441	<u>44</u> 8406	:

1/ Include workers for whom contracts had been executed before Extension Service assumed responsibility for placement.







Suggestions and recommendations for improvement of  
program in 1944

1. Colorado wishes that the Washington office; would take a more definite stand on relationships with the War Manpower Commission and the United States Employment Service.
2. Urge the discontinuation of industrial recruitment in strictly rural areas and the removal of United States Employment Service offices from such areas. The U. S. Employment Service has persuaded county commissioners and civic groups to give financial support to the continuation of employment offices in communities where there are no industries except local processors of agricultural products that have to be processed close to the point of production.
3. Accept certifications of need for additional workers without approval of the United States Employment Service and the War Manpower Commission. This procedure is a duplication of effort by two public agencies and some of those who have final powers of determination do not understand the importance of timeliness in harvesting perishable crops.
4. Reports required by the Washington office should be determined early so that suitable county records can be developed to supply necessary information.



## PUBLICATIONS

Two leaflets were prepared for use in connection with the employment of inexperienced farm workers and more especially for non-farm youth and farmers who employed them. They were designed primarily for the orientation of Victory Farm Volunteers and other non-farm youth and not as job instruction. Both of these leaflets are enclosed in an envelope on the back of this report.

In HOW TO FIGHT ON THE FARM FRONT we hoped to give the youth some suggestions that would make him feel as much at home on the farm as possible, and feel that he could conduct himself without displaying total ignorance of some of the fundamental principles of farm life.

The leaflet for farmers was an attempt only to remind the employer of a few principles he already knew, but which he might overlook in the rush of work with which he was confronted.

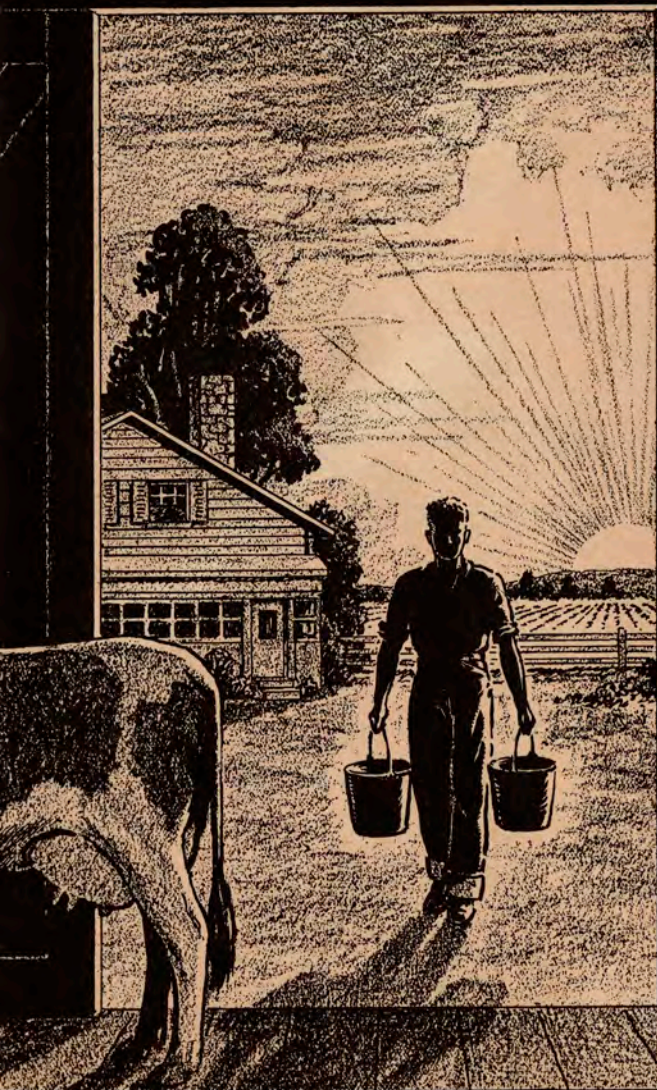
Literature furnished from Washington was also distributed throughout the state. The effectiveness of both the Washington and Colorado bulletins and leaflets was relatively small because the season was too far advanced before either became available. Personal instructions and supervision had to be used at the time the placements were made or on the job when possible.







# How to *Fight* on the **FARM FRONT**



EXTENSION SERVICE  
**COLORADO STATE COLLEGE**  
FORT COLLINS

MAY, 1943



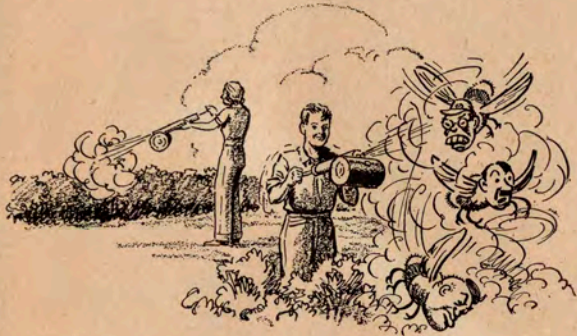
# How to Fight on the Farm Front

By A. J. HAMMAN

State Supervisor Emergency Farm Labor

Every available person is needed to help win this war. Every available person means every able-bodied boy and girl in every city, town, and village. American men and boys are dying today beside men and boys from the other United Nations. All of us who are not needed at the front and all of us who cannot fight with guns, ships and airplanes are needed to fight in the battles of the home front. This war is the first business of every single person living in America.

There are two of these home-front battles. One of them is slowly being lost because the army fighting it is too small. This is the battle of food production. That is one of the reasons we have more and more food rationing.



Farm corps scores decisive victory in battle of the bugs.

The boys in the Army and Navy are eating more than they ever consumed at home because they are working harder and longer hours. Some of the food we ship to them is being sunk by the enemies' U-boats. We must grow more food to make up for these losses, the increased needs of our fighting men, and ourselves. We need more food at home because more and more people are working harder than they have ever worked.

Our farmers' sons and hired men have been called to fight, make guns and ammunition, and to build ships and planes. All of us must help our farmers and ranchers produce every ton of hay or sugar beets, every pound of meat and butter, and every can of fruit and vegetables which their farms are capable of producing. If we don't, we may lose this war. If our fighting men don't get

food they can't protect themselves against the enemy and fewer of them will come home when the fighting stops.

Will you join the "Victory Farm Volunteers" and help win this war by helping some farmer in Colorado make a real food factory out of his farm this summer? Maybe you can get the boy or girl across the street or on the other side of town to join too.

Now that you have the idea of what is needed and why it is needed, let's look this farm job over a little and see what it's like.

## Farm Life—A Good Life

In the first place it is just about the most healthful and interesting kind of work there is. Some of it is hard work and some of it is very easy, as any farm boy or girl can tell you. In fact, nearly all worth while work is a mixture of hard and easy jobs. There are so many different kinds of work done on farms and ranches that we can't describe them here. There also are many different kinds of farms; some specialize in certain kinds of crops and some specialize in certain kinds of livestock or poultry. Perhaps you can select the kind of farm you would like to work on right in your own community.

Then there are the farm people. Nearly all of them are friendly people who like to show other folks how they raise livestock and grow crops. They will be glad to have you help them feed America in this great emergency.

You may have several friends among the farm boys and girls in your school or community. Perhaps you can arrange to help on one of their farms this year.

When you have made arrangements to work on a farm or ranch, the next thing to do is to get yourself suitable clothing. Old clothes you have around home may be sufficient except for shoes. Shoes for farm work should be shoes and not oxfords, and should be roomy enough to walk in. Oxfords will get full of dirt and gravel. You can find out about other clothes from the farmer. If you buy new clothes be sure they are large enough. Overalls that are too large at first will shrink with washing. They should be too long at first. Turn them up in a long cuff and have the cuffs sewed down.

## You Will Be Expected to Work

When you get to the farm remember you are there to work, but don't undertake jobs that you don't understand until your new boss has given you instructions. Don't overdo yourself before you get used to the work. It will take a few days to get in training.

**How to Learn.**—1. Pay close attention to instructions and then repeat them and show the boss that you can do the job like he did it while instructing you. Ask questions to clear up points that are not clear, but don't become a continuous question box.

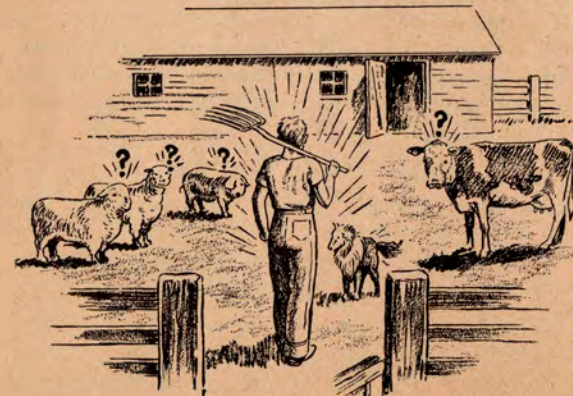
2. You will learn many things by watching and listening to other persons on the farm. You can't hear or learn either while you are talking.

3. If you are a boy you will find that farm work is something like playing football. There are many systems used in winning the farm game, but every farmer has his own system. It is generally disastrous to mix systems, so follow his instructions as closely as possible.

**Working with Machinery.**—1. When you work around power-driven machinery, keep your shirt sleeves rolled up or tightly buttoned. Put your jumper inside your overalls. Don't get closer to moving machinery than necessary. Don't put your hands or feet where moving parts will catch or hit them.

2. Never get in front of the cutting bar of a mowing machine when the tractor is running or a team is hitched to it. Work from behind all implements that can be drawn into you or over you.

**Working with Livestock.**—1. Try to develop a love for the farm animals. They are wonderful creatures to know and are very valuable in these times.



Make friends with farm animals. They have personalities all their own.



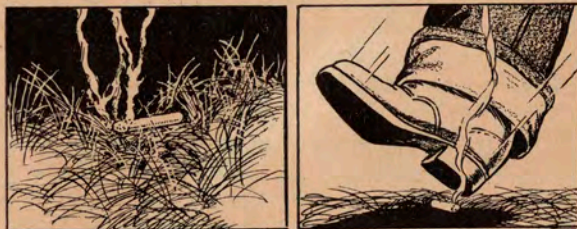
2. Never approach horses or cattle when they can't see you until you have spoken to them. Be kind to all livestock and don't act afraid of them. A good teamster is more careful of his horses than he is of himself. It is not foolish to talk to animals. The sound of a quiet controlled voice gives them confidence in panicky situations. Talk to them often so they will always know you even if they can't see you.

**Taking Care of Tools.**—Take care of the tools and equipment you work with. They are valuable and may not be replaced in wartime. Don't waste feed and other supplies and material you have to handle or use.

#### How to Behave

It is hard to set regular and exact hours of work on a farm. The weather and many other things interfere with schedules. Don't expect city regularity. A long, hard day is very often followed by a short easy one.

Don't expect a lot of entertainment and holidays. The boys on the fighting front have little fun and no holidays.



If you must smoke, bury the butt.  
A careless cigarette may mean a costly fire.

**What About Smoking?—Special Don't**—Never smoke around barns, corrals, feed yards, haystacks and places where there is straw or trash that will burn. If you must smoke, always break the match in two before throwing it away. Always crush any burning cigarette, cigar, or burning tobacco thrown away and cover it with soil.

#### How to Get a Farm Job

Enroll as a Victory Farm Volunteer with your high-school farm adviser or at your county agent's office. Have your parents or guardian sign the enrollment card.

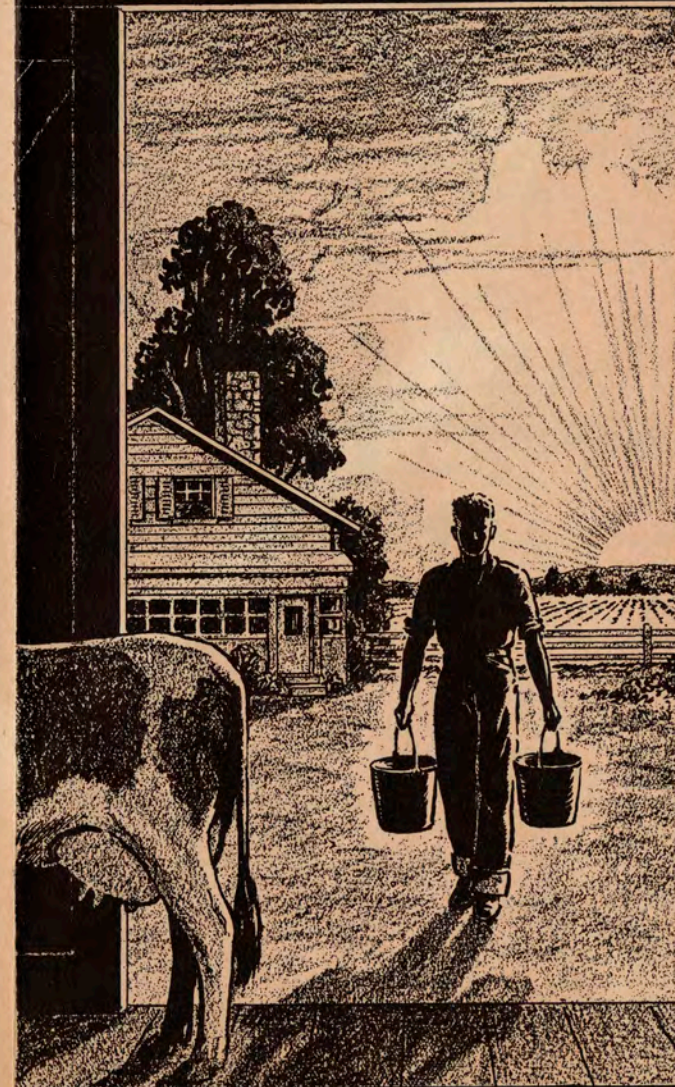
If you or your parents know farmers in your community, contact them and make your own arrangements if you can. If you are not acquainted with local farmers, keep in contact with the county agent's office until they find you a place.

#### VICTORY FARM VOLUNTEERS



The Farm Front needs you! The man behind the hoe can help the man behind the gun.

# How to *Fight* on the FARM FRONT



Cooperative Extension Work. Printed and Distributed in  
Furtherance of Acts of Congress of May 8 and  
June 30, 1914. May 1943

EXTENSION SERVICE  
**COLORADO STATE COLLEGE**  
FORT COLLINS  
MAY, 1943



# Some Suggestions *for Using* Inexperienced **FARM HELP**



EXTENSION SERVICE  
**COLORADO STATE COLLEGE**  
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MAY, 1943



# Some Suggestions for Using Inexperienced Farm Help

By A. J. HAMMAN

State Supervisor Emergency Farm Labor

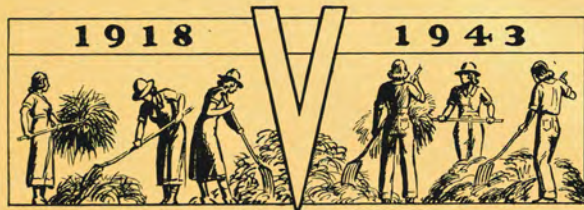
We are fighting a war with a group of nations that have completely mobilized all their own citizens for farm and war work. They have also made slaves of millions of captive people and are adding to this enslavement daily.

To win this war, we must produce every ton, bushel, and can of food it is possible to produce. Our boys in the armed forces expect us to keep the food going to them. Our allies are increasing their production. Australia has furnished to our armed forces in the Far East more meat than we have furnished England and Russia. We also need more food at home.

The farm labor problem is critical; not because of a total labor shortage but because too many workers are not working fulltime or because many are not working on essential work.

There are thousands of high-school boys and girls in our cities and towns who can help during the summer vacation, over weekends, and special school recesses. They are being asked to volunteer for farm work on a fulltime summer basis or for seasonable jobs such as thinning, hoeing, and harvesting.

These young people are a tremendous source of manpower when properly organized and directed. They are green and inexperienced but they can be broken in to do good work. Many city high-school boys and girls made excellent hands in the critical times of 1918 and 1919. With few exceptions they were much better than no help at all.



They did it before; they can do it again.

It is impossible to train such workers to do all kinds of farm and ranch work before they get to the farm. Most farm and ranch operators prefer to train for their own particular type and system of operating. It takes more time and patience to break these workers in but such efforts paid dividends in the last war where properly applied. For those who can use them, two or three boys

will do better than one. One boy, unless he is near home or well-acquainted with the farm family, may become discouraged and quit. More than two or three boys may present too great a problem in supervision, unless they can be used in crews or gangs under close direction.

There are several thousand adults in towns and cities who can spare time to help on food production. Many of these have had farm experience. Some industrial plants have arranged to grant vacations to their workers during peak seasons of farm work.

## Before the New Help Arrives

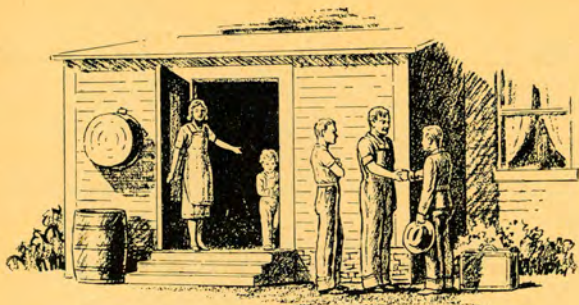
If the new help is a town high-school boy or girl, or other inexperienced worker and is to live on the farm:

1. Have the family ready to receive him or her as a member of your family.
2. Provide living quarters that compare favorably with those of your own son or daughter.
3. Have living quarters ready to be occupied when the new help arrives.
4. Arrange a schedule of farm chores and other work. Divide the unpleasant jobs among as many people as possible. Don't give all the drudgery to the new boy or girl.
5. If you can, call on the parents of the new boy or girl before he or she comes to the farm. Or invite him and his parents to visit you at the ranch and show them around and explain what you expect the boy to do.
6. Think through the proper way to instruct the new worker on each job. Select the key points for special attention.
7. Keep all farm equipment in good working order.
8. Eliminate working hazards.
9. Remember to let them start easily. You would not break a young colt by putting him on the plow 10 hours a day without time out to rest.
10. Remember! Anyone with the authority can discharge the best ranch hand in Colorado. A little extra patience and understanding can often make a top hand of a person who at first shows very little talent for the job.

## When the New Help Arrives

1. Meet the new help in a friendly manner. Make them feel at home. Treat them as you would like to be treated if you were in their place.
2. Introduce them to the family and other workers on the place.
3. Show them their quarters, places to put their clothes, and explain the family routine to them (work hours, mealtime, etc.).





Come right in and make yourself at home;  
supper's almost ready.

4. See that they have proper work clothes. If they haven't, arrange so that they can get them as soon as possible.

5. Show them how to wear their work clothes to avoid accidents with machinery and to give the worker the best protection.

6. Point out all dangerous equipment and places. Fully explain practices and methods of avoiding injury to themselves or damage to equipment and property.

#### **Before You Let Them Handle Livestock**

1. Explain and show them how to approach and handle livestock. Show and explain how to harness, hitch up and unhitch a team. Name the parts of the harness as you show them. (One tug left hooked after the blind bridle is taken off may cost a life, a horse, or an implement.) An inexperienced person may be seriously injured by an old gentle work horse because of not knowing the practices the horse is used to.

2. If they are to feed and care for livestock or poultry, explain everything you do—why you do it and show them how to do it quickly and properly.

#### **Tools and Equipment**

3. Have regular and safe places for tools and equipment (especially pitchforks, etc.). Be sure the new boy knows these places and why the tools must be kept there. Explain (for example) why a pitchfork or rake with tines up lying in the yard may cause serious injury to himself or others, or how a gate that is not properly closed may cause the loss of a valuable farm animal.

4. Show and explain how to care for equipment and supplies.



A garden tool not put  
away  
May cause an accident  
some day!



