



BIENVENIDOS al  
SERVICIO de EMPLEO del ESTADO de WISCONSIN



WELCOME TO  
THE WISCONSIN STATE EMPLOYMENT SERVICE

Wisconsin Department of Industry, Labor and Human Relations  
Employment Security Division



The State Employment Service has 3 main objectives:

- To:
1. Help people get good jobs
  2. Help employers find workers
  3. Help communities develop their manpower resources

To meet these objectives, the employment service provides:

1. Job Training
2. Labor market information
3. Job placement service
4. Vocational counseling

To receive all the services that are offered, it is necessary to explain on the application all of your work experience, all of your volunteer activities, and your education. Give us a telephone number if at all possible. If you don't have a telephone, use the number of someone who will pass a message on to you.

Employers frequently require workers to have a valid Wisconsin driver's license. If you don't have one, try to get one.

We can do more than just refer you to jobs. We can help you get training in a job skill so that you can get a better job. In some cases, you can be in training and receive a living allowance. If you're interested in this service, ask about it.

Many people have problems with the English language. If you have trouble with English, answer the questions in Spanish. We will have someone help you.

There are agencies in town that offer basic education classes. They are often free, or else charge a small fee. If you are interested, ask us about them.

The information you give determines which jobs you qualify for. It is important that you explain all your work experience, educational attainment, and volunteer activities. Again, if you have difficulty with English, write in Spanish. Don't forget, these are your services, ask for them.

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La Oficina de Empleos tiene 3 objetos principales.

1. Asistir personas conseguir trabajo prospero
2. Asistir patrones con su necesidad de obtener trabajadores educados
3. Asistir comunidades en el desarrollo de sus habilidades de trabajo

Para cumplir estos objetos, la oficina de empleo ofrece ciertos servicios

1. Ofrece educación para poder manejar trabajo particulares.
2. Ofrece información acerca de la mano de obra.
3. Ofrece servicio de acomodar en trabajos.
4. Ofrece consejeros vocacionales.

Para poder recibir todos los servicios que se ofrecen, es muy necesario explicar en la aplicación todas sus experiencias educativas. Es para su beneficio submitir algun número de teléfono donde se le pueda llamar. No es necesario que sea teléfono de Ud.

Frecuentemente, patrones requieren que los trabajadores tengan licencia de manejar. La licencia debe ser autorizada por Wisconsin si piensa radicar aquí. Si no la tiene, haga la lucha de obtenerla. Hay manera de tomarla en español.

Podemos hacer mas que allarle un trabajo. Tambien podemos ayudarle a conseguir entrenamiento para un trabajo mejor. En algunos casos puede estar aprendiendo y le pagan al mismo tiempo. Pida este servicio si Ud. gusta.

Mucha gente tiene problema con el idioma inglés. Si Ud. tiene problema con el inglés, puede contestar las preguntas en español. Tendremos alguien para que le ayude.

Hay agencias en la ciudad que ofrecen clases de educación básica. Muchas veces son gratis o si no, cobran algun precio minimal. Si Ud. gusta este servicio, pidalo.

La informacio que Ud. nos da nos ayuda a encontrarle el trabajo al que Ud. clafica mas. Por eso es necesario que explique, todas sus experiencias, abilidadades, y educacion. Repito! Si tiene problemas con el ingles, escribalo en Espanol.

!NO SE LE OLVIDE QUE ESTOS SERVICIOS SON SUYOS!

!USELOS!



Need someone to help you resolve your problems?

We have Spanish-speaking Employment Service Migrant Specialists whose only job is to help both employers and migrants!

They can tell you about:

- \* Laws that protect both migrants and employers and the agencies that enforce them - - such as Workmen's Compensation, Equal Rights, Social Security Benefits, Migrant Housing Regulations and others.
- \* Services such as education, day care for children, health care - - and can arrange for you to see the people who operate these services.

They can help:

- \* Straighten out minor disagreements about pay, housing, and working conditions.
- \* Find workers for seasonal and fill-in jobs, and jobs for seasonal workers.
- \* Find permanent jobs in Wisconsin for migrants. We work through settlement agencies to help find the kind of jobs needed and wanted.

JUST GIVE US A CALL AT ANY OF THESE WISCONSIN STATE EMPLOYMENT SERVICE OFFICES NEAREST YOU:

Beaver Dam Farm Labor Trailer- phone (414)  
887-7161

Wautoma Office - phone (414) 787-2159

Sturgeon Bay Seasonal Office - phone (414)  
743-5594

WE'RE GLAD TO HELP - - -



¿Necesita alguna persona que le ayude a resolver sus problemas?

La Oficina de Empleos de Wisconsin tiene especialistas en problemas de migrantes de habla español con el unico objeto de ayudar a migrantes y a los patrones.

Le pueden decir de:

- \* Leyes para proteger a Uds. y a los patrones, y de las agencias que hacen cumplir las leyes. Como los departamentos de Compensación para Trabajadores, Igualdad de Derechos, Beneficios de Seguro Social, Reglamentos de casas para migrantes, y muchos mas.
- \* Servicios como educación, escuela y cuidado para niños chicos, salubridad, y pueden hacer arreglos para que Ud. vea las personas quienes operan estos servicios.

Ellos pueden ayudar:

- \* A resolver mal entendimientos sobre pago, casas, y condiciones de trabajo.
- \* A encontrar trabajadores temporales (migrantes) para trabajos de temporada y encontrar trabajo para trabajadores migrantes.
- \* A encontrar trabajos permanentes en Wisconsin para migrantes.

Nosotros trabajamos con otras agencias y departamentos para ayudarle a encontrar la clase de trabajo que necesita y que quiere.

Llame a una de estas Oficinas de Empleos de Wisconsin mas cerca de Ud:

Beaver Dam Farm Labor Trailer - teléfono (414) 887-7161

Wautoma Office - teléfono (414) 787-2159

Sturgeon Bay Seasonal Office - teléfono (414)

743-5594



The Wisconsin State Employment Service has committed itself to render all possible services to migrant workers .

If you need:

Employment  
Housing  
Welfare  
Child-care  
Medical Assistance  
Dental Assistance  
Legal Assistance  
Food  
Transportation

Or any other supportive service, contact the nearest WSES office and every effort will be made to assist you.

If you feel as though you have been wronged by any agency or individual, the WSES will document your complaint and use every available method to reach a mutually agreeable solution.

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La Oficina de Empleos del estado de Wisconsin se ha cometido a rendir toda clase de servicios para los trabajadores migrantes.

Si necesita:

- Trabajo
- Alojamiento (casas)
- Servicios Sociales (welfare)
- Cuidado de niños
- Asistencia médica
- Asistencia dental
- Asistencia legal
- comida
- transportación

O cualquiera otra asistencia, contacte la Oficina de Empleos mas cercana de su residencia y todo esfuerzo será hecho para ayudarle.

Si Ud. cree que una agencia o individuo le ha hecho una injusticia la Oficina de Empleos documentará su queja y usará todo metodo posible para llegar a una solución agradable.



## WISCONSIN STATE EMPLOYMENT SERVICE

### *Employment Security Division*

Department of Industry, Labor and Human Relations

#### DISTRICT OFFICES:

ASHLAND	220 Sixth Ave., West
BEAVER DAM	138 Front Street
BELOIT	417 Harrison Ave.
EAU CLAIRE	418 Wisconsin Ave.
FOND DU LAC	201 S. Marr Street
FOX VALLEY (Menasha)	1313 Midway Road
GREEN BAY	330 S. Jefferson St.
JANESVILLE	211 N. Parker Drive
KENOSHA	1016 56th Street
LA CROSSE	508 Fifth Ave., South
LANCASTER	925 N. Madison St.
MADISON	206 N. Broom St.
MANITOWOC	1110 S. Ninth Street
MARINETTE	Dunlap Square Bldg.
MARSHFIELD	349 S. Central Ave.
MILWAUKEE	819 N. Sixth Street
OSHKOSH	215 Waugoo Ave.
PLATTEVILLE	Wis. State University
RACINE	618 Sixth Street
RHINELANDER	Schiek Plaza
SHEBOYGAN	934 Michigan Ave.
STEVENS POINT	1101 Third Street
SUPERIOR	1616 Tower Ave.
WATERTOWN	119 N. third Street
WAUKESHA	383 W. Main St.
WAUSAU	714 First Street
WIS. RAPIDS	1681 Second Ave., S.





# **WISCONSIN**

ANNUAL FARM LABOR REPORT

## **FOOD PROCESSING AND AGRICULTURE**

**1972**

Wisconsin Department of Industry, Labor and Human Relations  
Wisconsin State Employment Service



FARM LABOR REPORT

ES-225

1972

Prepared by:

RURAL TRANSFER SERVICES

MISSOURI STATE EMPLOYMENT SERVICE

V. J. WALSH, Administrator

A division of the Department  
of Industrial, Labor and Human  
Relations.

JOHN W. L. LEWIS, Chairman

JOHN C. BROWN, Commissioner

WILLIAM D. JOHNSON, Commissioner





FARM LABOR REPORT

ES - 225

1972

Prepared by:

RURAL MANPOWER SERVICES

WISCONSIN STATE EMPLOYMENT SERVICE

F. J. WALSH, Administrator

A division of the Department  
of Industry, Labor and Human  
Relations.

PHILIP E. LERMAN, Chairman

JOHN C. ZINOS, Commissioner

WILLIAM A. JOHNSON, Commissioner



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Wisconsin State Employment Service

Rural Manpower Service

William L. Biermann	Director, Central Operations
Stephen W. Butler	Supervisor, Rural Services
Alcario Samudio	Supervisor, Migrant Services
Alan J. Dale	Rural Manpower Coordinator





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## INTRODUCTION

The United States, the richest and most powerful nation on the world, with a gross national product of nearly one trillion dollars and the ability to reach the moon, seems unable or unwilling to face the needs of the migrant workers and their families.

Countless committees and subcommittees have studied migrants in this country. We cannot say that we don't know about the dilapidated housing, the poor working conditions, the low wages, the lack of educational or employment opportunities. We cannot ignore the laws which exclude migrants or serve to discriminate against them.

The Federal Government has developed a myriad of poverty programs aimed to aid migrants and other low income groups, but little aid seems to reach the migrants. The wants and needs of migrants are no different than other Americans; the right to a decent job at decent wages, a decent place to live, an education for their children and equitable treatment under the laws of the country.

Many people do not want to take responsibility for migrants. The "migrant problem" has not been faced by states and local communities. As one county commissioner from Florida said at a recent congressional hearing, "They are not our people, they do not belong to us, they are a federal problem."

They are alien in their own country, belonging to no one, even though they travel all over the United States to seek work.

No one can say that they are lazy or lack initiative. They are perhaps the most stubborn, hardest working people in the country, and yet get the smallest rewards for their efforts.



Migrants have aspirations, just like you and me. But while most Americans take their freedoms and privileges for granted, migrants are deprived, desperate, frustrated, and powerless to take their rightful place in society.

It is time that we in Wisconsin and in this country insure that the justice expressed in our laws remains just when dealing with migrants. It is time we do something about the kind of misery migrant children face every day. Misery that is politically, socially and morally intolerable.

This is a task for all citizens, not just government officials. For if one of us is not free and equal, none of us are free and equal.

This report will outline the many efforts and programs to alleviate the situation of migrants in the state. Our programs aim for migrants to have an acceptable education, good health, relocation services if wanted, resettlement assistance for migrants who wish to remain in the state. Our goal is to make their lives rewarding and liveable with dignity.



## BEAVER DAM

The Rural Manpower office located at Beaver Dam is set up as a year-round operation managed and supervised by an out-stationed state administrative staff employee. The office operates as a field office providing services on a state-wide basis to all seasonal food processing industries and coordinates activities with the Wautoma operation.

The Beaver Dam E. S. office is set up to provide efficient service to migrants and employers throughout the state who use seasonal workers during the processing of vegetables; to provide and assist in implementing all facets of outreach in the administration of the State Rural Manpower Services and Migrant Services; serves as an information center of crop conditions and labor market conditions; coordinates the use of available seasonal labor; mainly a center pertaining to migrants' well-being.

Pre-season planning began immediately following the 1971 operation and continued throughout the early spring. Employer visits are arranged in January to discuss acreage, labor needs and changes in industry made by mechanization. This is then followed up by another visit after the employers' budgets are approved and then clearance orders are solicited and prepared. The local labor situations are evaluated with the respective government organizations, food processing organizations and other interested parties involved directly or indirectly with the seasonal labor; assistance is provided the Rural Manpower Chief in planning, promoting and supervising state-wide activities of the program, interstate recruitment, employee relations, also an extensive positive recruitment by WSES representatives in supply states in early spring.

The Beaver Dam operation provides specialized recruitment and placement services, employment management services and current job information to employers; assists in recruitment of workers in all occupations through the clearance procedure throughout the United States, assists in personnel planning needs for the seasonal workers; provides information on labor demand and supply on a local, state and national basis. During the months from June through November, four migrant bilingual specialists are hired to assist in migrant affairs. They assist the migrant and employer in solving problems of wages, employment, hours and other misunderstandings or problems during the time of seasonal employment. They work directly with the migrant and employer.

The Beaver Dam operation secures statistical information from all the food processing employers throughout the state from May thru October. 47 clearance orders were prepared for 23 different companies operating 45 plants, utilizing approximately 3400 interstate workers. The clearance orders are prepared according to state and federal regulations regarding wages, hours, housing, discrimination and safety. Supervision is provided for the employer relations program and standards were established for the migrant



specialists to follow. Investigations are made into migrant workers and employer complaints. The Beaver Dam office acts as a liaison office for the migrants, employers, and other agencies as requested and cooperates with district Employment Service offices throughout the state and implements all resources to provide services.

During the 1972 season, there was a decrease of migrant workers from 1971. This is partially due to mechanization and weather conditions. Also free-wheelers were at a minimum and well below the expectation predicted earlier in the year. Transfer of workers from one company to another also was lower than average due to the weather and crop condition. The rainfall for the summer was approximately 4 inches above normal throughout the state. Despite the abnormal weather, Wisconsin still ranked first in the nation in production of vegetables in many areas.



### FORECAST FOR 1973

The forecast for 1973 food processing industry needs for the State of Wisconsin are expected to follow fairly closely to acreages planted and also the same number of migrants employed. Many of the employers have utilized two shifts of workers instead of one shift which was the custom for many years. The companies plan their planting so that during harvest time, they can operate on an 18-20 hour day. Weather has the final decision on this. During 1972, had the weather been partially ideal, the state would have had an above average in acres harvested and products processed. It is becoming more noticeable each year that recruitment is becoming more selective due to changes from unskilled jobs to semi-skilled jobs in the industry.

The staff assigned to the Beaver Dam operation was projected to meet the expected work load and special services to migrants. The seasonal staff was all bilingual and fully qualified, based on formal education and employment experience. These seasonal workers were employed primarily to bridge the communication gap, being of same origin and ethnic background of the majority of the migrants employed in Wisconsin.

An evaluation of the 1972 functions of the Beaver Dam Employment Service office reveals that most of the challenges of recruitment were met and adequate services provided for the employers, workers, agency representatives and all other interested persons seeking information related to the migrant workers. Communication was vastly achieved with other government agencies, local organizations and private agencies designed to promote the social and economic situation for the migrant.

The migrant **specialists** assigned to the Beaver Dam office were effective in locating migrants in need of special services and made necessary arrangements to provide assistance or referral to the proper agency or individual for solution of their various problems.

The USDA 1972 annual summary of vegetables for processing reports that Wisconsin, with 18.3% of the U.S. acreage, is the leading state in that category. In terms of tonnage and crop value, Wisconsin is exceeded only by California. The state's production of green peas, 32% of the U.S. total, continues to rank first, and for the first time, Wisconsin is the leader in production of beets, with 38 $\frac{1}{2}$ % of the national figure.

Reflecting the extremely wet weather which resulted in large acreage abandonments, Wisconsin dropped to second place in sweet corn production, and was also in second place in snap beans and cabbage for kraut.

For all of the processing vegetable crops reported by USDA, Wisconsin's harvested acreage in 1972 was 13.2% of its planted acreage, compared to 4.8% in 1971.



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	<u>1972 Planted Acres</u>	<u>1972 Harvested Acres</u>	<u>1971 Planted Acres</u>	<u>1971 Harvested Acres</u>
Lima Beans	7,300	6,400	5,700	5,300
Snap Beans	49,900	45,500	51,200	50,100
Beets	6,200	4,500	6,000	5,800
Cabbage/Kraut	3,600	3,300	3,800	3,600
Sweet Corn	140,700	113,500	126,800	117,900
Cucumbers/ Pickles	9,200	9,000	8,700	8,200
Green Peas	133,700	122,200	129,700	125,100



## RECRUITMENT

WSES had a very important role in the recruitment of workers for the food processing and ag employers. During February and March, representatives of WSES made a trip to Texas to help line up seasonal workers for the sod, vegetable and food processors. **Contacts** were made with all the crew leaders, recruiters and all the local offices in Texas involved in Wisconsin recruitment, explaining the situation in Wisconsin. It is very important to have WSES recruiters in the supply state at the time of recruitment because questions concerning Wisconsin agricultural and food processing employment conditions may be discussed immediately; other discussions may concern terms of employment, hours, overtime pay and wages; Wisconsin and federal laws regarding wages, housing and other protective legislation; assistance provided employers in recruiting regulations and guidance given toward good applicant sources; over-recruitment and misrepresentation of jobs may be avoided; liaison may be formed with the local offices in the recruitment area, informing them of the needs and type of workers required and assistance given the local office in directing applicants to specific employers in accordance with their needs.

Having WSES representatives in the supply state talking to the applicants and offices so involved avoided the free wheeler problem in Wisconsin during 1972. This was one of the main objectives in the early recruitment by WSES to avoid hardship on any workers who would have otherwise traveled to Wisconsin and been unable to secure employment. Turn-over was at a minimum in 1972.

Having made the initial contact with crew leaders and workers in the spring, many reported to the office in Beaver Dam during the season to transfer to other employment. This in turn reduced the late recruitment in September and October, gave longer employment to the workers that were already in the state, and promoted a closer liaison between the Employment Service and workers and crew leaders and employers. We had complete cooperation with employers and crew leaders to achieve this goal.

More emphasis will be needed to see that all workers receive the copy of clearance order at the time of recruitment. The responsibility of this will have to be handled by the recruiter with a follow-up by the company upon arrival at the place of employment. The clearance order should be given to the worker at the time he signs the work agreement or is actually hired by the employer or his representative. WSES representatives will also have to stress to supply states' counterparts the importance of distribution of clearance orders and work agreements while in the recruitment states.



Amado Garcia - 6/19-10/17/72 (18 weeks)  
Virginia Rose - 6/19-8/25/72 (10 weeks)  
Diana Newman - 6/19-8/18/72 (9 weeks)  
Adela DeLa Rosa - 6/19-8/11/72(8 weeks)

BEAVER DAM

MIGRANT SPECIALISTS ACTIVITY SUMMARY for the week ending \_\_\_\_\_  
NAME OF MIGRANT SPECIALIST \_\_\_\_\_

SEE INSTRUCTIONS ON REVERSE SIDE

IA. Total number of Informational Migrant Contacts . . . . .	713
IB. Involving total number of migrants (see instructions). . . . .	3564
IIA. Total number of Community Services Contacts (see instructions) . . . .	144
IIB. List the specific organizations with which the above contacts were made _____	1
III. Total number of news releases or articles prepared, radio or TV appearances . . . . .	1
IV. Total number of Health Cases . . . . . (Break-outs do not necessarily equal total)	61
A. Number referred to health clinics. . . . .	53
B. Number referred to hospitals . . . . .	4
C. Number referred to Vocational Rehabilitation Division . . . . .	
D. Number referred to Veterans Administration . . . . .	
E. Number who filed Workmen's Compensation claims . . . . .	1
V. Total number referred to Public Welfare . . . . .	162
A. Medical cases referred . . . . .	94
B. Other cases referred . . . . .	68
VI. Total number of disputes and misunderstandings mediated . . . . .	47
A. Involving pay. . . . .	5
B. Involving working conditions . . . . .	3
C. Involving housing. . . . .	27
D. Involving other. . . . .	12
VII. Total referrals to Day Care and non-vocational education . . . . .	79
A. Referrals to Day Care and Head Start Programs. . . . .	28
B. Referrals to other non-vocational training . . . . .	51
VIII. Vocational Development Activities (attach one copy of the Report of Vocational Development Activities for Migrants for each referral reported). . . . .	20
A. Referrals to permanent jobs. . . . .	13
B. Referrals to vocational training . . . . . (Include referrals to pre-vocational training where this is to be followed by vocational training.)	7



## WAUTOMA

The Wautoma E.S. operation are administratively set up as an all year office. From May 1st to November 1st, the Wautoma ES operates as a field office providing services on a state-wide basis and the remainder of the year from the base station, Oshkosh District E.S. Office. The Wautoma operations are managed and supervised by an outstationed state administrative staff employee.

The Wautoma ES office is set up to implement the most efficient services to migrants and ag employers throughout the state who use seasonal workers during the growing and harvesting season; to provide and assist in implementing all facets of outreach in the administration of the State Rural Manpower Service; is an information center of crop conditions and labor market information; coordinates the use of available seasonal workers; and a focal center on matters pertaining to migrants.

Pre-season planning began with the termination of the 1971 harvest. Early in January an information letter and questionnaire went out to all employer users of seasonal workers requiring a response for expected crop acreages to be planted and an estimate of harvest labor requirements for the 1972 growing and harvesting season. Based on a 5 year pattern of crops planted and acreages allocated to produce for canning plants and the fresh market it was assumed that, with the exception of cucumbers, the acreages devoted to the various crops requiring the hiring of seasonal workers for field harvest activities would not change noticeably. However, the labor requirements would be slightly less allowing for the increased use of mechanical equipment and more efficient operations.

Staffing the Wautoma ES (field office) was designed to provide maximum service to the migrant and ag employers on a state-wide basis. Nine LTE's (six bilingual) were assigned to the Wautoma office, but stationed and available to areas of greatest concentration of out-of-state workers. One bilingual specialist was stationed in the Southeastern part of the state to serve ag employers and migrants employed in truck farm and sod operations. Four migrant specialist (three bilingual) and a clerk were stationed at the Wautoma Field Office to provide service to ag employers and migrants located in Eastern and Central Wisconsin. One bilingual migrant specialist was assigned to the Northeastern part of the state to concentrate on ag activities and migrant needs in this area. The cherry operations of Door County were handled from a single office located in Sturgeon Bay and administered by a manpower specialist and a bilingual clerk. All staff are supervised and responsible to the management of the Wautoma Center.

Early in the year DILHR had taken positive action to insure that all laws and regulations involving migrant labor will be complied with before any service could be provided to ag employers. An Inspection and Enforcement Team had been established by the Department to coordinate all departmental audits, investigations and educational efforts in dealing with camp owners



and operators, food processors and the migrants. This team is under the direction of one of the commissioners and composed of a representative of each of the following divisions: Public information, Industrial Safety and Buildings, Workman's Compensation, Equal Rights, Attorney General's office, United Migrant Opportunity Services, and a representative of the WSES.

2 Again the WSES was very effective in providing special services to migrants. Many problems and violations were brought to the attention of the Inspection and Enforcement Team for action. The office worked closely with government agencies, private organizations and individuals interested in the well being of migrants. During June, July and part of August, the demands for recruiting and shuttling laborers were not a pressing issue, so our migrant specialists could devote most of their time revisiting workers to provide information of services available, handling individual and family problems (medical, financial, legal and making arrangements for schooling and special training). They also investigated possible problems in working and living conditions, legal problems, and arranged for food assistance. On occasions the bilingual staff were assigned to accompany and work with representatives of government agencies, hospital and medical staff, etc., to insure that the migrant was aware of his rights and that he obtained fair treatment.

We feel that both the ag employer and migrants who worked through the ES during the 1972 season were provided adequate services and the few problems encountered were remedied with minimum distress. We feel that more ag employers became aware of their responsibilities to the migrant and that the future of the out-of-state labor market will depend on orders including satisfactory wages, good housing, and binding work agreement satisfactory to both workers and the employer. With the experiences of the past season we hope that ag employers will use the ES for future controlled recruiting. Likewise, the migrant is more aware of good employment requirements and will not accept the job offer unless it meets his family income requirements and satisfactory living conditions.

We estimated a need of approximately 2,000 to 2,250 out-of-state workers to meet the labor requirements for field and harvest activities. This projection stems from general knowledge of state agricultural activities and from orders to recruit out-of-state workers. The included chart shows the actual use of seasonal workers during the 1972 season as taken from the in-season ES-223 report. During the season, the Wautoma ES registered out of state families and group employed in field activities representing 2,650 people of which 1,825 were classified as workers. We estimate 75% to 80% of out-of-state people were registered by the ES.

In spite of a drastic cut-back in cucumber acreage planted for hand harvesting, this crop activity utilized the greatest number of out-of-state workers. Recruiting for cucumber harvesting did not impose any problems because of the great number of families who seek this type of employment annually in Wisconsin. A more serious problem than the actual recruiting



for cucumber harvesting was to inform workers of the limited employment in Wisconsin for hand harvesting cucumbers. The November 20th U.S. Agricultural Report included a figure of 9,000 acres of cucumbers planted in Wisconsin. The Wautoma ES obtained specific information from the major pickle companies and growers in the state and our figures represent 4,500 to 5,000 acres of cucumbers planted in the entire state.

In spite of wet and cool weather conditions during most of the 1972 growing and harvesting season, Wisconsin experienced good cucumber yields. The harvest season was short as compared to normal seasons but provided good earnings for most workers recruited by employers having interstate clearance orders. These employers accepted all graded cucumbers for the entire season. The picture was not the same for many workers employed by cucumber growers who didn't have a contract market for their product.

Normally the Door County cherry activities require the 2nd greatest use of field harvest workers. However, this past season was frustrating for all concerned; the WSES could not work with most growers because they did not have certified housing; growers made little effort to remedy their housing situation until they were sure of a good crop and a good rate for cherries.

We didn't anticipate any recruiting problems for cherry harvesting because we felt there would be surplus uncommitted workers coming to Wisconsin following the sugar beet weeding and thinning activities in the North Central State area. However, without orders and confirmation of housing registration and certification the WSES could do little for the cherry growers or migrant workers.

Most labor requirements for lettuce, celery, mint and mixed vegetables were recruited directly from Texas and were scheduled to report during the period of mid-May to mid-June. Sufficient workers were recruited and most workers remained to complete the harvest activity.

Recruiting and retaining workers for sod operations presented some problems throughout the season. Weather conditions were ideal for this crop and the operations started early in April and continued on until mid-November. Over all the crop was good, but the market was sporadic, thus resulting in periods of only partial employment for many of the recruited workers.

As in previous seasons the potato growers and small truck farm operations did not make their labor needs known to the WSES because they expected to attract family groups finishing up other agricultural activities occurring in Wisconsin. However, this year there weren't the readily available groups from the cherry and cucumber operations so these employers had to wait till workers could be recruited or rely on local help if it could be recruited. With the cold and frequent rains throughout the fall many of these employers were only able to harvest a partial crop.



Again the Wisconsin apple and cranberry growers had bumper yields. Labor requirements for care of orchards, cranberry bogs and the harvesting of these two crops are handled primarily by local help. Few of these employers provide housing facilities for out-of-state workers.

Christmas tree operations were hurt by late season harvest problems. Local youth provided the labor requirements for shearing trees during June to mid-August. Cutting and shipping trees started late primarily because of an inadequate supply of laborers. By mid-cutting season the snow and cold temperatures slowed down cutting operations and limited the baling of trees. The consumer market for Wisconsin Christmas trees exceeded the actual harvest.

Summarizing the 1972 harvest season we can say the state over all had experienced harvest problems which resulted with an over all 15% to 20% smaller yield than anticipated. Cherries, potatoes, some onions and vegetables for processing were left in the field because of a combination of weather conditions and at times labor shortages. Expected increased use of mechanical equipment did not have the impact on labor use that was expected because the long periods of wet conditions bogged down and prevented the use of this equipment.

During the 1972 growing and harvesting season we experienced surplus laborers for field activities till the last week of August. With only six camps certified among the cherry growers, most orchard operators had to rely on mechanical means to harvest their cherry crop. There were many cherry orchards that were not harvested by hand or mechanically. Christmas tree cutting and shipping started late because several of the recruited workers did not come through. Special orders for Christmas tree workers were processed as late as November 10th.

The limited supply of uncommitted groups and decreases in use of out-of-state workers for cucumber and cherry harvesting curtailed recruiting for late season field activities such as apple, potato and cabbage harvesting and the recruiting of fill-in groups to replace families that returned home before their harvest activity was completed. During the course of the season, the labor supply and demand situation had reversed. Up through August the employer could be very selective in requesting the adult worker composition of groups and families because of limited openings. From September on, family groups were in the position to select the type of ag employment desired and in many cases in the position to barter for wages and fringe benefits.



## RECRUITMENT

Estimates for seasonal agricultural field labor requirements to harvest the various crops raised in Wisconsin during the 1972 season were based on general information of agricultural activities during the past five seasons, and projected to coincide with expected agricultural trends for the State. The actual recruiting of out-of-state workers (via clearance orders) occurred later than former seasons because employers were not sure of their specific labor needs due to the uncertainty of obtaining contracts for crops and acreage desired; the effect of increased use of mechanical equipment and the use of herbicides to cut back on the use of hand weeder and thinners. Also the enforcement of minimum housing requirements and securing workman's compensation prior to certification of clearance orders delayed the recruiting period on most orders.

General knowledge of agricultural crops raised, acreages planted in previous seasons, and the employer responses to the pre-season crop acreage and labor requirements survey, the Wautoma ES estimated that approximately 2,000 to 2,250 out-of-state workers would be needed during the 1972 growing and harvesting season. The Wautoma Office prepared 32 interstate clearance orders to recruit 1,150 workers and five orders were not processed because the employers could not bring their housing facilities up to minimum requirements.

Extreme care was devoted to the preparation of the interstate clearance orders. Recruiting instructions on most orders restricted the labor supply state to refer only the predesignated listed workers; laborers recruited by the WSES representatives conducting positive recruitment; and through the WSES arranged positive recruitment by the employer or his delegated representative. When the ES office of labor supply was authorized to recruit on open orders, the recruiting instructions required approval of recruited workers by the employer or the OHO before any referrals were to be made.

During the past few seasons interstate clearance orders designating the labor supply state to recruit the required workers had not been very successful; the labor supply ES had not responded to this type of open order nor had they notified the OHO if it was possible to recruit for the specific employer. In the few cases where the supply state was able to recruit workers to satisfy the open order we couldn't accept because the family or group included too many non-workers who exceeded the limited housing facilities provided by the employer.

Each worker recruited for Wisconsin ag employment was to be provided with a copy of the interstate clearance order. The purpose of this was to eliminate in-season problems of misunderstanding such as wages, bonus arrangements, job tasks, equipment to be provided by the employer or worker, etc.

The WSES representatives sent to Texas to recruit for Wisconsin ag employers during February and March had few orders certified at that early



date. However, their presence at that time was very important not only for recruiting on specific orders but for public relations. Many family groups who previously migrated to Wisconsin for field harvest activities were determined to come regardless of the presence of orders with the TEC. the WSES representatives conducting positive recruiting were to do everything possible to insure that no workers migrated without a firm order and job acceptance and to see that each recruited worker obtained a copy of the interstate clearance order.

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Theoretically there should not have been any recruiting problems during the 1972 growing and harvesting season. With the cutback in field labor requirements during the past year for Wisconsin as well as in most other states, the recruited workers plus those groups that migrated in search of employment far exceeded the state field harvest requirements. Unfortunately the arrival of many workers did not coincide with the period of need. When the WSES was in the position to refer uncommitted groups no ag referral service could be provided because of the limited certified housing available. During the later part of the harvest season (September through mid-November) we experienced continuous field labor shortages. In spite of available family groups seeking employment they were reluctant to accept the field harvest employment because of the adverse weather conditions which resulted in very unsatisfactory working conditions besides limited hours of employment.

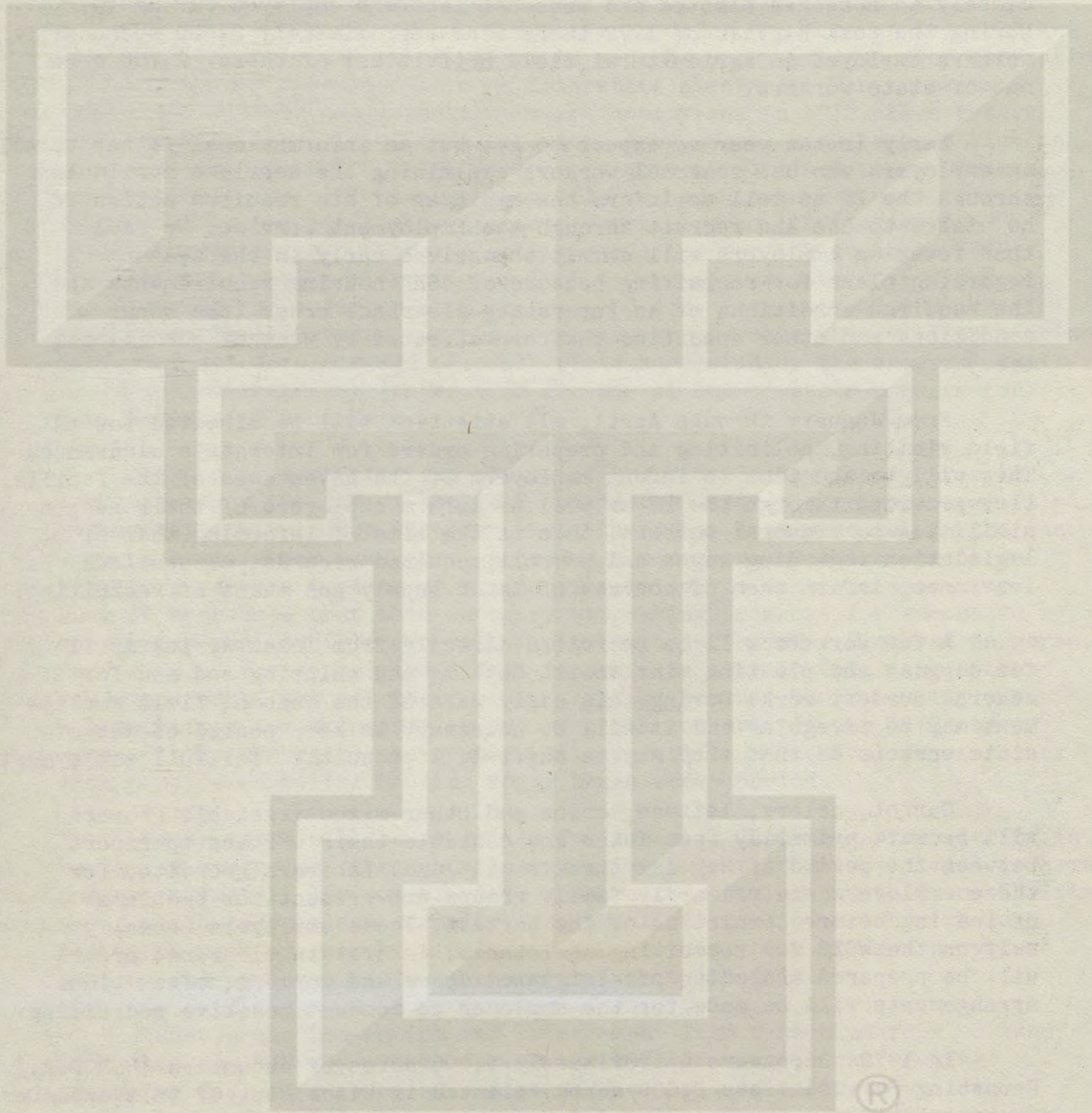
We experienced better communications with employers and workers. This is explained particularly from the workers side by the limited employment available and from employers because they were more aware of legislation regarding housing, minimum wages and their responsibility toward workers. Problems stemming from employer-employee misunderstandings on orders processed by the ES in most instances could be resolved. Most of the violations reported and uncovered were the result of employment arrangements negotiated directly by the employer and workers. Most of these employers intentionally by-passed the ES because of inadequate housing, refusal to keep required pay roll records, failure to provide Workman's Compensation Insurance, or feeling that they can attract workers based on conditions of former seasons.

We don't anticipate any noticeable change in the demand for out-of-state workers to meet the requirements to harvest the expected crop acreages for 1973. We feel that with the enforcement of requirements to be provided by ag employers and the experiences of many workers during the last few years will entice both to use and see the advantages of ES services. With complete preseason information on crop acreages to be planted, labor requirements for harvesting, etc., the ES will be in a better position to provide maximum service for both the ag employer and workers. Most important, the ES will be in a position for advance planning and arranging for supportive services for the migrant during his period of Wisconsin employment.

The question for 1973 is will there be sufficient family groups, including the desired worker composition, willing to migrate for two to three months. Enforcements of school attendance for minors has restricted



the available period for employment for families with children of school age. Families including mostly adult workers prefer the more steady employment of in-plant work rather than the numerous moves each season to **fallow** the harvest activities.





## FORECAST FOR 1973

The forecast for agricultural activities and field labor harvest needs for the State of Wisconsin in 1973 are expected to compare very closely to acreages planted and seasonal laborers employed during 1972. During the peak harvest of 1972 there were approximately 2,600 seasonal workers employed in agricultural field activities; of these, 2,100 were out-of-state workers.

Early in the year we expect to get out an informational letter to all ag employers who use seasonal workers explaining the services available through the ES as well as inform the employer of his required action if he wishes to use and recruit through the Employment Service. We feel that fewer ag employers will commit themselves early in the season regarding plans for recruiting because of OSHA housing requirements and the required conditions of an interstate clearance order (the bonus conditions and other specifics that are affected by weather conditions, etc.)

From January through April, all attention will be directed toward field visiting, soliciting and preparing orders for interstate clearance. This will be the time to inform employers of the advantages of the facilities provided through the ES as well as inform employers of their responsibilities to seasonal workers; this is the time of informing them of legislation regarding wages and payroll required records, occupational insurance, inform them of sources of labor supply and means of recruiting.

A few workers will be recruited directly from Texas during April for digging and planting mint roots, cutting and shipping sod and for general nursery work. During this early part of the season, field employment may be irregular and it will be necessary to keep posted on out-of-state workers so that they may be shifted, if possible, for full employment.

Carrot, celery, lettuce, onion and other mixed vegetable growers will recruit primarily from Texas and schedule their workers to report between the period of May 1st through mid-June. Laborers recruited for these employers are primarily family groups and present few problems of leaving before completion of the harvest. These employers usually rely on the WSES for recruiting assistance; interstate clearance orders will be prepared including predisignated crews and workers; often times arrangements will be made for the employer to conduct positive recruiting.

In 1972 there were approximately 5,000 acres of cucumbers (U.S.D.A. Reporting Service lists 9,000 acres) planted in Wisconsin. Of this cucumber acreage 1,400 acres were planted for machine harvesting and approximately 1,000 acres were harvested by out-of-state workers. As the season progressed the demand for cucumber stock increased because most other cucumber growing states were experiencing poor growing conditions due to the weather and labor shortages for hand harvesting. At the present time there is a great demand for cucumber stock which would indicate more cucumber acreage



for Wisconsin in 1973 than planted in 1972. However, post season contacts with major pickle companies and growers revealed a great uncertainty toward acreage expansion because of housing requirements under OSHA. One grower who hired over 150 workers to hand harvest cucumbers in 1972 may only plant cucumbers for machine harvesting in 1973. Some growers who had receiving stations in 1972 may not issue cucumber acreage contracts to any large acreage growers. They will solicit acreages from growers who will pick their own cucumber acreage (usually one acre or less). Likewise most migrants may be reluctant to accept employment cucumber harvesting for 1973 unless recruited through interstate clearance. Many workers who arranged their own cucumber harvest employment in 1972 did not have good earnings in spite of a fair to good crop. These growers were victims of a fluctuating market rates during the season and often times workers were not paid for all cucumber stock picked because buyers were only interested in certain sizes. At the present time no information is available regarding cucumber planting scheduled for the state in 1973. With the short national yield for 1972 we are estimating that Wisconsin may increase the cucumber acreage by 1,500 acres over the 5,000 acres planted in 1972. However, we see more cucumber acreage that will be machine harvested and more acreage of small plots harvested by the growers' family. We do not estimate any increase in the use of out-of-state workers for hand harvesting cucumbers.

At the present time the status of the Door County cherry area is in "limbo". At the end of the 1972 season the major cherry processor filed bankruptcy. Within the last few weeks there has been speculation that an eastern concern may take over, provided the members of the cooperative provide a certain portion of the money required to continue operating. When it appeared that this industry was making progress for successful operations and possible over-all expansion things turned from bad to worse. The price of fresh cherries didn't increase as anticipated; many orchard operators could not get their crop harvested because their housing was not certified for occupancy by out-of-state workers. If the 1973 cherry crop will be harvested the growers will invest in mechanical means rather than provide certified housing for a three weeks period.

Local youth will be recruited for shearing Christmas trees during the period of early June through mid-August. We expect to recruit local workers and approximately 150 out-of-state workers for cutting and shipping Christmas trees which takes place normally from the first week of October through the first week of December. Only a few Christmas tree growers provide housing and employ out-of-state workers for this activity.

Because the Inspection and Enforcement Team scheduled four workshops held late in 1972 and events during the 1972 growing and harvesting season we feel that there should be no Wisconsin ag employer who can claim ignorance of interstate recruiting procedures, housing standards, pay requirements, etc. For the same reason we hope that many ag employers that have recruited independently will see the benefits of working with the ES and take advantage of interstate clearance to restrict their recruiting



to predesignated workers or family groups providing the number and caliber of workers desired and still limit their recruiting to coincide with the capacity of their housing facilities.

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We don't anticipate any serious problems recruiting out-of-state workers for field activities provided the employer has certified housing and places his order reasonably in advance of need so that arrangements can be made with the labor supply area to refer the most suitable group to satisfy the conditions of the job order. We know that recruiting by all ag employers will be restricted to minimum requirements so that all migrants recruited may have full employment. In past seasons many truck vegetable operators depended on the ES to provide temporary help during periods of great weed growth or during periods of peak harvest. Shuttling workers to satisfy these demands will be increasingly more difficult because of fewer migrants that will be recruited, and we expect few uncommitted groups to migrate based on hardships experienced in 1971 and 1972.

We expect labor shortages in late season field and warehouse activities for those employers who don't place orders for workers until harvest time. This is the period when field workers like to change employment especially if weather and crop conditions are not normal. This is the group of ag employers we would like to penetrate by providing information on the requirements of recruiting as well as making these employers aware of their responsibilities to workers.

Staffing the Wautoma office must include provisions to carry out specific functions of the Migrant Activities Services and Rural Manpower Services as well as assist migrants, who desire to leave this pattern of life, with every means available to make the transition to permanent employment.

Assuming that our projections for the Wautoma ES operations and need for out-of-state workers will come reasonably close to our pre-season plans, I feel that the 1973 Wautoma staff should include sufficient workers to adequately cover field activities throughout the state and still be fluid enough so that it can be diverted to emergency situations and special projects without jeopardizing normal operations.

With more minority employee representation in government agencies, private organizations and the Employment Service I feel that our staff could be decreased by at least one employee for the 1973 operations.



1972 ES - 223 Reporting Periods	Reporting Areas					1972 Employment of Seasonal Field Workers		1973 Expected Employment of Field Workers	
	Southeast 6-53.01	East Central 6-53.02	Northeast 6-53.03	West 6-53.04	North 6-53.05	total workers	Out-of- State	total workers	Out-of- State
May 15th	166	409	101	280	146	1102	204	1100	225
June 15th	250	601	135	260	180	1426	506	1500	525
July 15th	278	1141	150	285	180	2034	1052	2200	1100
August 15th	265	1681	342	164	195	2647	2018	2700	2250
September 15th	239	854	100	474	485	2152	825	2200	900
October 15th	193	811	83	430	397	1914	674	1900	750



## RURAL SERVICES

After several years of experimenting with a variety of approaches for providing manpower services to rural areas, we began to expand rural programs in 1972 and export some of what we'd learned from our pilot projects to local WSES offices around the state. Our expansion of services in rural areas was hindered to some extent by lack of personnel and a limited budget. However, through the generosity of volunteers, local and county governments, by utilizing Emergency Employment Act and Food Stamp Act funds, and by redistributing Smaller Community Program personnel, we were able to expand and set up new facilities in key locations around the state.

### The Smaller Communities Program

Since 1970, WSES had been operating experimental SCP programs in two selected parts of the state; Monroe County in Western Wisconsin near La Crosse and Langlade County in Northeastern Wisconsin near Rhineland. One of the shortcomings we had been trying to overcome in regular SCP mobile operations was the void left in a rural county after the SCP team moved on to its next assignment. Standard operating procedure for the SCP was to conduct a workforce survey, set up a temporary office, (usually in the county seat) operate for a few months, then pack up and move on to another county. Nearby WSES local offices could usually provide little or no help in filling the gap left in that county when the SCP departed.

Our intent with the redirected SCP project was to provide continuous service for a two year period while experimenting with ways to stretch WSES resources in rural areas.



Langlade County seemed a logical choice for a rural direct services experiment at the time, because of its high unemployment rate and out-migration of county residents. The SCP had operated in that county previously and the County Citizens Resource Planning Committee had asked WSES to come back, provide an updated resource study and establish a permanent office there. A new vocational school had recently been constructed in Antigo, and the UW Extension Resource Agent was very active and could provide some support. Antigo had an aggressive industrial development program and in other ways displayed considerable potential for future economic growth. The Indian population in Langlade and nearby Menominee County, the rural poor of White Lake, and the considerable number of disadvantaged youth in the area seemed a tailor-made clientele for direct services approach in the form of a COMO-style level 3 employability development team. COMO stands for Comprehensive Employment Service Model. Clients are handled on a caseload basis by a team composed of a counselor, training specialist, job developer and job coach. The COMO team works with disadvantaged applicants over an extended period of time, if necessary, until they become successfully employed.

Monroe County also had a high unemployment rate and population out-migration. Some of its other features included an active CAA, an active UW Extension Resource Agent, and an aggressive Chamber of Commerce sponsored industrial development program. Strategically located on the interstate highway system in West Central Wisconsin with close ties in La Crosse, the county suffered from unstable employment conditions. WSES felt that this county would not benefit very much from the traditional approach of establishing a conventional WSES local office in the area. As a consequence, indirect services with emphasis on an informa-



tional program broadcasting area employment and vocational opportunities seemed more appropriate. Placement was accomplished through a self-referral facility in Sparta, the county seat.

Several months of operation demonstrated that neither approach in its purest form, would satisfy the complete needs of local job seekers. The value of stressing these opposite approaches, however, was in the techniques developed to serve very specific classes of disadvantaged rural job seekers through the level 3 direct services approach and to serve the largest number of job-ready rural job seekers using the fewest possible ES staff through an indirect services approach.

Because the Langlade County project was judged to have too low a staff/placement ratio, it was closed down at the end of FY 1972. A modified version of the Monroe County project was substituted with staff stationed at the courthouse annex in Antigo.

To capture more job placements, the Monroe County project, whose activities had previously not been considered reportable under the Employment Service Automated Reporting System, (ESARS), was directed to ESARize its operations and bring them more into conformity with standard ES offices. To handle the extra paperwork associated with ESARS, a paraprofessional position was shifted from Antigo to Sparta.

Innovations from the Monroe County experiment have been exported to rural offices in other parts of the state. They include the use of Job Information Centers at the county seat and self service centers in small outlying communities; applicant lists to employers; manpower information news releases; rural area workforce reports and various other techniques. Before all RMS centers were required,



to ESARize, the abbreviated application card used by Monroe County served as a prototype for application cards used by some of the other RMS offices. The Monroe County SCP's early discovery of the value of the JOPS program in rural areas, where institutional training wasn't always available, inspired a number of other RMS offices to start writing JOPS contracts on a volume basis. JOPS is an acronym for the jobs-optional program, where on-the-job training costs are partially subsidized by the US Department of Labor. Unfortunately, because of the cut sustained by Wisconsin in FY 73 JOPS funds, we anticipate lower future production in this activity.

With the present austerity program and emphasis on making a high-volume of job placements, most of the lessons of the Antigo experiment probably can't be applied to Wisconsin's RMS program, as it now stands, since we have limited personnel stretched over a wide geographical area and the prospect of budget cuts before us.

In July 1972 both the Sparta and Antigo operations, after modification, were merged into the Rural Manpower County Agent Program.

#### Rural Manpower County Agent Program

Within the last two years, WSES has established new Rural Manpower Service (RMS) offices in the following Wisconsin Communities:

Adams-Friendship  
Black River Falls  
Green Lake  
Merrill  
Shawano



With the exception of Green Lake, each of these offices serve only one county. All are located at the seat of government of their respective counties. Staff to run these offices was provided by the old Farm Labor Service. Key people in this type of RMS operation are Rural Manpower County Agents. Volunteers also supplement the paid office personnel in several of these communities. County and city governments usually donate space, office furniture and pay for local phone service.

In 1972, we expanded into Juneau (Mauston) and Polk Counties (Balsam Lake) through the use of county personnel funded under the Emergency Employment Act. Through EEA funds we were also able to acquire clerical help for the office in Antigo and the RMS office in Adams-Friendship. The Food Stamp Act provided funds for a counselor to serve job applicants in Adams-Friendship and Mauston. During 1972, the Rural Manpower County Agent Program made over 1500 job placements.

#### Operation Hitchhike

Under the Manpower Development and Training Act, funds may become available to Wisconsin to undertake a project called Operation Hitchhike. WSES will become prime contractor for OH, delegating actual field operation of the project, through a subcontract, to the University of Wisconsin Extension. When funds become available, WSES and the UW-Extension intend to open up rural employment offices in Barron, Pierce, St. Croix and Sauk Counties. We have high hopes for this project, but prolonged funding delays have brought about disenchantment by some county officials who have been holding office space for use by OH personnel and are experiencing some pressure to utilize that space in other ways.



### Project GROW

The Wisconsin State Employment Service is extremely pleased with the Ottumwa Concept, sometimes known as the Area Expansion Concept (ACE), and after running a Pilot Project along these lines for slightly over two years is beginning to export portions of the Area Expansion Concept to its other offices within the state. The Ottumwa - ACE approach seems particularly well suited for providing a mix of rural and urban manpower services and may be a natural partner for the state-wide Job Bank as well as a useful device for helping advance the long-range goal of balanced growth between rural and urban economics.

When our experimental and demonstration funds for the pilot project in the Janesville area are gone at the end of the fiscal year in July 1973, we will continue the program with regular Title III funds.

Wisconsin's ACE Project was christened Project GROW, which is an acronym for the three counties it serves - Green, Rock and Walworth Counties. These counties are located in the extreme southern part of Central Wisconsin, right on the Illinois border.

The first highly visible change we brought about when we set up Project GROW was the complete reorganization of two existing local employment offices in Janesville and Beloit, plus the establishment of two brand new satellite offices in the towns of Elkhorn and Monroe, seats of County government for Walworth and Green Counties. Monroe is 40 miles West from Janesville, Elkhorn 20 miles East from Janesville.



Unlike the original ACE Project in Ottumwa, Iowa, our functional economic area was built around two growth centers, the City of Beloit in Southern Rock County with a population of about 35,000 and Janesville just 13 miles to the North with a population of around 46,000.

Project GROW drew upon the same team of management analysts who were instrumental in designing and setting up the Greenleigh - COMO experiment in the WSES Milwaukee urban office. These specialists were asked to restructure the Janesville and Beloit ACE offices so three levels of service could be provided in the COMO tradition.

Job ready applicants could avail themselves of the self-service facility at service level one; those who needed a modest amount of guidance could seek level two service; and those clients with severe employment problems could become part of the level three caseload where special help in the form of assessment, counseling, orientation and skill training was available.

Beloit became a satellite office along with Elkhorn and Monroe, Janesville became the central office and GROW operations were linked together with a rapid communications system (in the beginning a teletype, later a telecopier hooked up to the phone system). With this set-up an applicant could walk into any office in the ACE system and learn about job opportunities throughout the entire 3-county area. Referrals to jobs were controlled by staff in the Janesville Central Office.

Employers in Janesville and Beloit could call the same phone number to place their job orders. Order takers were on hand full-time at the Janesville Central Office to receive this information. Information about the labor market was also pulled



together at this central point, edited and published for the three county area.

Wisconsin's ACE project actually operates in a combined rural - urban setting. Based on the Bureau of Census - ESARS definition, Rock County is considered urban, whereas Green and Walworth Counties are considered rural.

A review in 1972 by the Department of Labor people from Washington gave Wisconsin's project high points and ranked it as one of the better ACE projects being conducted.

A comparison of production statistics between months in calendar year 1970, 1971 and 1972 show a dramatic increase in employer visits, placements and openings received.

A comparison of GROW placements between FY 1971 and FY 1972 shows that they have more than doubled:

	FY 71	FY 72
Beloit	293	702
Janesville	849	1,520
Elkhorn	107	310
Monroe	<u>24</u>	<u>181</u>
	1,273	2,713

Over 87% of the placements made by Project GROW are in non-agricultural jobs. GROW offices place applicants in jobs as production workers, clerks, mechanics, warehousemen, waitresses, secretaries, executives etc..



#### Services to Rural Areas by Regular WSES Local Offices

Overall WSES activity in rural areas has been on the increase. During the first quarter of this fiscal year (July through September 1972) 22% of the total non-agricultural job placements made by WSES were rural. This compares with an average of 14% during the previous fiscal year. Enrollments in manpower training programs throughout the state averaged over 28% rural. The percentage of job applicants signed up and registered throughout the state at WSES offices averages around 24% rural.

Some WSES local offices outside of pilot project areas expanded their services to rural areas during 1972. The Superior WSES office, established in cooperation with the Northwest Wisconsin Concentrated Employment Program (CEP), a branch office in Hayward, Wisconsin (serving parts of Sawyer and Washburn County). The Green Bay WSES office established a part time branch office in Oconto Falls (serving Oconto County) this fall. The Lancaster office established joint WSES-WIN (Work Incentive Program) itinerant offices in Darlington, Dodgeville and Richland Center (serving La Fayette, Iowa and Richland Counties respectively). The La Crosse WSES office established itinerant service to Prairie du Chien in Crawford County. The Marshfield WSES office established itinerant services to Neillsville and Abbotsford in Clark County. The Milwaukee WSES office established a full-time branch office in West Bend to serve Washington County (Washington County would ordinarily be considered a rural county; however, since it is part of the Milwaukee Standard Metropolitan Statistical Area, WSES considers it an urban county for planning purposes).



WSES also continues to operate full-service local offices to serve rural areas in the following communities:

Beaver Dam

Lancaster

Marinette

Rhineland

Wausau

Stevens Point

WSES continues to help operate a rural CEP program in the following counties:

Bayfield

Iron

Burnett

Washburn

Sawyer

Price

Rusk

Taylor

WSES plans to start up a statewide Job Bank System early in 1973. All agency offices, full service and branch, rural and urban, will be part of this system. Throughout the state, job seekers can come into any WSES office, and through use of Job Bank Microfiche viewers check over job opportunities anywhere in the state as well as local job openings. Also under consideration is a plan to set up Job Bank viewers at centers in rural communities where local and branch offices are not present; at libraries, City Halls or wherever cost-free space, frequented by the public, can be obtained and volunteers are available to monitor the centers.



## INFORMATION SERVICE

Michael H. McCoy, Information Director

Office 608-266-1090  
Home: 608-233-3123

For further information, contact:

Steve Butler  
Rural Manpower Service  
201 E. Washington Ave.  
Madison, Wis. 53702  
(608) 266-3115

November 14, 1972

Madison, Wis. -- Wisconsin farmers have hired 14 young Korean agricultural trainees this year in an international work-training program, the state Department of Industry, Labor and Human Relations has announced.

The agency said the 14 were part of a group of 80 young Korean farmers who had been placed in work-training positions in Wisconsin, Minnesota, Missouri, Kansas and North Carolina.

The department's Employment Security Division helped make the Wisconsin placements, the agency said.

The program is designed to increase the Koreans' knowledge of agricultural technology and to improve contacts between the United States and Korea. It is conducted by the National 4-H Foundation in cooperation with the U.S. Departments of State, Labor, and Agriculture, the Korean Embassy and the University of Wisconsin's Cooperative Extension Service.

- more -



November 14, 1972

Ten Wisconsin farmers in Rock, Kenosha, Columbia, Jefferson, Walworth, Washington, Milwaukee, Waukesha and St. Croix counties hired the 14 Koreans, the agency said. The 14 will spend 20 months working on the farms, and four months in school.



Wisconsin State Employment Service

Bureau of Manpower Information

Seasonal Hourly Wage Rates In Wisconsin

Agricultural Workers

1971 and 1972

The attached seasonal hourly wage rates are those paid to agricultural workers by growers and processors reporting to the Rural Manpower Service of the Wisconsin State Employment Service. The state has been divided into five areas for reporting purposes and, with the exception of the Northeast area which is basically the cherry country, should be interpreted as general areas. Slight variations from month-to-month or year-to-year merely represent changes in crop activities or reporting groups. These rates are those paid to adult workers only. Piece rates have not been included in this summary. The low rate and the high rate are simply the lowest and highest rates reported in the area regardless of crop activity. The low rate might be that reported for weeding and blocking lettuce or weeding strawberries and the high rate might be that paid for planting sweet corn or harvesting peas. The most common rate is that paid to the largest number of workers in a given area at a given time, again, regardless of crop activity.



Seasonal Hourly Wage Rates In Wisconsin  
Agricultural Workers  
1971 and 1972

Month and Area	1971 Hourly Rate			1972 Hourly Rate		
	Low	High	Common	Low	High	Common
<u>May - Statewide</u>	<u>1.45</u>	<u>3.75</u>	<u>1.50</u>	<u>1.45</u>	<u>4.00</u>	<u>1.60</u>
Southeast	1.50	2.00	1.50	1.50	2.25	1.75
East Central	1.45	3.75	1.60	1.45	4.00	1.60
Northeast	1.60	2.00	1.75	1.50	2.00	1.60
West	1.50	3.03	1.50	1.50	4.00	1.60
North	1.50	2.60	1.60	1.50	2.90	1.60
<u>June - Statewide</u>	<u>1.45</u>	<u>4.00</u>	<u>1.60</u>	<u>1.45</u>	<u>4.34</u>	<u>1.60</u>
Southeast	1.50	2.10	1.75	1.50	2.25	1.50
East Central	1.45	4.00	1.60	1.45	4.34	1.60
Northeast	1.50	2.00	1.60	1.50	2.00	1.50
West	1.50	3.03	1.60	1.50	2.94	1.60
North	1.45	2.40	1.60	1.50	2.90	1.60
<u>July - Statewide</u>	<u>1.45</u>	<u>4.00</u>	<u>1.60</u>	<u>1.45</u>	<u>4.34</u>	<u>1.50</u>
Southeast	1.45	2.00	1.50	1.50	2.25	1.75
East Central	1.45	4.00	1.60	1.45	4.34	1.50
Northeast	1.50	2.00	1.75	1.50	2.00	1.50
West	1.50	3.03	1.60	1.50	3.21	1.60
North	1.45	3.00	1.60	1.50	2.90	1.60
<u>August - Statewide</u>	<u>1.50</u>	<u>4.00</u>	<u>1.60</u>	<u>1.50</u>	<u>4.34</u>	<u>1.75*</u>
Southeast	1.50	2.13	1.75	1.50	2.25	1.75
East Central	1.50	4.00	1.60	1.50	4.34	1.60*
Northeast	1.60	1.75	1.65	1.50	1.75	1.75*
West	1.50	3.03	1.60	1.50	3.21	2.00
North	1.50	2.00	1.60	1.50	2.90	1.60
<u>September - Statewide</u>	<u>1.50</u>	<u>4.00</u>	<u>1.75</u>	<u>1.50</u>	<u>4.34</u>	<u>1.60</u>
Southeast	1.60	2.12	1.75	1.60	2.25	1.75
East Central	1.50	4.00	1.75	1.50	4.34	1.60
Northeast	1.60	1.75	1.60	1.50	1.75	1.75
West	1.60	3.03	1.70	1.50	3.21	2.00
North	1.60	3.00	1.75	1.50	2.00	1.75
<u>October - Statewide</u>	<u>1.45</u>	<u>3.95</u>	<u>1.75</u>	<u>1.50</u>	<u>4.34</u>	<u>1.75</u>
Southeast	1.60	2.25	1.75	1.60	2.00	1.75
East Central	1.60	3.95	1.75	1.60	4.34	1.75
Northeast	1.60	2.25	1.75	1.60	2.00	1.75
West	1.45	3.03	1.60	1.50	2.80	1.75
North	1.50	3.00	1.65	1.60	2.90	1.60

\*Excluding cucumber harvest piece rate in East Central and cherry harvest piece rate in Northeast.



IN THE LEGISLATURE . . .

Two of the five bills introduced in the 1971 session of the legislature to improve conditions for migrant workers achieved final passage and approval by the governor in the second half of the biennium. Chapters 235 and 317 follow this page.

The other three bills, which died with the final adjournment of the legislature would have extended coverage of the minimum wage law to men, included farm workers under the "certain wage payment statute and required a written work agreement between the employer and each migrant employee.

These measures will undoubtedly be reintroduced in the next session of the legislature.

=====



## STATE OF WISCONSIN

1971 Assembly Bill 774

Date published\*: April 14, 1972

### CHAPTER 235, LAWS OF 1971

AN ACT to repeal 146.19 (2) (d) and (e); to renumber and amend 146.19 (2) (f) and (g); to amend 146.19 (1) (c), (2) (a) to (c) and (3); and to repeal and recreate 146.19 (1) (a) and (b) of the statutes, relating to regulation of migrant worker camps by the department of industry, labor and human relations.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 146.19 (1) (a) and (b) of the statutes are repealed and recreated to read:

146.19 (1) (a) "Department" means the department of industry, labor and human relations.

(b) "Migrant" or "migratory laborer" means any person who is authorized to work in the United States, who is not related by blood or marriage to his employer and who occasionally or habitually leaves an established place of residence to travel to another locality to accept seasonal or temporary employment in this state in fruit and vegetable cultivating and harvesting, production work in a food processing plant, nursery work or sod or Christmas tree harvesting where he resides in quarters other than the employer's home during the period of employment.

SECTION 2. 146.19 (1) (c) of the statutes is amended to read:

146.19 (1) (c) "Migrant labor camp" means the site and all structures maintained as living quarters for ~~6 or more any~~ seasonal or migrant agricultural, industrial or construction ~~workers~~ worker by any person or for him or under his control and supervision, but not including premises occupied by the employer as his own residence. Where an employer employs ~~a total of 6 or more any~~ such ~~workers~~ worker, each housing location for such ~~workers~~ worker shall be considered a migrant labor camp.

SECTION 3. 146.19 (2) (a) to (c) of the statutes are amended to read:

146.19 (2) (a) Every person maintaining a migrant labor camp shall, annually by April 1 or 30 days prior to the opening of a new camp, make application to the board to operate a camp. Each such application shall be accompanied by a nonreturnable application fee of \$5 which shall be deposited within one week in the general fund

.....  
\*Section 990.05. Wisconsin Statutes: Laws and acts; time of going into force. "Every law or act which does not expressly prescribe the time it takes effect shall take effect on the day after its publication."



in the amount determined by the department, which shall not exceed \$25.

(b) The ~~board~~ department may promulgate rules to implement this section and shall administer and enforce this section and its rules relative to migrant labor camps and for these purposes may during reasonable, daylight hours enter and inspect ~~such~~ camps. No agent or employe of the board shall enter the premises of such a camp for inspection purposes until he has given notice to the owner or to the person in responsible charge of ~~such~~ the camp that he intends to make such an inspection. ~~Such~~ Upon notice an agent or employe of the department may also enter ~~public or private~~ any property to determine whether ~~there exists any~~ a camp to which under this section ~~applies~~, upon such notice exists.

(c) The ~~board~~ department shall inspect each such camp for which application to operate is made, to determine if it is in compliance with the adopted rules for migrant labor camps. If the ~~board~~ department finds that the camp is in compliance with the rules, it shall issue a certificate authorizing the camp to operate for one year.

SECTION 4. 146.19 (2) (d) and (e) of the statutes are repealed.

SECTION 5. 146.19 (2) (f) and (g) of the statutes are renumbered 146.19 (2) (d) and (e) and amended to read:

146.19 (2) (d) Only certified camps ~~or those having conditional permits~~ may operate in this state. The ~~board~~ department shall order the immediate closing of all other camps, except that newly covered camps with less than 6 workers may not be ordered closed until after the 1971 season of employment. A violation of any such order shall be deemed a public nuisance. All orders shall be enforced by the attorney general. The circuit court of any county where violation of such an order has occurred in whole or in part shall have jurisdiction to enforce the order by injunctive and other appropriate relief ~~appropriate to the enforcement of the order~~.

(e) Any person who fails to make application to operate an existing camp by April 1 or within 30 days prior to the opening of a new camp, shall pay a late application fee ~~of \$10 instead of the regular application fee determined by the department not to exceed \$25~~, and shall also be subject to the penalty under sub. (3).

SECTION 6. Section 146.19 (3) of the statutes is amended to read:

146.19 (3) Any person violating this section or any rule of the ~~board~~ department relating to migrant labor camps ~~may be fined not less than \$10 nor more than \$100 for each offense, except that in the case of a wilful violation the maximum shall be \$250 for each violation~~ is subject to the penalties in s. 101.28. Each day of continued violation ~~shall be deemed~~ constitutes a separate offense.



# STATE OF WISCONSIN

1971 Assembly Bill 790

Date published\*: May 27, 1972

## CHAPTER 317, LAWS OF 1971

AN ACT to create 943.13 (5) of the statutes, relating to criminal trespass to land.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

943.13 (5) of the statutes is created to read:

943.13 (5) Any authorized occupant of employer-provided housing shall have the right to decide who may enter, confer and visit with him in the housing area he occupies.

.....  
\*Section 990.05. *Wisconsin Statutes: Laws and acts; time of going into force.* "Every law or act which does not expressly prescribe the time it takes effect shall take effect on the day after its publication."



# WISCONSIN CONTINUES TO RANK FIRST IN ACREAGE OF VEGETABLES FOR PROCESSING

The USDA 1972 annual summary of vegetables for processing reports that Wisconsin, with 18.3% of the US acreage, is the leading state in that category. In terms of tonnage and crop value, Wisconsin is exceeded only by California. The state's production of green peas, 32% of the US total, continues to rank first, and for the first time, Wisconsin is the leader in production of beets, with 38 1/2% of the national figure.

Reflecting the extremely wet weather which resulted in large acreage abandonments, Wisconsin dropped to second place in sweet corn production, and was also in second place in snap beans and cabbage for kraut.

For all of the processing vegetables crops reported by USDA, Wisconsin's harvested acreage in 1972 was 13.2% of its planted acreage, compared to 4.8% in 1971. Despite this high abandonment, the \$49,052,000 value of Wisconsin's processing vegetables crops is a record.

	<u>Planted Acres</u>	<u>Harvested Acres</u>	<u>Yield per Acre (tons)</u>	<u>Production (tons)</u>	<u>Price per Ton</u>	<u>Value (1000's)</u>
<b>Lima Beans</b>						
Wis.	7,300	6,400	.82	5,250	\$179.00	\$940
% of US	9.4	8.6	67.2	5.8	86.1	5.0
Rank	3	3	4	3	-	3
<b>Snap Beans</b>						
Wis.	49,900	45,500	2.67	121,500	\$82.70	\$10,048
% of US	17.9	17.8	111.3	19.8	78.8	15.6
Rank	2	1-tie	3	2	-	2
<b>Beets</b>						
Wis.	6,200	4,500	14.00	63,000	22.20	1,201
% of US	40.7	35.5	108.3	38.5	97.4	37.4
Rank	1	1	1	1	-	1
<b>Cabbage/ Kraut</b>						
Wis.	3,600	3,300	18.56	61,250	19.60	1,201
% of US	31.3	30.6	101.2	30.9	91.6	28.3
Rank	1-tie	2	3	2	-	2
<b>Sweet Corn</b>						
Wis.	140,700	113,500	4.54	515,300	25.60	13,192
% of US	29.9	26.5	92.1	24.4	99.2	24.2
Rank	1	2	6	2	-	1



	<u>Planted Acres</u>	<u>Harvested Acres</u>	<u>Yield per Acre (tons)</u>	<u>Production (tons)</u>	<u>Price per Ton</u>	<u>Value (1000's)</u>
<b>Cucumbers/ pickles</b>						
Wis.	9,200	9,000	4.77	42,950	90.00	3,866
% of US	6.8	7.0	107.7	7.5	95.7	7.2
Rank	4	4	8	5	-	5
<b>Green Peas</b>						
Wis.	133,700	122,200	1.34	163,750	112.00	18,340
% of US	33.0	32.4	98.5	32.0	100	31.9
Rank	1	1	4	1	-	1



MIGRANT SPECIALISTS ROSTER FOR 1972  
WISCONSIN STATE EMPLOYMENT SERVICE  
DEPARTMENT OF INDUSTRY, LABOR, AND HUMAN RELATIONS

Alcario Samudio, Supervisor,  
Migrant Services Div.  
310 Price Place  
Madison, Wis., 53705  
(608) 266-3115

Albert Stamborski, Coordinator,  
Agricultural Activities  
Wis. State Employment Service  
Wautoma, Wis. 54982  
(414) 787-2159

Elwood Kiel, Coordinator,  
Food Processing Activities  
138 Front Street  
Beaver Dam, Wis.  
(414) 887-7161

1. Santiago Davila (39)  
Wautoma  
(414) 787-2159  
(Oconto, Marinette, Door, Outagamie)  
5 years with WSES, B.A. - Education-Teaching in Migrant 6 month program. 14 years experience.
2. Amado Garcia (48)  
Beaver Dam  
(414) 887-7161  
(Dodge, Columbia, Fond du Lac, Calumet)  
4 years with WSES & Department of Public Instruction B.A. - Education. Teaching in migrant 6 month program. 18 years experience in that field.
3. Rolando Ramirez (35)  
Wautoma  
(414) 787- 2159  
(Waushara, Marquette, Adams, Waupaca)  
4 years with WSES - B.A. in Spanish teaching in secondary education. 12 years experience in this field.
4. Ramiro R. Ramirez (23)  
Wautoma  
(414) 787-2159  
(Kenosha, Walworth, Jefferson, Racine)  
1 year with WSES - B.A. in Education and Physical Education. Teaching in migrant 6 month program. 2 years experience in this field plus has counseled.
5. Adela de la Rosa (21)  
Beaver Dam  
(414) 887-7161  
(Fond du Lac, Sheboygan, Manitowoc)  
1st year with WSES - 2 years of college (Oshkosh). Has done substitute teaching in Migrant Summer School Program 2 years, migrant up until last two years. Daughter of a large ex-crewleader and delivered necessary supportive services to their camp of approximately 250 migrant workers. Numerous voluntary work with Chicano organizations.
6. Virginia Rose (23)  
Beaver Dam  
(414) 887-7161  
(Dodge, Columbia, Green Lake)  
2 years with WSES - B.A. in Latin American Studies. Bi-lingual teacher for Midwest Success Training Association. English teacher in Peru in private institutes and private tutoring. Teacher of creative writing and poetry. Counselor to Peruvian peasants and farm workers. Volunteer work with various Spanish-Speaking Organizations.
7. John J. Kostishack (30)  
Wautoma  
(414) 787-2159  
(Portage, Waushara, Winnebago)  
1st year with WSES-Master in Economics and Public Administration-Project Assistant. -Center for Development U.W.- 1 year Project Director. U.S. Peace Corp - Texas A & M University doing extension work in Peru and Mexico and Puerto Rico, and Ecuador to include training, counseling, recruitment of staff, coordinating supporting institutions, administrator of the budget, cooperatives formation, teacher



training, school construction, education in agrarian labor organization. 6 years in total with Peace Corps. Very fluent in Spanish.

8. Diana Newman (21)  
Multi-Purpose Center  
Beaver Dam area  
(414) 887-7233

1st year with WSES - B.A. in Spanish and Elementary Education. Experience in Black Studies Program in Milwaukee. Experience with Indians in Dells area (her home area) through the Indian Baptist Church. Has studied the Catholic Church and its effect on migrant labor. 2 years teaching experience (1 year in Spain, 1 in Schenk Middle School doing her practice teaching). Tutors with A.B.E. classes at Wilmar Center in Madison with ex-migrants and the Latin American Project.

9. Lutecia Gonzalez (31)  
Wautoma area  
(414) 787-2159

1st year with WSES - 3 years of college - Major is Psychology and Anthropology. <sup>currently working</sup> Interested in a Law degree. Present director of Latin American Project in Madison. Director of Blackhawk Day Care Services. Organized and was an officer in La Voz Latina in Rockford, Ill., Chicano Representative of WESCO - Minority Coalition of Rockford, Ill. Present board member of UMOS.



**STATISTICAL REPORTING SERVICE**

Post Office Box 5160

Madison, Wisconsin 53705

December 26, 1972

VEGETABLES FOR PROCESSING: 1972 ANNUAL SUMMARY, WISCONSIN

The 1972 vegetable harvest in Wisconsin was plagued by extremely wet weather. Although the planted acreage of the principal vegetable crops for processing was up 6 percent from 1971, harvested acreage was down 4 percent. Wisconsin again led the Nation in harvested acreage for processed vegetables, accounting for 18.3 percent of the total. The State led in harvested acreage of green peas and beets, tied for first in snap beans, and was second in sweet corn and cabbage for sauerkraut. Production from the nine principal processed vegetable crops in Wisconsin totaled 975,000 tons in 1972, a decline of 3 percent from the previous year but 11 percent above two years ago. The combined value of processed vegetable crops for 1972 in Wisconsin was \$49 million, up 5 percent from a year earlier and 13 percent more than in 1970.

**GREEN PEAS:** Planting was off to the latest start since 1960 due to a cold, wet April. Favorable weather in May permitted planting to catch up rapidly but the warm and dry conditions resulted in light yields on the early crop. Frost on the night of June 9th also did some damage. Yields on alsweets and other sweets were good though and the final yield of 1.34 tons per acre exceeded 1971. Harvested acreage was lower than expected due to the difficult harvesting season. Production, at 163,750 tons, was 12 percent above 1971 despite a 2 percent drop in harvested acreage.

**SWEET CORN:** Dry weather early in the planting season made it possible for most growers to catch up from the late spring. Harvest was starting the first week of August with canners looking forward to a very good crop. Heavy rains in August and September interfered with the harvest. The amount of harvested acreage decreased considerably as the poor harvesting conditions continued. Almost 20 percent of the planted acreage was never harvested. The yield of 4.54 tons per acre was nearly equal to 1971 but total production was down 4 percent.

**SNAP BEANS:** Planting was close to schedule and the crop was progressing favorably until the frost on the morning of June 10th hurt a lot of snap beans in the central sand area. Some of the acreage was replanted and the rest recovered. Excessive rains in August made harvesting almost impossible. Harvested acreage was 9 percent below 1971. The yield per acre of 2.67 tons was above last year but total production declined 6 percent.

**CUCUMBERS:** The dry weather was favorable for planting but germination was spotty. Rain and warmer temperatures in July improved condition of the crop. A continuation of the rain however made completion of the harvest very late. Acreage and production were up from 1971 but were well below 1970. The yield of 4.77 tons per acre in 1972 was down from the 5.04 tons per acre a year earlier.

**BEETS:** The crop was off to a good start but needed rain which began in July and continued through September. These excessive rains delayed harvesting and damaged a promising crop. The harvest continued with better weather in October but was way behind a year earlier. Some beets had to be left in the ground as quality deteriorated. Although planted acreage was up 3 percent from 1971, harvested acreage declined 22 percent. The 1972 yield of 14 tons per acre was a record but total production was down 7 percent.

**GREEN LIMA BEANS:** The crop was doing very good until the rains and hail came in August. Rain in September halted harvest in some areas and also caused low spots to be abandoned. Harvested acreage in 1972 increased 21 percent from the previous year as the planted acreage was up 28 percent. The yield of .82 ton per acre was the poorest since 1955.



COMMERCIAL VEGETABLES FOR PROCESSING: ACREAGE, YIELD, AND PRODUCTION, 1970-72

CROP	Harvested acres			Unit	Yield			Production		
	1970	1971	1972		1970	1971	1972	1970	1971	1972
WISCONSIN										
Green peas	118,600	125,100	122,200	Ton*	1.16	1.17	1.34	137,600	146,350	163,750
Sweet corn	117,600	117,900	113,500	Ton	3.82	4.57	4.54	449,250	538,800	515,300
Snap beans	44,100	50,100	45,500	Ton	2.26	2.59	2.67	99,650	129,750	121,500
Cucumbers	11,500	8,200	9,000	Ton	4.26	5.04	4.77	49,000	41,350	42,950
Beets	5,800	5,800	4,500	Ton	10.43	11.66	14.00	60,500	67,650	63,000
Green lima beans	6,600	5,300	6,400	Ton*	.97	1.25	.82	6,400	6,650	5,250
Cabbage for kraut	4,200	3,600	3,300	Ton	18.36	19.18	18.56	77,100	69,050	61,250
SELECTED STATES AND UNITED STATES										
Green peas										
Minnesota	66,200	63,900	66,400	Ton*	1.08	1.12	1.25	71,500	71,550	83,000
Washington	63,300	57,200	61,800	Ton*	1.51	1.84	1.58	95,600	105,250	97,650
Oregon	43,700	39,500	44,800	Ton*	.97	1.44	1.22	42,400	46,900	54,650
United States	383,860	382,910	377,670	Ton*	1.24	1.36	1.36	476,250	520,350	511,950
Sweet corn										
Illinois	45,300	48,000	48,800	Ton	3.85	5.21	4.92	174,400	250,100	240,100
Minnesota	105,900	108,100	117,100	Ton	4.85	4.75	5.00	513,600	513,500	585,500
United States	412,650	423,000	428,630	Ton	4.55	4.84	4.93	1,879,050	2,047,250	2,114,200
Snap beans										
New York	49,200	44,000	45,500	Ton	2.09	2.20	1.62	102,850	96,800	73,700
Oregon	27,700	32,000	35,000	Ton	4.77	4.10	3.71	132,150	131,200	129,900
United States	227,770	240,200	255,490	Ton	2.50	2.48	2.40	570,150	596,650	613,300
Cucumbers										
Michigan	23,200	24,500	26,000	Ton	4.48	3.38	3.76	103,950	82,800	97,800
N. Carolina	27,700	27,300	27,000	Ton	2.50	3.05	2.50	69,250	83,250	67,500
United States	133,580	127,600	128,830	Ton	4.41	4.41	4.43	588,800	563,100	571,150
Beets										
New York	3,900	4,000	3,500	Ton	19.86	18.30	13.46	77,450	73,200	47,100
United States	15,000	13,690	12,670	Ton	13.71	13.86	12.93	205,650	189,750	163,800
Green lima beans										
Delaware	15,500	16,000	16,200	Ton*	.74	.68	.83	11,450	10,900	13,450
California	20,300	22,900	27,300	Ton*	1.55	1.48	1.75	31,450	33,900	47,800
United States	70,630	71,130	74,570	Ton*	1.11	1.13	1.22	78,750	80,650	90,700
Cabbage for kraut										
New York	3,600	3,400	3,400	Ton	26.00	24.60	18.80	93,600	83,650	63,900
Ohio	1,500	1,200	1,200	Ton	21.20	24.80	19.71	31,800	29,750	23,650
United States	12,980	11,460	10,800	Ton	20.50	20.50	18.34	266,100	234,950	198,100
*Shelled										

H. M. Walters, in Charge  
R. W. Gann

STATISTICIANS

R. E. Schooley, Asst. in Charge  
M. R. Heiser



The Inspection and Enforcement Team was established in August of 1971 to coordinate all programs dealing with migrants under the jurisdiction of the Department of Industry, Labor and Human Relations.

Under the direction of Commissioner John C. Zinos, and supervision of Alcario Samudio, Chief of Migrant Services, members of the Equal Rights, Workmen's Compensation, State Employment Service and Industrial Safety and Buildings' staffs met on a regular basis to coordinate their efforts.

In the past, each unit had implemented its program without any communication with the others. It was the feeling of the Commission that this lessened the effectiveness of the Department's overall program for migrants.

One of the first actions of the Team was to develop an application for certification which requested information on payment of wages, workmen's compensation and other programs. Migrant Camp certification was not issued unless all questions had been answered to the Team's satisfaction.

The Team also reduced the time allowed for correction of code violations from 30 days to from 5-15 days; the more serious the violation, the shorter the compliance time.

The Department of Justice, which serves as legal counsel to the Department, also had two representatives on the Team. Through this cooperation, cases were referred to the Attorney General as quickly as possible for legal action.



CERTIFIED CAMPS  
AS OF OCT 25, 1972

The Department of Local Affairs and Development sent a representative to the Team. This was to provide intra-departmental cooperation and information on problems of migrants. United Migrant Opportunity Services, Inc. also had representation on the team.

During 1972, 73 cases were referred to the Attorney General for prosecution efforts for failure to apply for certification before operating or for failure to meet compliance time periods. This compares to only 3 cases during 1971 and none in prior years.

Claims for workers paid insufficient wages were settled without need for legal action except for one case.

Another facet of the Team was its educational program.

An explanation of the laws and codes of the Department was sent to every camp operator with the application for certification. It was an attempt to inform farmers, canners and freezers of what would be expected of them during the season and how the Department would enforce the laws.

As a followup to this, the Team held several informational sessions for sessions for camp operators and interested Supportive Services Agencies in various areas of the state to answer any questions and explain procedures.

Similar sessions were held for United Migrant Opportunity Services



(UMOS) employees. Some UMOs staff were deputized by the Department to assist in information gathering and camp inspection.

By the end of 1972, the Team had accomplished its major purpose of coordinating migrant programs within the Department. Lines of communication had been established between these units and with other agencies and community groups.

1972 was a trial year with different procedures and structures. It cannot be termed a complete success, but it was a step forward in providing detailed inspections of camps and stricter enforcement of the law. Through continued coordinated action and further educational efforts both for camp operators and migrants, 1973 should prove a more successful year.





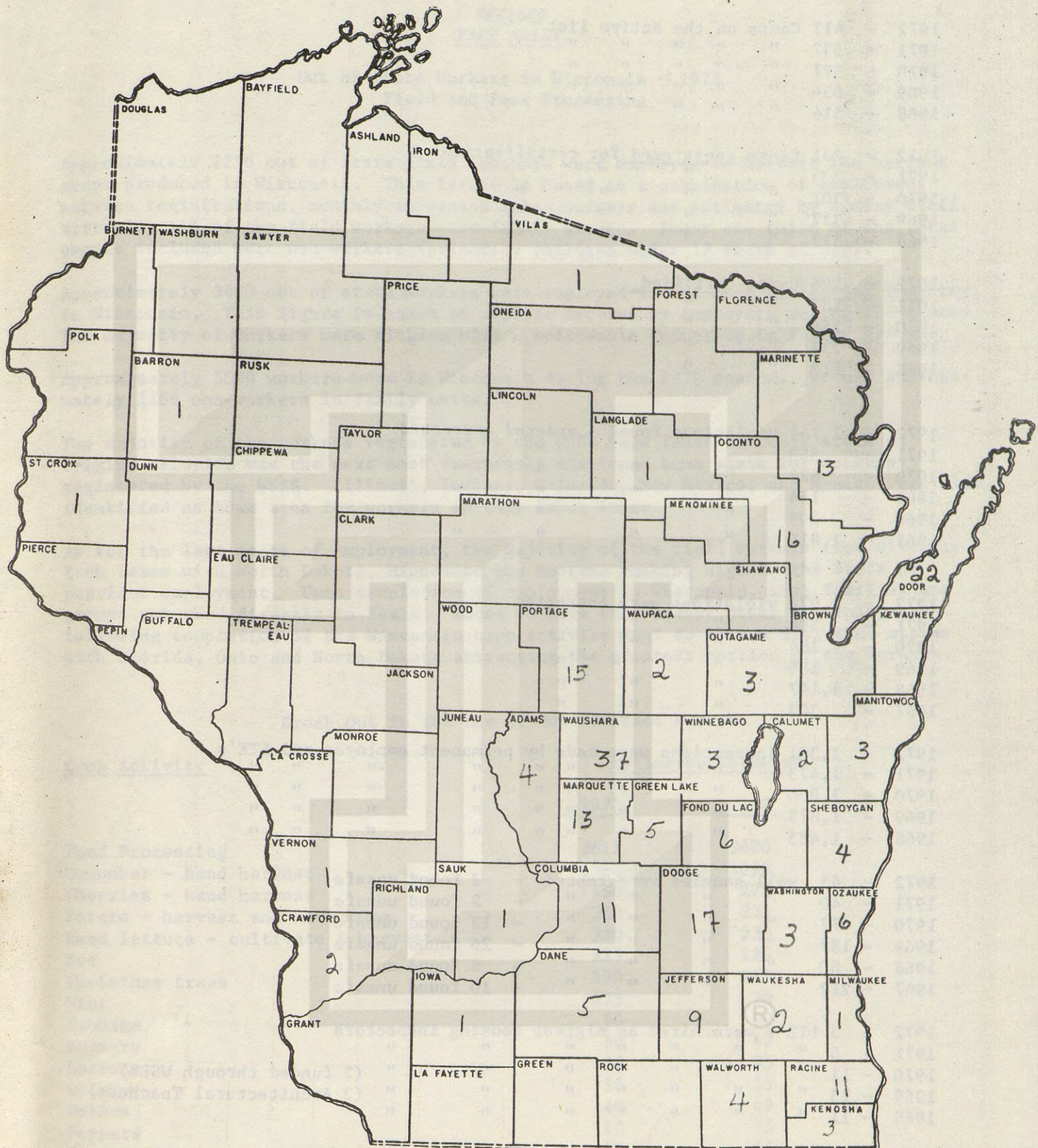






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U 9,

Application for  
Certification in 1972





# MIGRANT HOUSING STATISTICS

January 1, 1973

1972 - 411 Camps on the active list  
 1971 - 537 " " " " "  
 1970 - 571 " " " " "  
 1969 - 536 " " " " "  
 1968 - 514 " " " " "

1972 = 231 Camps registered for certification  
 1971 - 203 " " " "  
 1970 - 301 " " " "  
 1969 - 317 " " " "  
 1968 - 313 " " " "

1972 - 196 Camps certified  
 1971 - 187 " "  
 1970 - 256 " "  
 1969 - 237 " "  
 1968 - 212 " "

1972 - 2,764 violations found & ordered corrected  
 1971 - 555 " " " "  
 1970 - 624 " " " "  
 1969 - 154 " " " "  
 1968 - 209 " " " "  
 1967 - 1,815 " " " "

1972 - 1,976 violations were corrected  
 1971 - 504 " " "  
 1970 - 184 " " "  
 1969 - 189 " " "  
 1968 - 1,147 " " "  
 1967 - 303 " " "

1972 - 1,361 inspections were made by permanent employees and LTE's  
 1971 - 1,473 " " " " "  
 1970 - 1,800 " " " " "  
 1969 - 1,873 " " " " "  
 1968 - 1,485 " " " " "

1972 - 45 well samples were tested - 2 found unsafe  
 1971 - 40 " " " " - 2 found unsafe  
 1970 - 77 " " " " - 12 found unsafe  
 1969 - 187 " " " " - 26 found unsafe  
 1968 - 80 " " " " - 8 found unsafe  
 1967 - 212 " " " " - 10 found unsafe

1972 - 3 LTE's were hired as migrant housing inspectors  
 1971 - 5 " " " " " "  
 1970 - 11 " " " " " " (2 funded through WSES)  
 1969 - 13 " " " " " " (2 Architectural Teachers)  
 1968 - 11 " " " " " "

1972 - 72 ATTORNEY GENERAL CASES  
 1971 - 3 attorney general Cases  
 1970 - (none)  
 1969 - (none)  
 1968 - 1 Attorney General Case

Approx:  
crops  
service  
Virtual  
people

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Crop A

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Cherri  
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Nurser  
Carrot  
Celery  
Onions  
Pepper  
Strawb  
Melons  
Apple  
Cranbe

\*Beacu  
column



**REVISED  
FACT SHEET**

**Out of State Workers in Wisconsin - 1972  
Field and Food Processing**

Approximately 2250 out of state field laborers were employed to harvest the various crops produced in Wisconsin. This figure is based on a combination of employment service registrations, monthly in-season labor surveys and estimates by agency staff. Virtually all of the field workers were family groups. About one third of the total people included were non-workers (primarily children under 12 years of age).

Approximately 3400 out of state workers were employed in the Food Processing Industry in Wisconsin. This figure is based on reports secured by employers during the season. The majority of workers were singles with a noticeable reduction in family groups.

Approximately 5650 workers were in Wisconsin during the 1972 season. We had approximately 1166 non-workers in family units.

The majority of the workers registered by the WSES have Texas as their state of origin. Florida was the next most frequently mentioned home state for workers registered by the WSES. Illinois, Indiana, Colorado, New Mexico, and Mexico were also identified as home area for workers in this labor force.

As for the last state of employment, the majority of the field workers came directly from Texas with North Dakota, Minnesota and Montana ranking high in the state of previous employment. Upon completion of employment in Wisconsin, most families and groups returned directly to Texas. Those workers that accept other ag-employment following completion of the Wisconsin crop activity went to eleven different states with Florida, Ohio and North Dakota attracting the greatest portion of the workers.

**Break Out in the Use of Out-of-State Workers**

<u>Crop Activity</u>	<u>Estimated Workers*</u>	
	<u>1971</u>	<u>1972</u>
Food Processing	3811	3400
Cucumber - hand harvest	1260	1090
Cherries - hand harvest	750	275
Potato - harvest and warehouse	350	225
Head lettuce - cultivate & harvest	250	235
Sod	125	125
Christmas trees	150	165
Mint	125	70
Cabbage	50	50
Nursery	50	65
Carrots	75	75
Celery	50	55
Onions	40	45
Peppers	60	75
Strawberries	30	15
Melons & squash	40	18
Apple harvest	125	75
Cranberries		25

\*Because of turnover and the transfer of crews from crop to crop, the total of these columns exceeds the number of out-of-state workers actually employed in Wisconsin.



# Characteristics of Out-of-State Workers

The Wautoma WSES registered 1822 field workers. The total number of people included in the registrations is 2615.

Total Workers	1822
Male workers - 16 years and over	789
Female workers - 16 years and over	667
Workers - 12 through 15 years	366

Non-workers 793

The Beaver Dam WSES registered 3279 food processing workers and 373 dependents.

In individual families	425 workers
Families in crews	431 "
Singles migrating individually	1650 "
Singles in crews	641 "
Dependents affiliated with family groups	373

Out-of-State workers travel individually, as a single family unit, or in groups composed of two or more families or a combination of single workers and family units.

Unit Composition	Wautoma	Sturgeon Bay	Beaver Dam
Individuals	05%	02%	02%
Single families	48%	20%	66%
Crew	51%	78%	32%



State of Origin

1st - Texas  
2nd - North Dakota  
3rd - Florida  
4th - Montana  
5th - Tennessee  
6th - Ohio  
7th - Wyoming

Last State of employment

Arkansas 14  
California 4  
Colorado 20  
Florida 215  
Georgia 3  
Idaho 3  
Illinois 33  
Indiana 29  
Iowa 35  
Kansas 12  
Kentucky 14  
Louisiana 24  
Michigan 7  
Minnesota 11  
Mississippi 33  
Missouri 16  
Montana 212  
Nebraska 16  
Nevada 1  
New Mexico 7  
North Dakota 226  
Ohio 103  
Oklahoma 12  
South Dakota 1  
Tennessee 114  
Texas 3630  
Washington 2  
Wyoming 44

Next State of employment

Arkansas 14  
Colorado 9  
Florida 323  
Georgia 3  
Illinois 101  
Indiana 138  
Iowa 3  
Kansas 5  
Kentucky 14  
Louisiana 24  
Michigan 8  
Minnesota 15  
Mississippi 33  
Missouri 16  
New Mexico 7  
North Dakota 124  
Ohio 178  
Oklahoma 12  
Tennessee 26  
Texas 3734



# Migrant Population by County

Wisconsin County	Rank	Total	Workers	Dependents	Estimated Maximum Length of Stay
Adams	22	80	60	20	7/15 - 9/15
Barron	32	4	4		5/1 - 12/15
Brown	30	24	24		6/1 - 12/15
Calumet	18	124	124		6/25 - 10/30
Columbia	3	553	458	95	6/15 - 10/20
Crawford	29	28	25	3	9/15 - 10/1
Dane	19	89	86	3	4/20 - 11/1
Dodge	1	1123	1003	120	5/1 - 12/15
Door	4	331	270	61	7/15 - 8/15
Fond du Lac	6	321	316	5	6/20 - 10/5
Green Lake	12	224	217	7	6/25 - 10/10
Jefferson	10	243	208	35	4/15 - 11/15
Kenosha	27	33	25	8	4/15 - 11/15
Langlade	28	33	25	8	6/25 - 10/15
Manitowoc	14	186	158	28	6/25 - 12/1
Marinette	16	133	100	33	6/25 - 10/15
Marquette	5	330	250	80	7/15 - 9/15
Oconto	13	215	163	52	6/30 - 10/10
Outagamie	17	95	64	31	7/1 - 11/10
Ozaukee	7	284	227	57	6/15 - 12/15
Portage	8	265	200	65	6/15 - 9/15
Racine	21	84	75	9	4/15 - 11/15
Rock	33	3	3		6/10 - 12/15
Sauk	34	1	1		6/25 - 10/1
St. Croix	24	48	48		7/1 - 10/20
Sheboygan	9	243	219	24	6/15 - 12/15
Vernon	31	5	5		6/15 - 10/1
Vilas	25	43	43		10/1 - 11/17
Walworth	23	52	40	12	4/15 - 11/15
Washington	15	167	132	35	6/15 - 12/15
Waukesha	20	88	78	10	6/15 - 11/15
Waupaca	11	225	150	75	6/1 - 9/15
Waushara	2	950	700	250	6/1 - 12/1
Winnebago	26	42	36	6	6/1 - 10/1

## Crop

Peas  
Green

Peas  
Green

Peas  
Sweet  
Green

Green  
Lima  
Sweet  
Red B  
Carro  
Sour  
Mixed

Red B  
Carro  
Sour K  
Mixed

Beets  
Carro  
Sour K  
Cranbe  
Apples  
Brusse

\* Because  
exceed  
employ



PEAK MIGRANT EMPLOYMENT  
IN WISCONSIN ROOD PROCESSING  
1972

Crops	Month	*Food Processing In-Plant Workers		*Food-processing Related Agricultural Workers	
		1971	1972	1971	1972
Peas	June	174	107	81	20
Green Beans					
Peas	July	1136	887	222	154
Green Beans					
Peas	August	1996	1556	119	36
Sweet Corn					
Green Beans	September				
Green Beans					
Lima Beans					
Sweet Corn					
Red Beets		3113	2908	73	53
Carrots					
Sour Kraut					
Mixed Vegetables	October				
Red Beets		1574	1963	72	29
Carrots					
Sour Kraut					
Mixed Vegetables	November				
Beets		836	640	35	31
Carrots					
Sour Kraut					
Cranberries					
Apples					
Brussell Sprouts					

\* Because of worker turnover and transfers, the total of these columns will exceed the total migrant workforce involved in seasonal food processing employment.



MIGRANT SERVICES DIVISION  
WIS. STATE EMPLOYMENT SERVICE

MADISON, WISCONSIN 53705

MIGRANT PROGRAMS IN WISCONSIN, 1972

The Migrant Services Division estimates there will be 700 more jobs for migrants this year than in 1971 when approximately 6800 migrants worked in Wisconsin. These workers were accompanied by 2000 non-working dependents.

About 3811 migrant workers were employed in food processing in 1971, 1260 in picking cucumbers, 750 picking cherries, 700 in mixed vegetables and 275 in sod farm, Christmas tree and nursery work. (Totals by crop activity yield a higher figure since some migrants worked in more than one activity.)

A number of federal, state and local programs and services are available to these migrants while they are here in the state. The following is a listing of some of these services.

EMERGENCY HOUSING

1. Multi-Service Center, Beaver Dam

Four trailer units to house up to eight families for short periods. Counseling in employment, education and vocational training, health care, child selling in employment, education and vocational training, health care, child programs. Operated with multi-agency federal funds by United Migrant Opportunity Services (UMOS). Located south of town on South Center St., Quarter mile from intersection City 151 and 151 by-pass. At present telephone is at Multi-Purpose Center - (414) 887-7233

2. Other Emergency Housing can be arranged at:

Racine Spanish Center, Racine - (414) 637-7931  
Mission of Americas, Cambria  
Guadalupe Mission, Endeavor (608) 587-7775  
St. Peter's Parish Hall, Oconto (414) 834-3201 or 834-5750  
St. Charles' Church, Lena (414) 829-5222  
Beaver Dam private homes  
St. Martin's - 1312 Bald St. Madison 608-251-4646

EMERGENCY FOOD AND CLOTHING

1. The following OEO funded agencies in migrant areas hope to have some Emergency Food and Medical Services funds:

United Migrant Opportunity Services (UMOS) in all migrant areas of the state, Milwaukee office, telephone 414-671-5700  
Central Wisconsin EOC (Marquette, Portage, Waushara counties)--telephone 715-341-1945  
Milwaukee Social Development Commission, telephone 414-272-5600  
Northeast Wisconsin CAA (Florence, Forest, Marinette, Oconto), telephone 414-834-4621



Racine County CAP, telephone 414-633-1883

2. Food stamps of surplus commodities. Low income employed and unemployed qualify. Contact county welfare office
3. Clothing, furniture and appliances may be obtained through local outlets such as St. Vincent de Paul Society and the Salvation Army. Most community Action Agencies operate clothing centers, often in several locations.

#### HEALTH AND SOCIAL SERVICES

##### 1. Federally funded (HEW) Migrant Health Programs.

Include free medical, dental, some hospital services, and camp health coordinators.

- a. Beaver Dam at Multi-Service Center. Appointments made to local doctors' and dentists' offices. Staff available daily.
- b. Endeavor Health Clinic. Medical and dental clinic open daily as well as several evenings.
- c. Wautoma Health Clinic. Medical and dental clinic open daily as well as several evenings. Nutritionist available.

For information contact Dr. Michael Arra, Division of Health, Wis. Dept. of Health & Social Services, 1 West Wilson Street, Madison 53703 Telephone 608-266-2661

##### 2. Volunteer Health Service

Volunteer Health and medical services by local doctors available some hours each week at Manitowoc, Oconto and Sturgeon Bay.

##### 3. Health and Family Planning

After August 1, 1971, United Migrant Opportunity Services has had para-professionals, nurses, medical and family planning services available year round in populated Latin-American centers and in migrant areas during the season. Contact UMOS centers (under Counselling).

##### 4. County Public Health Nurses

County public health nurses can be contacted in all counties. Additional nurses will be hired for the season in those counties having a greater concentration of migrants. Immunizations, tuberculosis screening, family, maternal and child care service, camp visits by arrangements. Referral service from and to other states. Contact local county health office or Vivian Harriman, Section of Public Health Nursing, Dept. of Health & Social Services, 1 West Wilson Street, Madison 53703, telephone 608-266-1571. A complete list of Public Health Nurses is on pages 3 and 4.

##### 5. Title XIX (Medical Assistance)

Medical and dental coverage for those 65 and over and for children under 21 who meet low income requirements. Contact county welfare office.

##### 6. A list of the Social Services Departments and County Directors is on pages 5 & 6.



PUBLIC HEALTH NURSES

<u>Adams</u>	Mrs. Mary E. Mudge, R.N.	149 North Main Street Adams, Wisconsin 53910
<u>Barron</u>	Miss Hazel Nordley, R.N. Supervising Nurse	Court House Barron, Wisconsin 54812
<u>Brown</u>	Miss Mary Norton, R.N.	Court House Green Bay, Wisconsin 54305
<u>Burnett</u>	Mrs. Dianne Okes, R.N.	Community Building Webster, Wisconsin 54893
<u>Calumet</u>	Mrs. Elizabeth Behnke, R.N. Senior Nurse	Court House Chilton, Wisconsin 53014
<u>Columbia</u>	Mrs. Alice Marquardt, R.N. Supervising Nurse	County Administration Bldg. Portage, Wisconsin 53901
<u>Dane</u>	Mrs. Florence Wetzol, R.N. Director of Nurses	Room 309, City-County Bldg. Madison, Wisconsin 53709
<u>Dodge</u>	Mrs. Mary M. Draheim, R.N. Director of Nursing Service	Court House, P. O. Box 124 Juneau, Wisconsin 53039
<u>Door</u>	Mrs. Judith Porter, R.N. Supervising Nurse	Court House Sturgeon Bay, Wisconsin 54235
<u>Fond du Lac</u>	Mrs. Catherine Zimmerman, R.N. Senior Nurse	Court House Fond du Lac, Wisconsin 54935
<u>Green Lake</u>	Mrs. Betty J. Johnson, R.N.	Court House Green Lake, Wisconsin 54941
<u>Jackson</u>	Mrs. Verna Larson, R.N.	Box 227 Black River Falls, Wisconsin 54615
<u>Jefferson</u>	Mrs. Eileen Taylor, R.N. Supervising Nurse	320 S. Main Jefferson, Wisconsin 53549
<u>Kenosha</u>	Miss Irene G. Kowalewski, R.N. Senior Nurse	Court House Kenosha, Wisconsin 53140
<u>Langlade</u>	Mrs. Bertha M. Nelson, R.N. Supervising Nurse	Court House Antigo, Wisconsin 54409
<u>Lincoln</u>	Mrs. Janet C. Kudick, R.N. Supervising Nurse	Court House Merrill, Wisconsin 54452

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PUBLIC HEALTH NURSES (continued)

<u>Manitowoc</u>	Mrs. Helen Mueller, R.N. Director of Nurses	Court House Manitowoc, Wisconsin 54220
<u>Marinette</u>	Mrs. Margaret Callies, R.N. Supervising Nurse	Court House Marinette, Wisconsin 54143
<u>Marquette</u>	Mrs. Grace Mary Kanke, R.N.	Court House Montello, Wisconsin 53949
<u>Oconto</u>	Mrs. Carol Grady, R.N.	Oconto County Community Health Service 1044 Main Street Oconto, Wisconsin 54153
<u>Outagamie</u>	Mrs. Virginia M. Lemon, R.N. Senior Nurse	Court House Annex Appleton, Wisconsin 54911
<u>Ozaukee</u>	Mrs. Carolina Voss, R.N.	Court House, P. O. Box 105 Port Washington, Wisconsin 53074
<u>Portage</u>	Mrs. Ruth Gilfry, R.N. Supervising Nurse	County-City Building Stevens Point, Wisconsin 54481
<u>Racine</u>	Mrs. Carol Sigwart, R.N. Supervising Nurse	Route 1, Box 226A Sturtevant, Wisconsin 53177
<u>St. Croix</u>	Miss Marion Erlien, R.N. Supervising Nurse	Red Brick Building Hammond, Wisconsin 54015
<u>Sheboygan</u>	Miss Clare J. Sprangers, R.N. Nurse Director	Court House, Room 104 Sheboygan, Wisconsin 53081
<u>Vernon</u>	Miss Elizabeth Johnson, R.N.	Court House Annex Viroqua, Wisconsin 54665
<u>Vilas</u>	Mrs. Ethel C. Cook, R.N. Senior Nurse	Court House Eagle River, Wisconsin 54521
<u>Walworth</u>	Mrs. Florence Wentz, R.N. Supervising Nurse	County Trunk NN P. O. Box 67 Elkhorn, Wisconsin 53121
<u>Washington</u>	Mrs. Althea Miller, R.N. Supervising Nurse	515 East Washington Street West Bend, Wisconsin 53095
<u>Waukesha</u>	Miss Elizabeth Casanova, R.N. Director of Nurses	Court House Waukesha, Wisconsin 53186
<u>Waushara</u>	Miss Marie Millington, R.N.	County Highway Building, Wautoma Wautoma, Wisconsin 54982
<u>Winnebago</u>	Mrs. Dorothy C. Mitchell, R.N. Supervising Nurse	Court House Oshkosh, Wisconsin 54901



COUNTY DIRECTORS  
DEPARTMENTS OF SOCIAL SERVICES

<u>Adams</u>	Richard Holt	P. O. Box C 149 N. Main St. Adams, Wisconsin 53910
<u>Barron</u>	Leon C. Stolper	P. O. Box 99 - Courthouse Barron, Wisconsin 54812
<u>Brown</u>	John Wood	P. O. Box 50 Green Bay, Wisconsin 54305
<u>Burnett</u>	Thomas E. Keith	P. O. Box 45, Community Bldg. Webster, Wisconsin 54893
<u>Calumet</u>	Miss Florence Woelfel	Court House Chilton, Wisconsin 53014
<u>Columbia</u>	Robert W. Andrews	P. O. Box 134, Admin. Bldg. Portage, Wisconsin 53901
<u>Dane</u>	Allen T. Zoeller	1202 Northport Drive Madison, Wisconsin 53704
<u>Dodge</u>	Theodore A. Bennett	P. O. Box 204, Admin. Bldg. Juneau, Wisconsin 53039
<u>Door</u>	John Michalski	P. O. Box 478-479 - Courthouse Sturgeon Bay, Wisconsin 54235
<u>Fond du Lac</u>	Joseph W. Juknialis	63 Western Avenue Fond du Lac, Wisconsin 54935
<u>Green Lake</u>	Stephen J. Szatkowski	Court House Green Lake, Wisconsin 54941
<u>Jackson</u>	Marshall H. Graff	P. O. Box 227, Court House Black River Falls, Wis. 54615
<u>Jefferson</u>	Thomas F. Yonash	Court House, Room 111 Jefferson, Wisconsin 53549
<u>Kenosha</u>	Paul D. Hickey	2717 - 67th St. Kenosha, Wisconsin 53140
<u>Langlade</u>	Mrs. Mildred Bryan, Acting Dir.	P. O. Box 158, Court House Antigo, Wisconsin 54409
<u>Lincoln</u>	James C. Koller	Court House Merrill, Wisconsin 54452
<u>Manitowoc</u>	Kenneth Tate	926 South 8th St. Manitowoc, Wisconsin 54220
<u>Marinette</u>	Warren Parish	P. O. Box 46, Courthouse Marinette, Wisconsin 54143

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COUNTY DIRECTORS (continued)

<u>Marquette</u>	Jack Schwartz, Acting Director	P. O. Box 413, Court House Montello, Wisconsin 53949
<u>Oconto</u>	Henry Hendrickson	P. O. Box 299, Court House Oconto, Wisconsin 54153
<u>Outagamie</u>	James Stamp	Court House Appleton, Wisconsin 54912
<u>Ozaukee</u>	Mrs. Mildred S. Runkel	Court House Bldg., Room 335 P. O. Box 307 Port Washington, Wisconsin 53074
<u>Portage</u>	Raymond L. Bartkowiak	Court House Stevens Point, Wisconsin 54481
<u>Racine</u>	Edwin Affolter	425 Main Street Racine, Wisconsin 53403
<u>St. Croix</u>	Robert H. Sanden	P. O. Box 31 904 Third St. Hudson, Wisconsin 54016
<u>Sheboygan</u>	John E. Lubbers	P. O. Box 610, Court House Annex Sheboygan, Wisconsin 53082 (Room 114)
<u>Vernon</u>	Richard Q. Scott	113 W. Court St. Viroqua, Wisconsin 54665
<u>Vilas</u>	Edward J. Leveille	P. O. Box 337, Court House Eagle River, Wisconsin 54521
<u>Walworth</u>	Edward Chess	P. O. Box 46, Court House Room 123 Elkhorn, Wisconsin 53121
<u>Washington</u>	Donald V. Ryd	P. O. Box 476 West Bend, Wisconsin 53095
<u>Waukesha</u>	Joseph R. Himden	Court House 515 W. Moreland Avenue Waukesha, Wisconsin 53186
<u>Waushara</u>	August K. Pagel	P. O. Box 310, Courthouse Wautoma, Wisconsin 54982
<u>Winnebago</u>	Norman L. Whitford	P. O. Box 590 448 Algoma Blvd. Oshkosh, Wisconsin 54901



DIVISION OF FAMILY SERVICES  
COMMUNITY PLANNING AND DEVELOPMENT SECTION  
COUNTY ADMINISTRATION SECTION  
REGIONAL OFFICES

MADISON REGIONAL OFFICE

Community Planning & Development Section  
Robert Ganser, Chief  
1206 Northport Drive  
Madison, Wisconsin 53704

James Honnold, Chief  
County Administration Section  
1206 Northport Drive  
Madison, Wisconsin 53704

MILWAUKEE REGIONAL OFFICE

Community Planning & Development Section  
Ray Gladieux, Chief  
819 North 6th Street - 6th Floor  
Milwaukee, Wisconsin 53203

County Administration Section  
James Matthews, Chief  
819 North 6th Street - 6th Floor  
Milwaukee, Wisconsin 53203

GREEN BAY REGIONAL OFFICE

Community Planning & Development Section  
Robert E. Wagner, Chief  
P. O. Box 3730  
Green Bay, Wisconsin 54303

County Administration Section  
Russell Duket, Chief  
P. O. Box 3730  
Green Bay, Wisconsin 54303

RHINELANDER REGION

Community Planning & Development  
Orris Bartholomew, Chief  
Schiek Plaza  
P. O. Box 697  
Rhinelander, Wisconsin 54501

County Administration Section  
Robert Walsh  
Schiek Plaza  
P. O. Box 697  
Rhinelander, Wisconsin 54501

EAU CLAIRE REGIONAL OFFICE

Community Planning & Development  
Charles Zepp, Chief  
718 West Clairemont Avenue  
Box 228  
Eau Claire, Wisconsin 54701

County Administration Section  
Lyman Haunschild, Chief  
718 West Clairemont Avenue  
Box 228  
Eau Claire, Wisconsin 54701



## EDUCATION

### 1. Head Start - Day Care

- a. The following agencies in migrant areas have Head Start programs:

- Central Wisconsin EOC - at Almond-Bancroft, Endeavor, Hancock, Montello, Wautoma, Wild Rose
- Citizens' Opportunity Services, Inc. - at Sharon, Delavan, East Troy, Elkhorn
- Fond du Lac area EOC - at Ripon, Oakfield, Green Bay Public Schools at Beaumont School
- Lake Mills Public Schools
- Racine County CAP at Racine Unified School District
- Reeds ville Public Schools at Manitowoc and Two Rivers

Contact Margaret Sloan, Head Start Coordinator, Bureau of Economic Opportunity, Department of Local Affairs & Development, 123 West Washington Avenue, Madison 53707. Telephone 608-266-3092

- b. Wisconsin is included in the day care project of United Migrant for Opportunity, Inc., Mt. Pleasant, Michigan. One center is planned for Union Grove.

- c. Children's Day Care Service at Lomira, sponsored by Fond du Lac Human Rights Council.

### 2. Title I Migrant Pre-School and School Age Programs

Under the guidance of the State Department of Public Instruction but usually operated through school districts with special federal funds for the education of migrant children.

Centers will be at Almond, Appleton-Shiocton area, Berlin, Cambria, Cedar Grove, Endeavor, Hartford, Kenosha, Lake Mills, Montello, Oakfield, Rome, Sister Bay, Two Rivers, Union Grove, Watertown, and Wautoma. The Oconto County program will be run at Lena out of the CESA office.

Contact C.F. Baime, State Department of Public Instruction, 126 Langdon St. Madison. Telephone 608-266-2697

3. Church sponsored schools at at Jeromes's School, Columbus and St. Patrick's School, Sparta.

### 4. High School Equivalency Program (HEP)

A program funded by the Office of Economic Opportunity for migrant youth between ages of 17-22 who have not graduated from high school and wish to work toward a high school equivalency diploma. The majority of the students' needs are paid by the program (housing, food, medical, educational materials, etc.) plus they can earn a stipend. Contact Maria A. Hernandez, Director, High School Equivalency Program, Campus School R112, 2114 E. Kenwood, University of Wisconsin-Milwaukee, telephones 414-228-4622 and 228-4766



5. Adult Basic Education and Vocational Training

- a. Year-round stipended programs available through United Migrant Opportunity Services, Inc. (Address under Counselling)
- b. Courses, such as basic education, driver's education, vocational and home making skills, are and can be offered to migrants by the technical institutes. Contact nearest vocational technical college.
- c. Vocational Rehabilitation especially for physically or mentally handicapped. Services provide medical diagnosis, guidance, vocational, educational training, physical restoration, job placement and follow up. Contact Vocational Rehabilitation Division, Department of Health and Social Services, 1 West Wilson Street, Madison 53702. Telephone 266-1281 or Madison District office 266-3655
- d. Laubach one-to-one method of Literacy Training is available in a number of communities, often through church related groups. Consult with local ministers.

Counselling and Employment

1. United Migrant Opportunity Services, Inc., (UMOS)

An OEO funded organization that operates state wide and year round.

- a. Permanent relocation and employment for migrants

Offers stipended educational and job training programs to heads of household, helps to find housing and employment, offers help in other supportive services, follows each family along in its relocation efforts for one year.

Opportunity centers - year round  
Milwaukee, 809 W. Greenfield - telephone 414-671-5700  
Kenosha, 6603 26th Avenue - telephone 414-652-1182  
Sheboygan, 528 North 8th Street - telephone 414-458-7766

- b. Community workers available to all areas of migrant concentration in the state during the migrant season. Year-round community worker in Madison at Dane County CAC.

Contact Salvador Sanchez, Program Coordinator, UMOS, 809 West Greenfield Avenue, Milwaukee 53203. Telephone 414-671-5700

2. Migrant Worker Specialists, Migrant Services Section, Wis. State Employment Service.

Spanish speaking counselors available throughout the state. Are particularly concerned with protective legislation (workmen's compensation, etc.), job and training opportunities, mediation of minor disputes and misunderstandings, referrals to other migrant programs. Contact these Wis. State Employment Service offices:

Beaver Dam Farm Labor Trailer - 414-887-7161  
Elkhorn Employment Office - 414-723-5370  
Racine State Employment District Office - 414-637-9531  
Sturgeon Bay Seasonal Office - 414-743-5594  
Wautoma Seasonal Office - 414-787-2159



3. Concentrated Employment Program (CEP)

Assists the unemployed and underemployed worker who wants to better himself and who becomes a resident of the target area. It offers initial medical examinations, other supportive services and training stipends, if necessary.

Milwaukee CEP Centers: Northside, 2235 North 3rd St., 414-374-6350  
Southside, 800 South 5th St., 414-383-2590

CIVIL RIGHTS AND LEGAL AID

1. Equal Rights Division and Labor Standards Division

In cases of alleged discrimination in public accommodations, housing, employment and community relations, contact Equal Rights Division or the Labor Standards Division, Dept. of Industry, Labor and Human Relations, 310 Price Place, Madison, telephone 266-3131 or 266-3141

2. Latin American Union for Civil Rights, Milwaukee

Will help in cases where civil rights have been breached, particularly in cases of arrest and detention. Call Ernesto Chacon, 511 West National Avenue, Milwaukee. Telephone 414-645-6740

3. Wisconsin Judicare

Free legal service, OEO funded, for people of low income in 28 most northern counties. Includes Oconto and Marinette but not Door County. Contact Joseph Preloznik, Director, Wis. Judicare, 811 North First Street, Wausau, Wis. 54401 - Telephone 715-842-1681

4. Milwaukee Legal Services

OEO funded for Milwaukee County area. Particularly interested in class action cases. Contact Bob Munro, Director, Milwaukee Legal Services, 135 W. Wells. Telephone 414-271-9222. Southside office, Mark Wilson, telephone 414-671-6940

5. United Migrant Opportunity Services (UMOS)

Hopes to have several Marquette law students (6) and three fulltime lawyers working with their staff this summer. Call Milwaukee UMOS office, telephone 414-671-5700

MIGRANT HOUSING INSPECTION AND CAMP MAINTENANCE

Several Spanish speaking employees will be added this summer to work with the regular housing inspectors. Besides inspection, they will talk with migrants and employers to encourage good camp maintenance practices. As of this year two bilingual personnel have been permanently added.

Contact Paul Bishop, Supervisor of Migrant Housing, Dept. of Industry, Labor and Human Relations, 310 Price Place, Madison 53705. Telephone 608-266-3151



COMMUNITY GROUPS ASSISTING MIGRANTS

1. A number of local organizations extend a hand of friendship and help to migrants and ex-migrants. The following is a list of some of them.

Citizens Opportunity Services, Inc. (Walworth, Jefferson counties). Contact Rev. Jerome Thompson, Box 492, Delavan 53115. Telephone 414-728-9111 or 728-5922

Mrs. Adelina Richardson, counselor of the Mexican-American Services, 301 N. Main Street, Fond Du Lac, Wis. Telephone 923-0592

La Raza, Inc., Appleton. Contact Pat Santos, 1124 East Pershing Street, Appleton, Telephone 414-739-2330 or Charles Hernandez (President of La Raza, Inc.,) Telephone 414-725-7134

Manitowoc-Two Rivers Migrant Services Committee. Contact Mr. Victor Franco, Telephone 793-2887 or Hollis Greene, telephone 682-3488

La Raza, Inc., Coloma, Wisconsin, Contact Mr. or Mrs. Martinez, telephone 715-228-3012

Operation Friendship, Cambria, Wis. Contact Rev. Roy Fox. Telephone 414-348-5467

Washington County Migrant Service. Contact Mrs. H. W. Baumer, 218 5th St. West Bend. Telephone 414-334-2719

2. Community Action Agencies

The staff, including outreach workers, of the following Community Action Agencies in migrant areas are available for assistance to migrants:

- Central Wisconsin CAC (Adams, Columbia, Juneau, Sauk) Telephone 608-254-8353
- Central Wisconsin EOC, Inc. (Marquette, Portage, Waushara) Telephone 715-341-1945
- Central Wisconsin EOC, Inc. Al Abraham, Director, 1016B Main Street, Stevens Point, Wisconsin 54481
- Dane County CAC, telephone 608-251-5426
- Fond du Lac Area EOC, Inc. Mrs. Rosalie Tryon, Director, 19 W. First St. Fond du Lac, Wisconsin 54935
- Great Lakes Inter-Tribal Council, Peter Christianson, Director, Box 127 Bowler, Wisconsin 54416
- Menominee County CAA, Mrs. Sarah Skubitz, Director, Court House, Keshena, Wisconsin 54135
- Northeast Wisconsin CAA, Gertrude Peerenboom, Director, St. Patricks School, Oconto, Wisconsin 54153
- Northwest Wisconsin CAA (Ashland, Bayfield, Douglas, Iron, Price) Telephone 715-392-5127
- Racine County CAP Committee, Inc., Telephone 414-633-1883
- United Migrant Opportunity Services (UMOS), Mario Avila, Area Coordinator 528A North 8th Street, Sheboygan, Wisconsin 53081
- West Central Wisconsin CAA (Barron, Chippewa, Dunn, Pepin, Pierce, Polk, St. Croix) Telephone 715-265-4271 Glenwood City, Wisconsin, Box 308



STATE-WIDE MIGRANT ORGANIZATIONS

1. Governor's Committee on Migratory Labor

Appointed by the Governor to concern itself with all phases of the use of migrant labor. Comprised of public members, users of migrants, state agency representatives and exmigrants, it promotes programs to benefit migrants and recommends legislation to improve working and living conditions. Contact the chairman, Salvadore Sanchez, 809 W. Greenfield Avenue, Milwaukee 53204, telephone 414-671-5700, or vice-chairman Al Samudio, 310 Price Place, Madison 53705, telephone 608-266-3115, or the secretary, Mrs. Helen Bruner, Center for Leadership Development, University of Wisconsin Extension, 610 Langdon Street, 532 Lowell Hall, telephone 608-262-9960.

2. Wisconsin Migrant Health Committee

Interested in promoting better health care and living conditions for migrants. Members include ex-migrants, representatives of the Medical Auxiliary, church groups, staff of health programs and state agencies. Contact Mrs. Laurene deWitt, Box 193A, Shore Drive, Marinette, telephone 715-735-3651.

3. LaRaza Unida of Wisconsin

State group of the national organization, which is a fellowship of Spanish speaking civic, religious, cultural, political and social groups. Formed to promote the well being of Spanish speaking Americans and to foster knowledge and pride in their Mexican heritage. Contact Eugenio Lara, P.O. Box 363, Kenosha, Wis., 53140, telephone 414-658-4572.

4. Migrant Mission

A special program affiliate of the Wisconsin Council of Churches which provides support and liaison with community groups concerned with migrants' welfare. Contact: Alan J. Dale, chairman, P. O. Box 2209, Madison (53701), telephone 266-3116.

This report was prepared by the following staff members:

Rural Manpower Services  
310 Price Place  
Madison, Wisconsin 53705  
Telephone: 608-266-3115

Alcario Samudio, Chief, Migrant Services

Alan J. Dale, Rural Manpower Coordinator



WISCONSIN DEPARTMENT OF INDUSTRY,  
LABOR AND HUMAN RELATIONS  
Wisconsin State Employment Service

\*\* Bureau of Manpower Information \*\*



## RURAL MANPOWER REPORT

December 31, 1972

The total rural industry employment fell slightly in 1972 from 1971, which formerly was the lowest year on record (records from 1968).

Two reasons for the decline in rural industry employment this year were poor weather conditions and increased mechanization. There was an increase in the use of mechanical food processing equipment in the plants as well as greater use of machinery in the fields, which led to a need for less manpower.

A problem which confronted farmers and processors during the 1972 crop season was excessive moisture. It was the latest start of spring field work since 1965 and one of the most difficult harvesting years ever.

There were 12,810 workers per month, on the average, working in rural industry employment during the 1972 growing season (may through October). In 1971, the average number of rural industry workers per month was 12,841.

Total employment in rural industry establishments was greatest in September this year with 19,931 workers. The peak month on record was August of 1968 with 24,722 workers employed in rural industry.

The total number of Wisconsin residents employed in rural industry also peaked in September of 1972 at 16,145. September of 1971, with 17,498 workers, is the highest total of Wisconsin residents on record.

Out-of-state workers continue to decline in number from the peak year of 1968. The monthly average in 1968 was 3,878 compared to 1972's monthly average of 2,308 workers.



The total employment consists of three areas: plant workers, plant employed field workers and agricultural field workers.

The monthly average of the number of plants reporting in 1972 was 81 for an overall average of 158 workers per plant for 1972. In 1971, an average of 77 plants reported per month and the average number of workers per plant was 167.

The monthly average for plant workers in 1972 was 9,489, which is the highest average on record. This is because there are fewer plants but more workers per plant. Plant employed field workers averaged 1,451 in 1972, which is also the highest average record for this activity.

Manpower needs in agricultural field work were at a record low in 1972. The average number of workers per month in 1972 was 1,871. This compares to a 1971 average of 2,491 and a record high of 3,672 workers employed in this area in 1968.

The Rural Industry Reports depend on the cooperative reporting of many food processors and growers. Their monthly reports are sent to Elwood Kiel and Al Stamborski who provide us with the information on Wisconsin residents and the interstate migrants. Mr. Kiel and Mr. Stamborski also provide interpretive analysis.



1972

EMPLOYMENT IN RURAL INDUSTRIES ESTABLISHMENTS

Month	PLANT WORKERS			PLANT EMPLOYED FIELD WORKERS			Number of Plants Reporting	AGRICULTURAL FIELD WORKERS			TOTAL: ALL ACTIVITIES		
	Local	Inter-state	Total	Local	Inter-state	Total		Local	Inter-state	Total	Local	Inter-state	Total
May	2,766	74	2,840	764	12	776	81	898	204	1,102	4,428	290	4,718
June	3,285	107	3,392	1,035	20	1,055	83	920	506	1,426	5,240	633	5,873
July	8,437	887	9,324	2,348	154	2,502	83	982	1,045	2,027	11,767	2,086	13,853
Aug.	11,697	2,244	13,941	1,805	123	1,928	80	634	2,018	2,652	14,136	4,385	18,521
Sept.	13,488	2,908	16,396	1,379	53	1,432	79	1,278	825	2,103	16,145	3,786	19,931
Oct.	9,079	1,963	11,042	982	29	1,011	79	1,240	674	1,914	11,301	2,666	13,967
TOTAL	48,752	8,183	56,935	8,313	391	8,704	485	5,952	5,272	11,224	63,017	13,846	76,863
Monthly Average	8,125	1,364	9,489	1,386	65	1,451	81	992	879	1,871	10,503	2,308	12,810



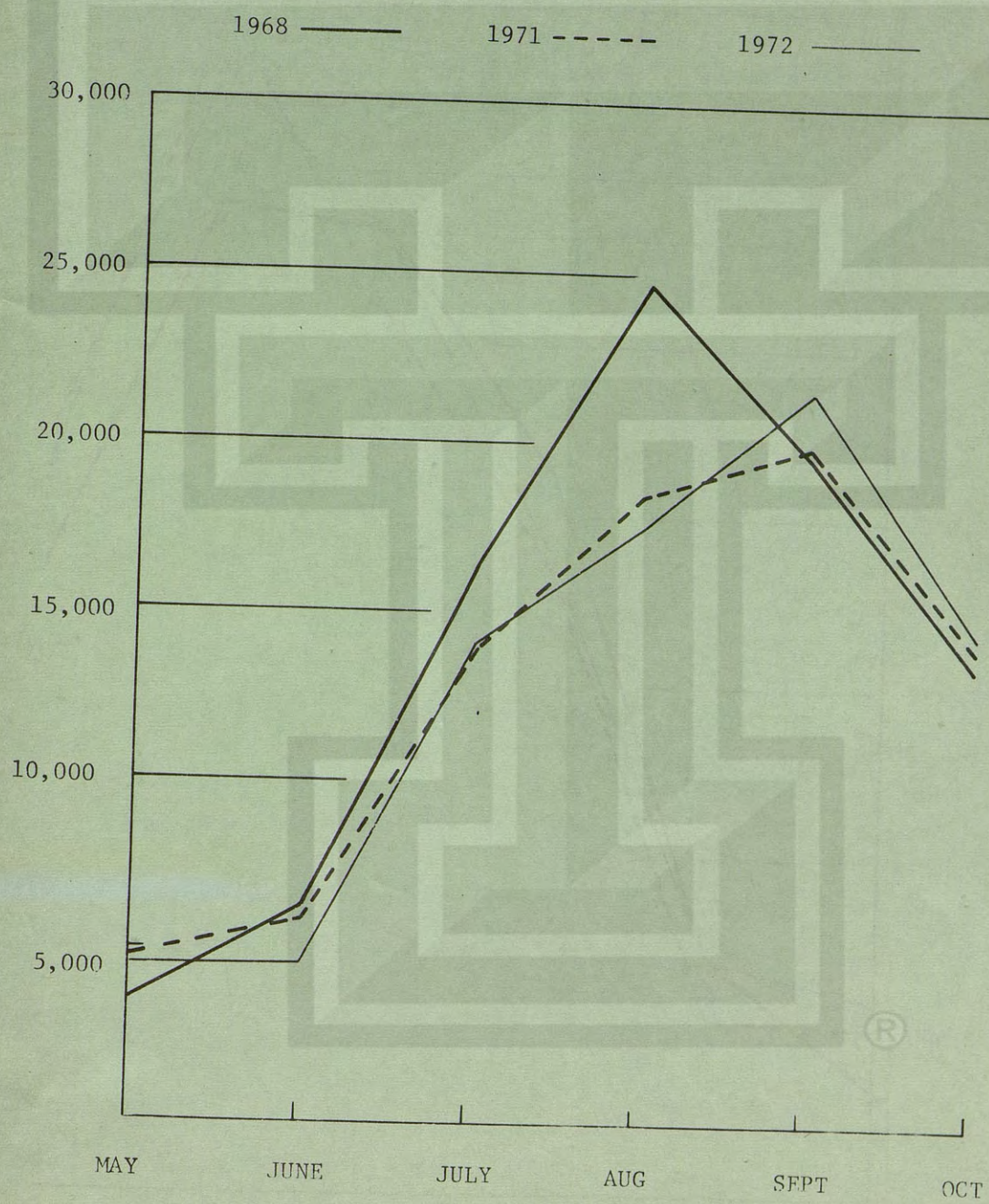
1968 - 1972

EMPLOYMENT IN RURAL INDUSTRIES ESTABLISHMENTS

Month	1968			1969			1970			1971			1972		
	Total: All Activities			Total: All Activities			Total: All Activities			Total: All Activities			Total: All Activities		
	Local	Inter-State	Total	Local	Inter-State	Total	Local	Inter-State	Total	Local	Inter-State	Total	Local	Inter-State	Total
May	2,843	677	3,520	4,962	524	5,486	5,534	787	6,321	4,155	407	4,562	4,428	290	4,718
June	5,218	1,123	6,341	5,879	1,127	7,006	5,481	1,133	6,614	3,939	674	4,613	5,240	633	5,873
July	11,921	4,517	16,438	11,971	3,542	15,513	12,428	3,895	16,323	11,202	2,957	14,159	11,767	2,086	13,853
Aug.	15,460	9,262	24,722	13,551	9,444	22,995	14,734	7,153	21,887	12,961	4,628	17,589	14,136	4,385	18,521
Sept.	15,110	4,533	19,643	16,350	5,099	21,449	15,596	4,637	20,233	17,498	4,191	21,689	16,145	3,786	19,931
Oct.	10,261	3,155	13,416	7,690	3,149	10,839	9,027	3,078	12,105	12,109	2,326	14,435	11,301	2,666	13,967
TOTAL	60,813	23,267	84,080	60,403	22,885	83,288	62,800	20,683	83,483	61,864	15,183	77,047	63,017	13,846	76,863
Monthly Average	10,136	3,878	14,014	10,067	3,814	13,881	10,467	3,447	13,914	10,311	2,530	12,841	10,503	2,308	12,810

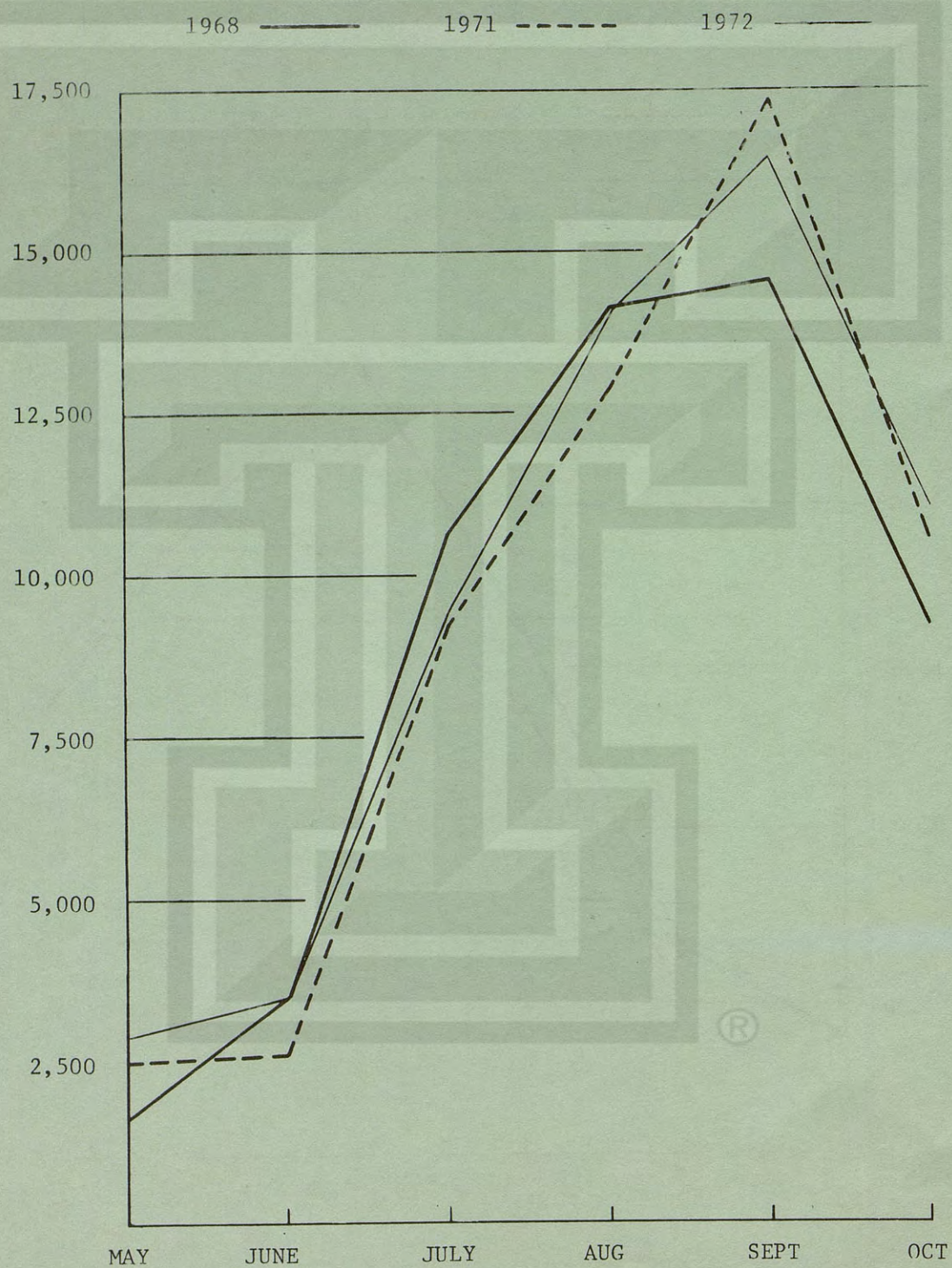


# RURAL INDUSTRY WORKERS



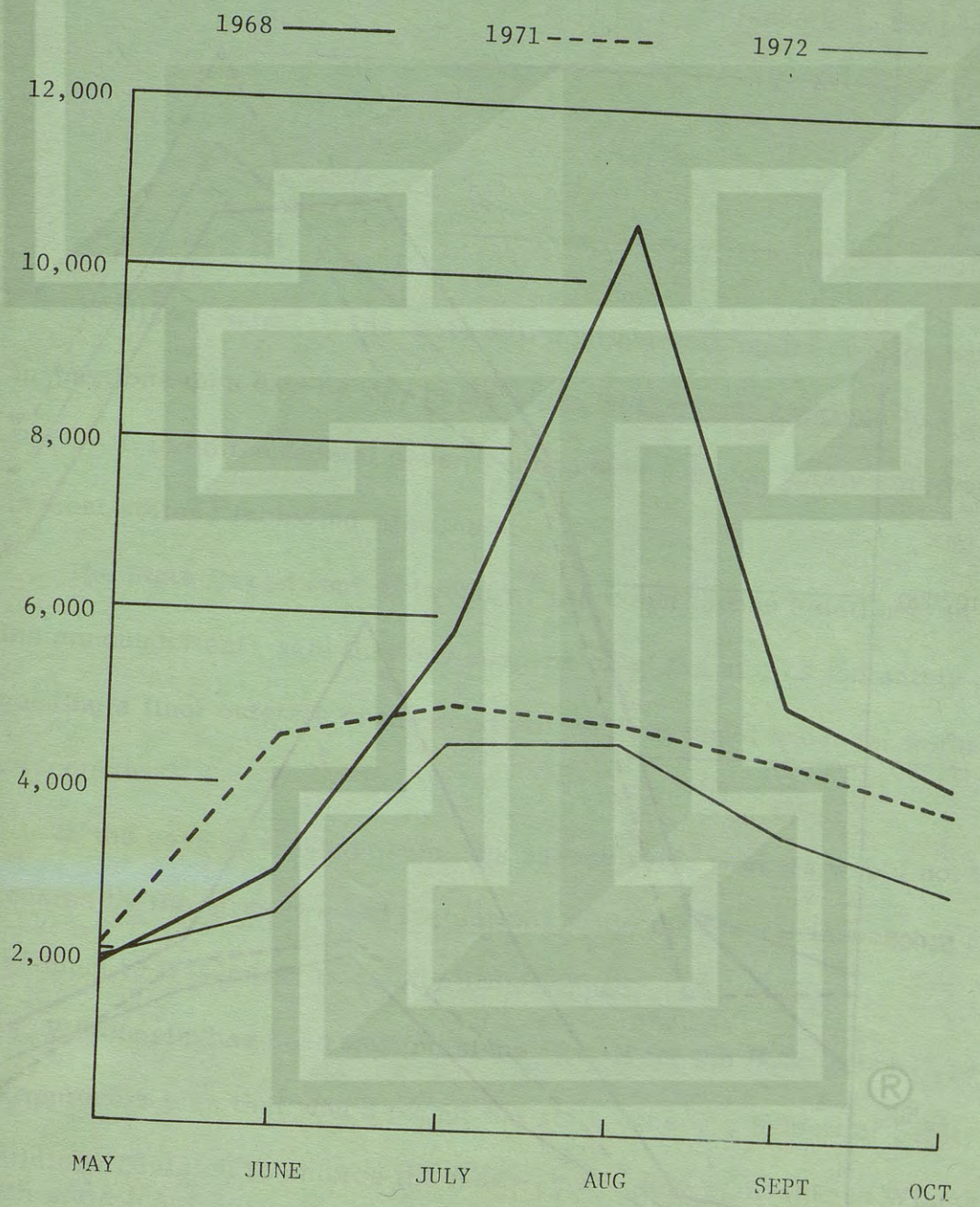


# IN-PLANT WORKERS





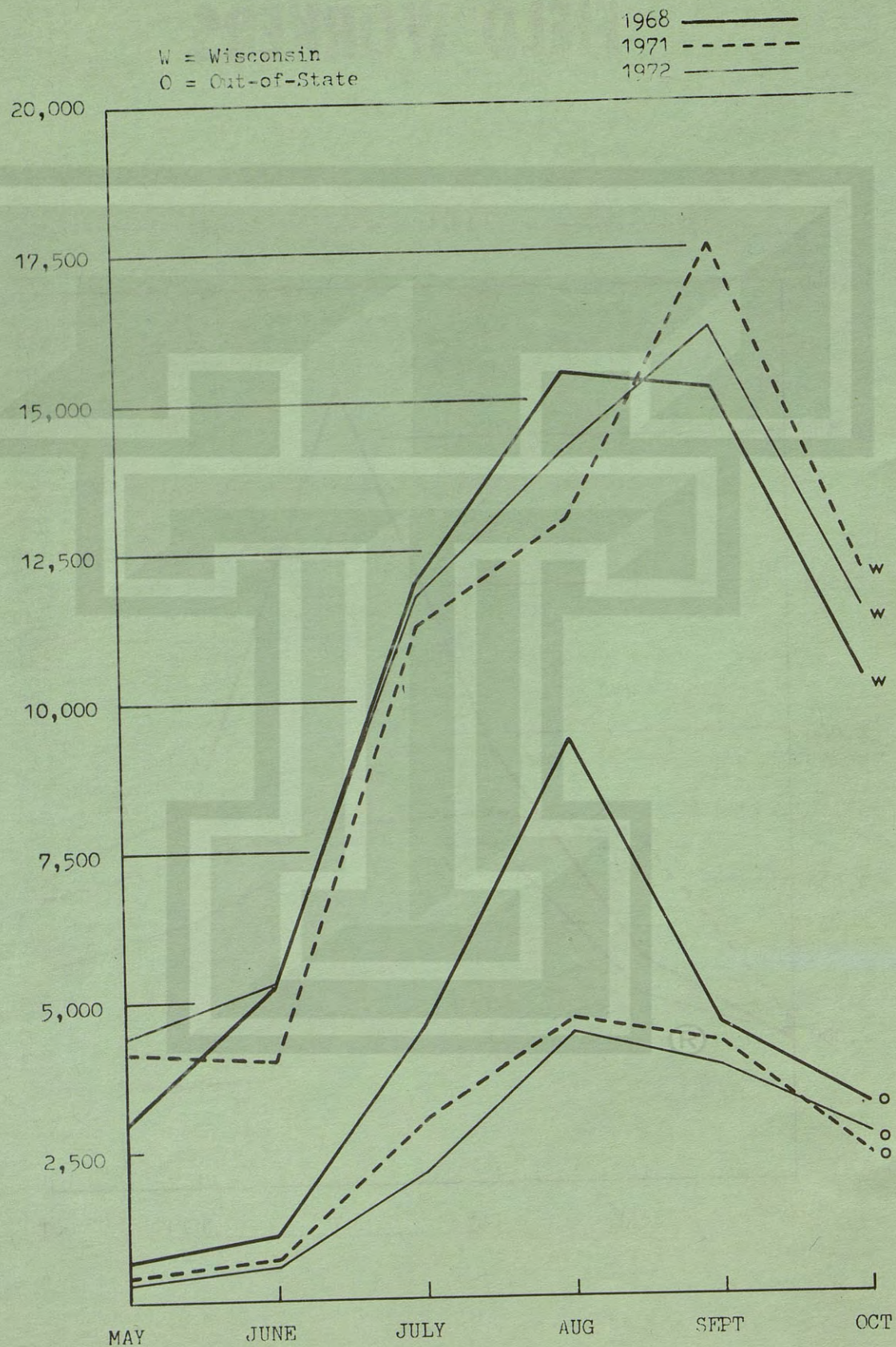
# FIELD WORKERS





# RURAL INDUSTRY WORKERS

(BY PLACE OF RESIDENCE)



DEPARTMENT

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Michael H. Mc



## INFORMATION SERVICE

Michael H. McCoy, Information Director

Office 608-266-1090  
Home: 608-233-3123

January 4, 1973

Madison, Wis. -- The state will continue making its own job safety inspections on a day-by-day basis while legal efforts continue in Washington, D.C., to force the federal government to take over job safety enforcement in most states, including Wisconsin.

The State Department of Industry, Labor and Human Relations, in making the announcement, said that any suspension of the state's job safety program pending a final outcome of the court proceedings could endanger workers in Wisconsin.

In the case of a suspension, the agency said, workers would not be covered by the state law and regulations while the federal inspection staff assigned to Wisconsin is greatly undermanned.

Wisconsin has been waiting since Oct. 11 for the U.S. Labor Department to approve a plan that would permit the state agency's Industrial Safety and Buildings Division to enforce the federal job safety standards in Wisconsin with state inspectors.

- more -

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January 4, 1973

The U.S. Labor Department, however, said it did not have sufficient staff nor time to review all the plans submitted by Wisconsin and most other states before the Dec. 28 deadline set by the 1971 federal occupational safety and health act (OSHA).

Under the OSHA law, the U.S. agency was to take over job safety enforcement in all states without approved plans by Dec. 28, and to retain jurisdiction until the plans were approved.

By last Thursday's deadline, however, only three state plans had been approved, and Wisconsin's proposal was not among them.

The U.S. Labor Department had announced earlier that it planned to extend the deadline until mid-1973, but was sued by the AFL-CIO and two unions which wanted to prevent the extension.

A federal district judge Tuesday signed an order which required the U.S. Labor Department to immediately preempt safety enforcement in all states without approved plans.

The U.S. Labor Department has appealed.

Charles A. Hagberg, the state agency's industrial safety administrator, said the federal court order, which the department has yet to receive, affected only a part of the state job safety program, primarily that dealing with factory and office safety and migrant labor camps.

Not covered by either the court order or the federal job safety laws are inspections of boilers, elevators, heating and ventilating systems, amusement rides and ski tows, among others, and the review of building plans to see that they follow the state building code.

DEPARTMENT

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DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS

201 EAST WASHINGTON AVENUE  
BOX 2209  
MADISON, WISCONSIN 53701

## INFORMATION SERVICE

Michael H. McCoy, Information Director

Office 608-266-1090  
Home: 608-233-3123

For further information, contact:  
Alcario Samudio  
201 E. Washington Ave.  
Madison, Wis. 53701  
(608) 266-3115

January 26, 1973

Madison, Wis. -- Migrant camp operators wishing to recruit workers with state assistance for the 1973 season will have to comply with existing migrant housing regulations even though the state temporarily cannot enforce the regulations, a state agency said today.

The State Department of Industry, Labor and Human Relations said it is without occupational safety enforcement powers due to a federal court order. The order forced the U.S. Department of Labor to preempt job health and safety law enforcement in those states without approved enforcement contracts with the federal agency.

Alcario Samudio, chief of the state department's migrant services unit, said camps would have to meet existing state housing codes and be certified by the state before workers could be recruited by the Wisconsin State Employment Service (WSES). Last year, nearly 70 per cent of the 5,800 migrants in the state were recruited through WSES.

- more -



January 26, 1973

The major impact will be on canneries, which account for a majority of workers recruited.

Applications for camp certification will be mailed to camp operators in the next two weeks by the department's Industrial Safety and Buildings Division. If the camp is in compliance with codes when it is inspected, a certification to operate will be issued.

Camps which had orders issued against them last year for failure to comply with codes must make corrections before certification or recruitment services will be given.



6, 1973

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MAY 21 1972

## Enforcing of Migrant Sites Vowed

Special Correspondence

Madison, Wis. — Regulations governing the operation of migrant camps will be stringently enforced this summer, a state inspector promised Saturday.

"I believe this is the year to get things done," said Alcario Samudio, an inspector in the Department of Industry, Labor and Human Relations.

He said the march by migrant workers to the state Capitol last August spotlighted the problems.

Noting that the Chicano population had doubled in the last three years, Samudio said that the department would make sure migrant workers received the benefits to which they were entitled. He singled out the workmen's compensation law.

### Oshkosh U Criticized

Samudio spoke to about 50 persons at a conference sponsored by La Raza Unida, an organization formed to improve the life of Chicanos.

A Chicano student at the University of Wisconsin-Oshkosh charged that the university administration was unresponsive to the needs of Chicano students.

Blas Falcon said Chicano students needed a wide variety of assistance, including scholarships and Chicano oriented courses, teachers and advisers.

"The university will not recognize and work with us until we organize as a united front," he said.

### Too Few Chicanos

Falcon said that every Chicano should have the opportunity to go to college or vocational school. Based on the number of Spanish speaking persons in Wisconsin, each state university should have 65 to 100 Chicano students, he said. But, Falcon said, no campus has more than about 15 Chicano students except Milwaukee, which has about 100.

Latin citizens have been treated as the lowest nationality in this country, Falcon maintained, complaining that most funds for minority programs were mainly benefitting black students.



# Necesitan permisos

WISCONSIN—Los menores de edad que intentan trabajar en Wisconsin durante la temporada de la cosecha necesitarán permisos del gobierno estatal, y los permisos se emitirán a base de pruebas de edad, siendo el acta de nacimiento o la fe de bautismo de cada joven.

El departamento de industrias y trabajo de Wisconsin nos avisó esta semana que los padres de todo niño que tendrá de 12 a 17 años de edad este verano, y que trabajara en la agricultura en Wisconsin, necesitará llevar consigo dichas pruebas.

Habría un cobro de \$1 por niño para sacar el permiso, pero según la ley el dólar será pagado por el patron, y no por el padre de familia.

Ya miero...

## Work permits

WISCONSIN—Young people who work in the fields in Wisconsin this season will need a special work permit, according to the Wisconsin Department of Industry and Labor.

In a notice dated May 2, state officials notified all young people who intend to work in that state this year to be sure to take their birth certificates or baptismal certificates with them when they go north.

The proof of age will be necessary to take out the work permits, which will be required.

According to the new law, a \$1 fee will be charged for the permits, required for all young people between the ages of 12 and 17.

The fee is supposed to be paid by the employer, according to the law, and not by the young worker.

If you're planning to work in Wisconsin this year, remind your folks to take along the birth certificates or baptismal certificates for all the young people.



## Enforcement of Housing Codes May Leave Migrants Displaced

By MICHAEL BAUMAN  
Of The State Journal Staff

Stricter enforcement of migrant housing codes may mean large numbers of displaced migrant workers in Wisconsin this summer.

The Migrant Inspection and Enforcement Team Wednesday found itself continually returning to that issue as it braced for a summer of confrontations with recalcitrant owners.

"THERE IS one big question," said Al Samudio, supervisor of the Migrant Service Bureau. "What are we going to do with migrants that are displaced?"

"We are determined that we are not going to let the bad camps exist, but we are not going to decide this with our hearts as we have in the past."

The team, operating under the State Dept. of Industry, Labor, and Human Relations, was set up last year after a migrants' march on Madison. It

has been meeting since October, but can only begin to find out now what effect its policies might have.

"The pressure is going to start coming only when the migrants start coming," Samudio said.

THE PROBLEM now, according to Paul Bishop, migrant housing supervisor, is: "Employers are in a pretty comfortable position when you close a camp."

According to Lowell Nass, assistant attorney general, owners are not responsible for any migrants who might be displaced as a result of camp closings.

Nor, Nass said, is Wisconsin responsible.

"The state's remedy is simple," he said. "Close the camps and see that the workers are not there."

The team ran into the displacement problem indirectly Wednesday when it granted a partial certification to a camp

operated by Aunt Nellie's Foods at Clyman.

The camp contained violations in four of its units, which would house 64 persons out of the camp capacity of about 200.

THE TEAM'S actions meant the units without violations could remain open. The company can, if it wishes, petition the department for a variance on the units with violations.

Several team members contended that the action did not take into account what might

happen to the 64 migrants who could be displaced.

And, according to a report by Bishop, the problem could be substantially larger. Closing orders were issued against six camps in the state in May and 88 camps still are faced with outstanding orders to comply with codes.

Page 16 BELOIT DAILY NEWS, Friday, June 16, 1972

## Migrant Camp Closings Pose Housing Problem

MADISON, Wis. (AP) — A state inspection team is cracking down on violations of migrant worker housing codes, closing some of the housing found to be in violation.

But the team, which met Wednesday, said it faces one serious problem—what to do with migrant workers dis-

placed when their temporary homes are closed.

Closing orders were issued against six camps in May and 88 camps still have outstanding orders to comply with codes.



# Judge Orders Closing of Migrant Labor Camp

JUN 2 - 1972

Special Correspondence

Elkhorn, Wis. — Walworth County Circuit Judge Ernst John Watts Thursday ordered the closing of a migrant labor camp near East Troy. State officials believe it is the first time that such an action has been taken against a migrant employer in the state.

The judge, in issuing the restraining order against opera-

tion of the camp, decided that the camp occupants were migrant workers and that the camp was uncertified by the state, according to Lowell Nass, who is handling the prosecution for the attorney general.

Elmer Robran Sr., owner of the camp, had claimed that the occupants were not migrant laborers but regular employees and that they were renting the

housing from him, according to Nass.

## Action Pending

Action on charges against Robran of operating a camp without certification and refusing admittance to a state inspector is pending.

Robran allegedly refused admittance to Manuel Juarez, an inspector for the Department of Industry, Labor and Human Relations, when he sought to inspect the camp on May 3.

The judge's action enforces closing orders issued by the department after the attempted inspection.

The 31 counts in the charges against Robran could bring maximum penalties of \$3,100, according to Nass. Each day of operating an uncertified camp is considered a separate violation.

## Seeking Precedent

Enforcement officials in the department have looked to this case to set a precedent for their authority in enforcing state laws relating to migrant housing and employment this summer. The department last fall organized a new enforcement team and pledged stricter enforcement of existing laws. In addition, new laws relating to housing were passed by the Legislature in its last session.

Camps housing fewer than six migrants, for example, were included in state coverage of housing laws.

Nass said that at least five adults were in the camp and that United Migrant Opportunities Services offices in Delavan had been contacted to find temporary housing for the displaced migrants.



# 2 More Migrant Camps Ordered Closed by State

JUL 14 1972

By David M. Skoloda  
Journal Madison Bureau

Madison, Wis. — The Department of Industry, Labor and Human Relations has issued closing orders against two more migrant labor camps and may issue a half dozen more within a week, according to Paul Bishop, supervisor of migrant housing.

The actions would bring to more than a dozen the number of cases in which uncertified camps have been found occupied in violation of state law.

State officials had promised

more vigorous enforcement this season of state laws regulating migrant working and living conditions.

## Sturgeon Bay Camps

The recent closing orders were issued against camps operated by Ed Toehler and Harold E. Larson, both of Sturgeon Bay, according to Bishop.

In a telephone interview, Larson denied that he had received the closing orders. He said he was correcting deficiencies in the camp and expected that he would soon be

certified. Toehler could not be reached for comment.

Larson also failed to answer a state summons and complaint that he violated the state minimum wage law last summer, according to James Altman, assistant attorney general.

## Await Court Action

The closing orders do not necessarily mean that migrants have been displaced since some owners have been ignoring the orders and awaiting the court action that will

follow sometime after the attorney general receives the cases, Bishop said.

Bishop said the poor crop year was contributing to housing problems. For example, he said, dry weather and short crops in Minnesota meant less work for migrant workers there so some were arriving in Wisconsin before growers here were ready for them.

The migrants may show up with no money and no place to stay and the growers feel sorry for them, but they "leave themselves wide open" by telling the migrants that they can move into an uncertified camp, Bishop said.

He said the department was urging various government, church and private groups to provide assistance in such cases.



## Cherry Growers Rap Tougher Camp Rules

Special Correspondence

Sevastopol, Wis. — Representatives of the state Department of Industry, Labor and Human Relations Monday night warned cherry growers to bring their migrant worker camps into compliance with state regulations early.

The cherry growers, in turn, criticized the state regulations and told the agency that mechanical pickers were replacing migrant workers at a rapid rate.

The occasion was a meeting of the Wisconsin Red Cherry Growers Association at the Sevastopol School.

"Make corrections (in camps) now," said Alcario Samudio, chief of Rural Manpower

Service for the department, "and don't wait until the migrants are here — because then we will have to prosecute."

Will Mitchell, co-owner of the Egg Harbor Orchards, said his orchard was sawing down all cherry trees that could not be mechanically harvested because "we can't live with an impossible situation." He said he was speaking of strict state regulations.

Mitchell said that five years ago all cherries were picked by migrants but that last year 70% of his crop was picked by mechanical shakers, 15% by local pickers and the other 15% by migrants.

Al Weth of Ellison Bay said: "Everyone worries about the migrant but who looks out for the growers? They can pay us less for our cherries than last year, but we can't pay the migrants less."

Philip Lerman, chairman of the state department, agreed that this was a serious problem and said the state would have to address itself to it.

State Rep. Lary Swoboda (D-Luxemburg) said one of the problems was that the growers had not been represented strongly enough when the regulations were drawn up.

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# Migrants Take Over Session

By EILEEN HAMMER  
Sentinel Staff Writer

Beaver Dam, Wis. — Migrant workers forcibly took over a meeting of a governor's committee Monday night and then presented a list of demands for Gov. Lucey to meet by Wednesday afternoon.

"Tonight I can no longer accept this committee as a valid committee," said Salvador Sanchez, chairman of the Governor's Committee on Migratory Labor.

Sanchez, also head of the United Migrant Opportunity Service (UMOS), was angry because Lucey toured migrant camps earlier Monday without inviting him along. UMOS had suggested the tour.

"We've been used as puppets," he said. "We can no longer wait for the governor to lead us around and use us as little chills."

Sanchez asked committee

members to leave their seats at tables in the front of the room but some of them refused. The approximately 175 migrant workers and their supporters began to clap rhythmically and call for the committee members to leave.

Someone knocked over a table and another Latin American began to pull another table away from the seated committee members.

After a tense five minutes, the committee members left the front of the room and Latins took their seats amid applause and cheers.

"Now I recognize this committee as a true committee of the farmers," said Sanchez.

The demands issued Monday night included:

- Lucey should immediately order the closing of all uncertified migrant worker camps operating illegally in Wisconsin.

- The State Department of

Industry, Labor and Human Relations, as administrator of the migrant labor housing code, should be responsible for the care of workers displaced by the closing of uncertified camps.

- Lucey should sponsor legislation to impose penalties on camp owners who operate uncertified camps. Any fines collected should be used to help displaced workers.

- Lucey should establish an independent agency to recruit migrant laborers, because the Latins claim that the Wisconsin State Employment Service is biased in favor of the growers.

- Lucey should immediately visit uncertified camps occupied by migrant workers.

The last demand was written before Lucey's unannounced tour of three migrant labor camps in the Wautoma area earlier Monday.

It was that visit, however, which changed the meeting from one involving a peaceful presentation of the demands to one involving a forceful takeover, Sanchez said.

"I think the governor today showed how he feels about this committee," said Atty. Ness Flores, counsel for UMOS.

Flores and Sanchez criticized Lucey for not asking UMOS which camps to visit and for inviting only government employees to accompany him on the tour.

Accompanying Lucey were three Latin Americans employed by the state: Alcario Samudio, of the Wisconsin State Employment Service; Francisco Salas, newly appointed migrant affairs co-ordinator, and Manuel Ayala, Latin affairs co-ordinator.

"I think whoever participat-

ed in this visit betrayed the people," Sanchez said.

Father James Groppi, who attended the meeting with a contingent of Milwaukee Latin Americans, told the group that migrants should be receiving help from the churches to improve their condition.

"The state is guilty of that," Groppi said, referring to the living and working conditions of migrant workers.

"It is the responsibility of the church to come in and identify with the oppressed," Groppi said.

## Groppi Louts Action

Groppi congratulated the Latin Americans for taking over the governor's committee meeting.

"I think that the Latins and the migrant workers are capable of speaking for themselves, and I think that's what you're saying here today," he said.

Lucey earlier told a press conference that his tour of the migrant camps convinced him that the process for ordering noncertified camps to close is too slow to be effective.

"I think it's rather meaningless if the bureaucracy moves so slowly that the growing season is over" before the camps are closed by the state, he said.

Lucey visited a camp owned by Roland and William Huebner that is uncertified and is allegedly violating an order to close issued by the Department of Industry, Labor and Human Relations.

Lucey said conditions there are "not acceptable."

A certified camp owned by Edwin Yeska was called marginally acceptable by Lucey and another camp, owned by Fred Schley, was acceptable, Lucey said.



## THE MILWAUKEE JOURNAL

L. W. NIEMAN, FOUNDER, 1882

HARRY J. GRANT, 1916-1963

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### Migrants' Tactics Ill Advised

The angry takeover of a meeting of the Governor's Committee on Migratory Labor by a group representing migrant workers helped dramatize the continuing problems of migrants in the state. But if getting the problems solved is the goal, it was mostly a useless episode.

The State Department of Industry, Labor and Human Relations, the Attorney General's Office and the governor already know those problems. They have been trying this year to crack down on shoddy and substandard housing provided by growers to migrant families.

But apparently they only streamlined their field inspection procedures, not internal ones, for the crackdown has bogged down. While only 162 of 215 camps applying for certification received it, it is common knowledge that uncertified camps are in operation. Only 17 cases have been referred to the attorney general for prosecution, and only one camp actually has been closed. It is uncertain whether other cases will be resolved before the migrant working season is ended.

Officials acknowledge that internal red tape snagged the enforcement process, and they are moving to unsnag it. Also, there

has not always been uniformity of judgment among inspectors, and some cases have not held up under legal scrutiny.

In the end, success of the crackdown depends on willingness of local judges to accept the state's standards for the adequacy of camps. The governor alone simply does not have authority to order camps closed, as the migrant group demanded, nor does the department.

As for the other demands of the mostly federally financed United Migrant Opportunity Service, Gov. Lucey quite properly rejected those that were so ill thought out as to be illegal or unconstitutional. He rightly stands willing to consider the UMOS charge that the State Employment Service is biased against migrants, but awaits UMOS substantiation.

Bettering conditions for migrants and protecting them from unfair exploitation is a difficult task that will take the best efforts of state government and such groups as UMOS working together. This year for the first time the state seems really to be trying. For UMOS to note a lack of success so far is justified; for UMOS to contend that the state effort is a fraud is not.



## The Migrant Stream

MAY 21 1972

# Following the Crops in Quest of a Living

By David M. Skoloda  
of The Journal Staff

Sister Bay, Wis. — "Work makes us happy." The brown-skinned, youthful face of Susan Flores was relaxed and smiling as she made that observation about herself and her husband, Albert, 20. They are part of the so-called migrant stream.

The Floreses, who were here in Door County last summer for the cherry harvest, were part of that stream that is mainly composed of Mexican Americans from Texas and some Mexican citizens who travel north each summer to tend the crops and help process them. The Floreses will stay in the migrant stream

as long as there are jobs, Albert Flores said.

Wisconsin, a leading vegetable producing state and an important state in the production of cucumbers and cherries, has been host to a generally declining but still significant number of migrants each summer. Last year about 6,400 workers were in Wisconsin — a 27% decline from the year before — due mainly to a sharp cut in cucumber acreage.

The stream already is bringing migrants into the state this year. An estimated 7,000 will come this summer according to the Wisconsin State Employment Service. The recovery in the number of jobs is due largely to an increase in cu-

cumber acreage to more normal levels, the service noted.

The workers will be accompanied by about 2,500 dependents, compared with 2,000 last year.

Why do they come?

The Floreses, who have been married four years, said they came here because they could make more money as migrants than they could in Texas. "Where we live there isn't a job around," said Flores, who has only a seventh grade education.

Insisted on Standing

The Floreses were interviewed last summer as they completed a day's work in a cherry orchard near here. They insisted on standing so their guest could use the only chair in their one room quarters. Another visitor, Santiago Davila, a migrant specialist and translator for the employment service, perched on the bed which was covered with a brightly colored, flower patterned material.

The camp in which the

Floreses were living was described by a state official who works with migrants as being "not the best but not too bad." It was arranged like many of the migrant camps in the state — small wooden buildings in a U shaped layout with a central

*"... my family is better off migrating because the children get what they really need now."*

building containing sanitary facilities and laundry room.

This one had a grassy area with shade trees. A group of children were seated at a picnic table under one of the trees playing a game.

Mrs. Flores, who was stand-

ing near a window that faced a livestock pen, added to her husband's explanation: "My father was employed on a ranch in Texas and he quit that to do this. He has more help (some of his eight children and his wife) and is able to make more money," she said. The Flores travel with her parents but have separate living facilities and income.

Income Rises

As a hired hand for a rancher in Texas, her father made about \$150 a month, she said. Now, as a migrant with the family helping, he makes about \$500 a month during the crop season and then goes back to his ranch job in the winter, she explained.

"I know my family is better off migrating because the children get what they really need now," Mrs. Flores said.

The Floreses generally borrow enough money to get to Montana or Minnesota to work in sugar beet fields early in the season. They save up enough money there to pay their loan

and the expenses of traveling to Wisconsin. In general, "when we know where there is a job we go to it," Flores said.

The Flores said they believed they had been fairly treated in Wisconsin and that they had no complaints about housing conditions. They said their housing had been much better in Montana where the grower had only a single family for which to provide housing.

The attitude of the Floreses contrasts markedly with the bitterness of some of the migrant families who have been treated badly while they were in Wisconsin. These cases, which generally involve bad housing conditions or violations of Wisconsin's wage laws, are the ones that receive all the publicity, according to many of the employers of migrants interviewed last summer.

Employers claim that it goes unreported that:

Long standing working relationships have developed  
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(some nearly 20 years old) between migrants and their employers in Wisconsin based on fair treatment.

**Government intervention** with minimum wages and stricter housing rules are forcing mechanization that will deprive the Mexican American (Chicano) of the kind of work he needs and in some cases prefers.

Yet it also may have escaped notice that Albert Flores is a product of the migrant way of life. The migrant life of his parents left him with a seventh grade education and a tenuous grasp on the English language. He is poorly equipped to compete in the northern labor market outside of the field or cannery.

In Texas, he faces competition for unskilled jobs from low cost Mexican labor which enters the US under the "green card" pass program.

A Labor Department publication "From Migrant to Mainstream" pointed out that a source of unskilled labor was readily available from south of the border to work Texas land and fill jobs as sales clerks, maids and general laborers.

#### **Little Advance Planning**

"Thus the south Texas migrant is caught in an economic pincers . . . He must endure labor competition from Mexico while trying to contend with increased mechanization and the use of new farming practices in the northern states."

Davila questioned Flores about what he would do if he were displaced from the orchards by a machine.

Flores replied that he would seek field work elsewhere. To another question, he responded that he had given no thought to whether the children he planned to have would eventually become migrants.

Further questions revealed that the Floreses were unaware of the Wisconsin minimum wage law. From information on their combined piece rate earnings that day and based on the time they had worked, it appeared that if Mrs. Flores were paid the \$1.45 minimum wage, her husband's wages would figure out to only \$1.16 an hour.

#### **Affects Women, Minors**

The Wisconsin minimum wage applies only to women and minors. The new Wisconsin age of majority law will add adult males from 18 to 20 to those not covered by the minimum wage. The federal minimum wage (\$1.30) exempts workers employed by an employer who does not use 500 man days of farm labor in any calendar quarter of the preceding year. Also, the federal law is not rigorously enforced in Wisconsin, according to Alcario Samudio, chief of migrant services for the Department of Industry, Labor and Human Relations.

Davila, in asking the Floreses questions, may have planted the first seeds of bitterness that will grow in the couple's minds.

Davila, who is a teacher in Texas during the winter months and a former migrant, speaks angrily of government subsidies through university research to develop mechanical picking machines or varieties of plants that can be mechanically harvested.

#### **What About People?**

"The government doesn't do anything to train the people who will be displaced," he said.

He is one of nine seasonal bilingual employees of the service who act as counselors or ombudsmen for the migrants. They also investigate alleged violations of state housing and employment laws.

The service's program is one of a variety of public and private efforts that have been developed to provide migrant workers with such things as health care, emergency food and housing education and day care for children.

These programs plus state laws on housing and employment standards have gradually made progress in easing some of the hardships associated with the migrant way of life. There is disagreement on how much progress has been made, depending generally on whether a migrant or grower is making the appraisal.

For example, state enforcement officials and growers alike point with pride to a large number of new and remodeled migrant housing units constructed in the last few years. On the other hand, Paul Bishop, supervisor of migrant housing for the Department of Industry Labor and Human Relations, said there "are some (camps) that put us all to shame — they are horrendous. We should be ashamed to admit we have them in the state."

Bishop and Samudio estimated that 10% of the state's migrant housing should be torn down and that another 30 to 50% was barely making the minimum standards.

It is possible that the programs and the state's lawmakers have only a limited time — the length of which is still uncertain — in which to meet the needs of the migrants. Mechanization and other economic factors have displaced many migrants from their jobs in Wisconsin.

**Next: The Changing Migrant Picture.**



## The Migrant Stream

# There Are No Complaints From Mechanical Pickers

By David M. Skoloda  
of The Journal Staff

Sturgeon Bay, Wis. — The clatter of machinery came from deep in the orchard. It was muffled by trees heavy with ripe red tart cherries. Then there were a few moments of silence followed by another burst of noise as a machine shook a tree and the red fruit rained into a collecting apron.

Compare that with the sounds in another orchard during the cherry harvest in this area late last summer, or in nearly all the orchards as recently as seven years ago:

There is a rustle of branches and leaves as pickers rake the ripe fruit into containers. The murmur of voices is broken occasionally by laughter.

Those sounds — made by migrant workers picking Door County cherries — are becoming as rare as the toot of the steam engine whistle.

### Replaces 200 Pickers

The machine that was operating in Norman LeFevre's orchard about four miles south of Sturgeon Bay was doing the work of 200 pickers, LeFevre said. It requires four men to operate and to transport the cherries to the processing plant, he added.

While he had to pay about \$24,000 for the machine, it would have cost him about \$35,000 just to pay the pickers during a good crop year such as last year, he said. That would not include fieldmen

and pickers he would have to hire, he said. He also has another machine of a different type.

"If people don't get treated right they tell you to go to hell and they go home. With the machine, you just step on the gas and away you go," he said.

"It eliminates lots of hassles," he added.

Growers say that those hassles include:

Trying to keep track of hours worked by migrants as required by minimum wage laws. It is impossible to supervise workers scattered throughout an orchard, they claim.

Being forced to make costly improvements in housing that is used only briefly during the summer and, in some cases, not at all if the crop is poor.

"If the migrant is satisfied to come here and pick by the pail why shouldn't he be allowed to do it?" asked Dale Seaquist, Sister Bay, a former president of the Wisconsin Cherry Growers Association.

He said that in the days before the state migrant housing regulations there was competition among growers to provide good facilities and orchard conditions so that migrants could make good money. The migrants were free to move from grower to grower and a farmer could find himself without pickers if his housing was too poor, Seaquist explained. The regulations have established a ceiling rather than a floor for conditions, he said.

The small growers are quitting and the big ones are mechanizing, he said. The number of growers has dropped to 300 from about 550 about ten years ago, according to Clifford Ehlers, Door County's extension horticulturist.

The arguments of the cherry growers have not prevailed, however, and enforcement of both housing and wage rules is supposed to get tougher under a plan announced late last summer by the Industry, Labor and Human Relations Department.

"The people using migrants are going to cut every corner they can because they know their days are numbered," Seaquist said. "When all the regulations are in effect there will be no more migrants. If this is the objective then they (the government) have been successful. Both the industry and the migrant could do well if they were allowed to do it like they wanted to," Seaquist added. Seaquist has mechanized his operation.

### Shift Nearly Complete

Ehlers said that the shift to mechanical harvesting was about two-thirds complete last year. Eventually it would be nearly 100%, he said.

The outlook for the use of migrant help in the cucumber industry, one of the primary users of migrant help, is less clear.

The number of pickers required in the fields has declined in recent years due to cutbacks in cucumber acreage and some mechanization.

Companies had cut back on the acreage because of overproduction in previous years, causing a buildup of stock.

### Mechanical Picker

Although a slight increase in cucumber acreage is predicted for this year, that does not necessarily mean a need for more workers, according to George Wilcox, Wautoma. He said he

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## Migrants

# No Hassles From Machinery

From page 1

would plant more acres this year but that they would be mechanically harvested.

Wilcox said the Wisconsin State Employment Service estimate of an increase in migrant employment was inaccurate if it was based on the increase in pickle acreage. He predicted a decline in employment.

The long term effects of mechanization are unpredictable, according to other industry observers, because there still are problems associated with the mechanical harvest.

The harvest destroys the vines and yields only the pickles which are mature at the time. This prevents the continuing yield of the hand-picked fields. Also, the mechanical picking rubs sand into the skin of the cucumbers.

Mechanization in the food processing industry also is reducing the need for migrants. For example, in 1968, Wisconsin canners used 6,000 interstate workers for food processing jobs. In 1970, they used less than 4,000 and processed more food, according to the WSES.

### Other Changes

Some of the mechanized processes included the change from hand snapping sweet corn to machine picking, the mobile pea viner, pea washers, automatic cookers and automatic huskers and cutters for sweet corn.

In 1971, food processors used 3,811 migrants compared

with 4,300 in 1970. About 1,260 migrants were used in the cucumber harvest, compared with 3,100 the year before. The total number of migrants in Wisconsin last year was about 6,435.

The average from 1950 to 1960 was about 11,000 migrants, not including children under 16. The peak migrant employment was reached in 1961 when the WSES counted 12,686 migrant workers, most of them Texas Mexicans.

The number declined steadily after that until it dropped from 10,451 in 1964 to 8,654 in 1965. The decline was due to a drop in the number used in cherry harvesting, partly because of a very poor crop and partly due to mechanization, according to a report prepared by Mrs. Elizabeth B. Raushenbush, former chairman of the Governor's Committee on Migratory Labor.

### Indians Helped

Mrs. Raushenbush noted that it is not known when migrants first came to Wisconsin, but that sometime early in the 1900s, some specialized crops such as cherries in Door County and peas and other canning vegetables needed more seasonal labor than was available in the state.

Seaquist, 38, recalls that when he was a child, Indians camped in the Door County area to help with the cherry harvest.

Mrs. Raushenbush said sugar refining companies in the



—Journal Photo  
Dale Seaquist

state probably began recruiting Mexicans living in Texas. During World War II, she said, a nationwide farm labor program operated by Agricultural Extension brought migrants to Wisconsin.

"But it seems probable that 1947 was the first year that Texas Mexicans were used in substantial numbers. There were about 5,000 of them in the state that year, plus 2,800 foreign migrants," according to Mrs. Raushenbush.

In 1967, probably for the first time, food processing plants used more migrants than any other group, she said.

The estimate was 5,200 compared with 5,100 used in cucumber harvesting, according to her report. In cherry orchards, once the largest user, there were only 2,150, she added.

### Reduction Goes On

Since then, the numbers have dropped even further but no one is willing to name a date past which there will no longer be migrants in the state. The pressure for improved conditions continues even while mechanization reduces the number of workers for whom such improvements will be made. The paradox is that growers cite pressures to improve housing and employment conditions as major reasons they are turning to machines.

During most of the time that migrants have been coming to the state, their housing and work conditions have been determined largely by the consciences of the growers. This was due to the lack of strict rules and then to a lack of enforcement once tougher rules were established.

Growers generally claim that in most cases the arrangement has been satisfactory, although they admit that there have been problems that have given all growers a bad name. Militant migrant representatives claim that the system has resulted in the exploitation of the migrant workers.

Next—Last Year's Problems.



## The Migrant Stream

# Full Test of State Migrant Laws Expected This Year

By David M. Skoleda  
of The Journal Staff

Shiocton, Wis. — The August morning was unusually cool and the two Chicano women wore sweaters as they walked past a tarpaper covered building toward a country road.

They had told an interpreter that they were willing to talk to a reporter, but they feared that the visitors would be considered trespassers if the interview took place inside their migrant labor camp. They said that if the grower learned they had invited outsiders into the camp, their families would lose their jobs.

So, a group including children, stood in the road and the women told of unpleasant conditions in the camp that included a leaking roof, lack of heat, overcrowding and stinking toilets.

### Temperature Was 46

An area radio station had reported that the temperature had dropped to 46 degrees during the night. The living accommodations were not insulated or heated, so it is doubtful that they maintained the 70 degree temperature inside required by the state Migrant Housing Code.

One of the women joked

that the cold was good for getting everyone in her family going in the morning. They all wanted to get into the warmth of the sunlight, she said. The women did not want to be identified. The translator was Jesus Alanise, 20, a migrant who wants to go to college and become a lawyer.

The women said that a state inspector had been in the camp but that he was told by the woman in charge that there were no complaints. They said that the woman, a Mexican American who lives in the area all year, apparently was covering up their complaints so that she would not have her acceptance by the local community threatened.

The camp's certification for the 1971 season was posted near the entrance.

Last year, certification didn't necessarily mean that a camp was completely sound since operators were permitted to house migrants in camps while defects were being corrected.

Laws passed since then, however, will change that and other aspects of the enforcement of migrant laws in the state.

This year, camps are supposed to be in compliance 30 days prior to occupancy. If vio-

lations are found in operating camps, officials will ask employers for compliance within five days on a major violation and 15 days on a minor one, according to Alcario Samudio, chief of migrant services for the Department of Industry, Labor and Human Relations. Camps found open and occupied without being certified will be closed, he said.

### Coverage Expanded

Last summer many uncertified camps were found and that problem is likely to be compounded this summer by passage of a law that includes camps that house from one to six migrants. These camps (an estimated 80 to 100) previously were excluded from coverage.

Earlier last summer a crew of more than 100 migrant workers from Texas arrived in a camp in Waupaca County to find that their accommodations had leaking roofs and no doors (only screen doors). The camp had not been certified, and when inspectors learned of the situation the camp was permitted to remain open while repairs were made.

An investigation revealed that the employers also had minimum age law violations and the owners were called to

a hearing where they agreed to make restitution to the migrants. The owners so far have not been prosecuted on charges relating to the housing violation.

The hearing was the only action so far on cases last season involving housing and wages. Another half dozen wage cases referred to the attorney general were resolved without prosecution. A Justice Department spokesman said that the cases had involved misunderstandings on record keeping. Three housing cases involving violations that were referred to the attorney general are awaiting action.

Lowell Nass, Justice Department attorney handling the cases, explained that it was difficult to substantiate claims of violations since the migrants involved had left the state soon after the alleged violations and the inspectors were limited term employees who also were unavailable. A new procedure has been planned to solve this problem in future cases, he explained.

### Watching Cases

Enforcement officials, then, still are waiting for the first successful prosecution to establish that they have the clout to enforce the laws.

They also will be watching the followup of an incident early this month in which a housing inspector was denied access to a camp which was uncertified but contained migrant workers.

"We're going to find out on this case what we can do through the courts," said Paul Bishop, state supervisor of migrant housing.

"Once we show that we mean business, a lot of employers that have been in violation will get in line," Samudio said.

### Crackdown Promised

A flurry of enforcement activity late last summer followed a march of Mexican Americans from Milwaukee to Madison via Beaver Dam to dramatize conditions of the migrant in the state as well as other "injustices suffered by the minority Latin community..." according to publicity issued by the organizers.

A three page report was issued by the Department of Industry, Labor and Human Relations about 10 days after the march began. The department created an inspection and enforcement team and promised a crackdown on violators of housing and minimum wage laws. Further, a program of informing migrants of their rights was promised.

The changes by the department resulted in closing a few camps early in September. But since the changes came after the peak of the migrant season, the effectiveness of the new procedures and laws will not get a full test until this season.

An operator of an uncertified camp, for example, could have his housing closed at the peak of his harvest season, if that happened to be when the violation was discovered.

Some employers will view the tougher state position as an incentive to grow crops that do not require migrant labor or to increase mechanization of crops that do.

The general manager of the company that owned the Shiocton camp referred to early in this story, for example, said last year that if there continued to be trouble over the camp he probably would close it down. He did, this spring.

### "Bad Publicity"

Alden C. Smith, general manager of Shiocton Kraut Co., explained that he had received bad publicity on Green Bay television generated by "do gooders" who did not understand the migrant situation.

"These people (migrants) come up here because they want to. They get out of us what they need and go back," he said.

OVER



He explained that the company had rented most of the camp to growers, who in turn provided the facilities to their migrant families. He said he believed that growers renting the units should have been responsible for providing the heat. He said that if he had placed his own portable electric heaters in the units "I soon wouldn't have had any heaters."

#### "Marginal Camp"

"I know it is a marginal camp. It doesn't look good but it met state standards," he said in an interview last summer. Recently, Smith said that he had sold the camp. He said he didn't need the facility badly enough to put up with the bother of operating it.

On the other hand, there are farmers and processors who do need such facilities and already have met the requirements for operating them. For example, the Dean Kincaid, Inc., operation at Palmyra, has a file devoid of complaints in past years and this year has "done everything expected of him," according to Bishop.

Next — A Grower's Viewpoint

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## The Migrant Stream

MAY 24 1972

# Government Must Help, Grower Says

By David M. Skoloda  
of The Journal Staff

**Berlin, Wis.** — Harold Gatzke, owner of what is probably the largest lettuce growing operation east of the Rocky Mountains, says he is basically a political conservative but he believes that "there are some areas in which the federal government must step in and exercise some control."

One of them, he said in an interview on his farm about eight miles northeast of here, is the business of migrant worker housing.

Gatzke houses his own migrant help — about 200 workers here and at his Montello operations — in modern units generally regarded as among the best in the state.

The duplex type units at his operations here are paneled and insulated inside and surrounded by a large, neatly trimmed lawn.

Gatzke believes that the growers hiring migrant help have received an unwarranted "black eye" regarding migrant worker conditions.

"I don't believe it should be the growers' function to have to furnish housing for workers for short seasons. The returns to them haven't warranted it," he said.

His lettuce growing season, on the other hand, is long enough to warrant the expense of providing good housing — more so than a short season crop such as cucumbers, he said.

He said that if the public conscience demanded a kind of migrant housing that was uneconomical for growers of short season crops to provide, then the citizens should provide the housing.

### Doesn't Blame Farmers

The farmer can't be blamed because certain crops require large amounts of labor for only a short season, Gatzke said. Citizens should realize and be willing to solve problems that such conditions create if they wish to continue to enjoy the commodities involved, Gatzke said.

"I would be the last to say that we don't have problems, but they are problems of all citizens, not just the farmer,

said Gatzke, who has been a member of the Governor's Committee on Migratory Labor for eight years.

He explained that government constructed housing could be strategically located in an area of high production.

Such federally constructed housing is available in Florida where Gatzke farms in the winter.

### Praises Key Personnel

Gatzke said he decided to move his operations to Florida in the winter, partly to retain his key personnel on a year-round basis. "A lot of them are very talented and I wouldn't trade them for college graduates though they can't read or write," Gatzke said.

Gatzke also believes that the government should try to break the migrant pattern — to stabilize the work force in areas of seasonal needs. He said this could be done by fostering the development of light industries in those areas to employ workers except when there was work in the fields.

### Machine Era

The population of the United States is growing and is requiring larger amounts of food, he said. The areas of production are becoming highly concentrated and very seasonal, he added, so it is likely that some crops will need greater num-

bers of people for harvesting for short periods of time.

Machines are taking over former hand operations for many crops, but there are some crops that just can't be mechanized, he said.

In lettuce, for example, "there have been untold amounts of money spent without success on research to find a machine to cut lettuce.

"If we could stabilize the work force and forget about some of these machines we probably would be better off," he said.

"I know that machines are taking over in some crops, but what are we going to do with these people (displaced from jobs by the machines)? The welfare roles are growing as it is. What we really are doing is forcing them out of a job."

### Isolated Cases

Gatzke says that until some of these problems are solved, a grower who can't afford to maintain his housing or meet other standards should get out of the business or hire people who do not need housing.

Gatzke believes that the public is judging growers in Wisconsin on the basis of a few isolated cases where users of migrant labor have overstepped the law. "This is the farthest from the truth. I know of people coming back 15 to 18 years to work for me, and I can tell you of many other growers for whom this is true," Gatzke said.

He also believes that the lot of migrant workers in the state has been improved in recent years. "Look back on the improvements in housing in just the last five years. Many bad camps have been closed and a lot have been updated," he explained.

"The Governor's Committee (on Migratory Labor) was very instrumental in these improvements being made. I don't like the statements of the current chairman (Salvador Sanchez, director of United Migrant Opportunity Service, Milwaukee) that the committee didn't do anything," Gatzke said.

Sanchez's election as the first Chicano chairman of the committee, last year, was partly a reflection of increased Chicano representation on the committee. Chicanos also will be more strongly represented on the state's enforcement team this season.

Next—A Chicano Viewpoint



## The Migrant Stream

MAY 25 1972

# 23 Years in Fields Make Him an Expert

By David M. Skoloda  
of The Journal Staff

Madison, Wis. — Alcario Samudio, a 35 year old former migrant farm laborer, has been working deep within state government for the kind of changes he believes necessary for the migrant worker in Wisconsin to be treated fairly.

That doesn't mean, however, that he doesn't believe in the

public demonstrations that some of his Chicano contemporaries have chosen as the best path to achieving action.

The march last summer of Spanish speaking persons from Milwaukee to Madison provided the boost needed to implement a stricter enforcement policy by the Department of Industry, Labor and Human Relations, Samudio said. But

he added that the creation of an Inspection and Enforcement Team had been planned prior to the march.

"The march helped bring it off," said Samudio, who is chief of migrant services for the department. He was a migrant for about 23 years, subsequently served as a foreman for a Wisconsin truck farmer and then was employed by the

department about five years ago.

Samudio also serves as a consultant to the President's Cabinet Committee Task Force on Migrants and the Cabinet Committee on Opportunity for



Alcario Samudio

the Spanish Speaking. He is vice-chairman of the Governor's Committee on Migratory Labor.

Part of Samudio's job with the department involves recruiting migrant labor during a winter trip he makes to Texas. The department's recruiting service for Wisconsin's users represents an attempt to regulate the supply of labor so that the number of workers matches the number of jobs. It may be that this role in bringing migrant labor to Wisconsin has added a finer edge to Samudio's concern for the treatment of the workers in the state.

Concerning minimum wages

and housing and working conditions and farmers' abilities to provide them to migrants. Samudio says: "If they (farmers) can't hack it they should get out of the business. If we're going to keep farmers in business at the expense of people's lives and sweat, then that business should be out of the state. After all, this is 1971, not the era of slaves."

When this interview took place late in the harvest season last year, Samudio said that in his years with the department he had never seen an employer prosecuted for minimum wage violations and he had never seen a camp closed down for violations of the state's housing codes. It wasn't that there weren't violations, he explained, but that the rules were not enforced.

### Cites Wage Law

Also, the laws have been written permissively because migrants don't have political clout, Samudio added.

He hopes that the task force and recent law revisions will change that.

He pointed out that he had never seen a federal labor standards investigator in the field to enforce the federal minimum wage. "If the federal program were enforced nationally, the farmers up here would not be driven out by competi-

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## Migrant

## Sparks for Change Sought in Madison

From page 1

tion from other states," Samudio said.

For example, costs of growing cucumbers in Wisconsin have risen so high that cucumbers can be purchased by Wisconsin processors from other states more cheaply, even with transportation costs, according to industry sources.

Growers explain that because Wisconsin has a minimum wage law that is enforced, they are at a disadvantage when competing with other areas producing the same crops at lower wage rates.

Other barriers to the fair treatment of the migrant in the state, Samudio explained, are stereotyping and misunderstanding of Mexican Americans.

A person who stereotypes Mexican Americans (who make up the bulk of the migrants in the state) should re-

member that the migrants are a small percentage (about 5% to 6%) of the total Spanish speaking population in the country, he said.

They tend to be the least educated of the Spanish speaking population with an average of a third grade education, he added.

Samudio responded to the following stereotypes:

**Migrants enjoy coming to Wisconsin in the summer as an escape from the heat of south Texas. It is a vacation for them.**

"That is a bunch of bull," Samudio said. "The migrant comes up here as a necessity. There may be a few persons, such as schoolteachers, who come up to help harvest the cucumber or cherry crop, but 'man you can count them on your hand.'"

The migrants' permanent housing in Texas is so bad that

the housing in the state is pretty good by comparison.

"I know a lot of Anglo farmers who live in bad conditions, but I would never say that all whites live like that," Samudio said. He said that the migrants' permanent Texas housing was both bad and good but that generally the housing was not as bad as some of the camps here.

**Migrants come to Wisconsin to sponge off welfare payments.**

Samudio said that he did not know of more than a few families last summer who were on welfare. "and I recruit the majority of labor that comes up here." The families often get surplus commodities and food stamps, he explained, but that was federal assistance and available anywhere they might be.

Such a stereotype may be stimulated by the free medical and dental services that are

available for migrants in some areas such as Wautoma. There is some resentment in that community because of those services being provided for the migrants and not for other persons in the community. One Wautoma citizen observed that the migrant could walk right into the migrant clinic there and receive dental attention while the average person in town had to wait months to get an appointment to see a dentist.

**Migrants make a lot of money with the entire family working — enough to live comfortably when they return to their homes in Texas.**

Samudio said that it was true that some migrants made more than \$6,000 during the season in Wisconsin, but that they were only a handful compared with the majority of migrants working at the minimum wage or below, making only \$3,000 or less for a family.

The annual Farm Labor Report for 1970 shows the most common rate for seasonal hourly wages in September (a peak month) was \$1.60. The low rate was \$1.45 and the high rate was \$3.65.

Samudio said that by adding only 1 cent to consumers' cost of a can of peas, the wages to migrants could be doubled if that extra money were passed on to them. That then would be a good living, he said.

There always will be some kind of migrant worker even though the number is declining, Samudio predicted. They will, however, tend to be more specialized in the work that they do.

Migrating and field work can be a good life, Samudio said. But it can only be so if the migrants can make a good living and have satisfactory living and working conditions, he added.

Samudio will be one of those trying to make that possible through enforcement of state regulations this summer as the migrant stream once again flows into Wisconsin.

Next — What's Ahead This Summer



## Migrants

# Workers' Housing May Become Stormy Issue

From page 1

out that record keeping was the major requirement he would be enforcing — the time the employee started work, the wages earned and paid per payroll. Compliance with record keeping rules was made a part of the certification process this year.

"The laws I'm enforcing have been in effect for some years, so those (persons) in violation are doing so deliberately," he said.

Ajer predicted that the minimum wage would be increased either July 1 or Aug. 1. The rates in effect now were set in 1968 and the cost of living index has climbed considerably since then, he explained. The state Minimum Wage Advisory Board considered an increase in hearings May 8 to 11.

### Major Test Ahead

Alcario Samudio, chief of migrant services for the Department of Industry, Labor and Human Relations, said the biggest test of the minimum wage laws would come if the minimum wage went up from \$1.45 to \$1.60 an hour. "It will eliminate some jobs," he said.

Samudio said that another enforcement problem had been created with the new requirement that minors in agriculture have to get work permits. If the migrants haven't heard about the requirement, they won't bring proof of their children's ages, he said.

"A lot of responsibility for enforcing the law will fall on the parents, and who is going to want to prosecute them?" Samudio said. The employer will say that he told the parents not to have the children in the field, he added.

### Barrier Removed

Samudio pointed out that another bill, which Gov. Lucey signed Tuesday, provides access to the camps by persons visiting the migrants. It removes the growers' ability to declare such persons trespassers.

The trespass law was one of the grievances cited by migrant representatives during the march from Milwaukee to Madison last summer.

Another allegation of the marchers was that migrants were not covered by workmen's compensation insur-

ance. Samudio said he believed this was an exaggeration, but he noted that many migrants were not informed of the fact they were covered. This year, he said, officials will put pressure on crew leaders to inform workers of their rights.

Besides the four new full time Chicano inspectors, the labor agency plans to deputize eight representatives of United Migrant Opportunity Service, Inc. (UMOS). Milwaukee, for the summer. UMOS is a federally funded agency that assists migrants and former migrants through a variety of programs in the fields and in the towns and cities where they have "settled out" of the migrant stream.

These deputies will be trained to report violations in camps to the inspectors in their areas, according to Samudio. He said that the program

should help eliminate some of the delays in prosecution that hindered the enforcement effort last year.

Other observers believe the program could work well as long as the Chicano deputies are fair in their relations with the growers and not bent on "evening the score" after years of what they consider exploitation of the migrants by their employers.

Salvador Sanchez, UMOS director, said the deputies would be fair. All but one of the eight are Chicanos, he said.

### Will Watch Promises

Sanchez said that no grower need be alarmed as long as his housing and employment practices met state standards. "We just want a fair chance for everyone," he said.

He said that the state's promises of enforcement "are great, and the law changes are

okay. The real question is in enforcement and this is what we'll be looking for this year — whether the state keeps its promises."

He pointed out that this year would be the first time growers would have outsiders looking at their operations. He said that previously inspectors had somewhat friendly relationships with the growers.

He was asked whether there would be confrontations this summer. "I think so," he replied. "We'll do whatever we can to see that the law is enforced."

This first extensive contact of growers with Chicanos in official positions comes at a time, however, when many growers will have been rubbed raw by stricter rules.

"Let's face it," said Bishop, "this is going to be one hell of a summer."

Last of a Series



## The Migrant Stream

MAY 26 1972

# Housing Could Become Stormy Issue This Summer

By David M. Skoloda  
of The Journal Staff

**Madison, Wis.** — Wisconsin faces what is likely to be a turbulent summer in relations among migrant workers, their employers and officials enforcing laws concerning employment and housing conditions for migrants.

The reasons include changes in laws coupled with a tougher state stand in their enforcement. The picture is further complicated by a declining demand for migrant labor in the state, caused mainly by mechanization.

The deteriorated condition of much of the migrant housing in the state also complicates the matter. Paul Bishop, state migrant housing supervisor, pointed out that there "is a point where you just can't fix it anymore."

Part of Bishop's job this summer will be seeking out an estimated 80 to 100 camps that house less than six migrants.

This class of camp had been excluded from housing code regulations prior to a bill enacted last winter that included them.

### Must Find Camps

"The problem with the new camps is finding them. We need to talk with the operators but I don't think they will volunteer," Bishop said.

Bishop said that as of May 15, there had been 61 camp certifications issued out of 183 applications which were due by April 1. Twenty-five extensions of compliance time were granted. He pointed out that the extensions would expire 30 days prior to occupancy.

By mid-May there were about 600 violations to be cor-

rected in camps not yet certified. These violations could be anything from trash on the grounds to a leaking roof.

The camps on file with the department were inspected last fall and owners were notified of deficiencies. Inspections this spring have turned up a large number of violations, apparently indicating that many owners have waited until the last minute to fix up their camps, Bishop explained.

### Shutdowns Expected

Bishop is concerned because some of the uncertified camps have listed dates in May as the time when migrants will arrive. Compliance is supposed to be achieved 30 days prior to occupancy. If there are migrants in an uncertified camp, it will be closed, Bishop said.

The surveillance will not end once a camp is certified, Bishop pointed out. "Many operators don't feel they have an obligation to maintain their camps," he said. He explained that operators will have five days to correct major violations and 15 days to correct minor ones when the camps are occupied. Previously 30 days were allowed.

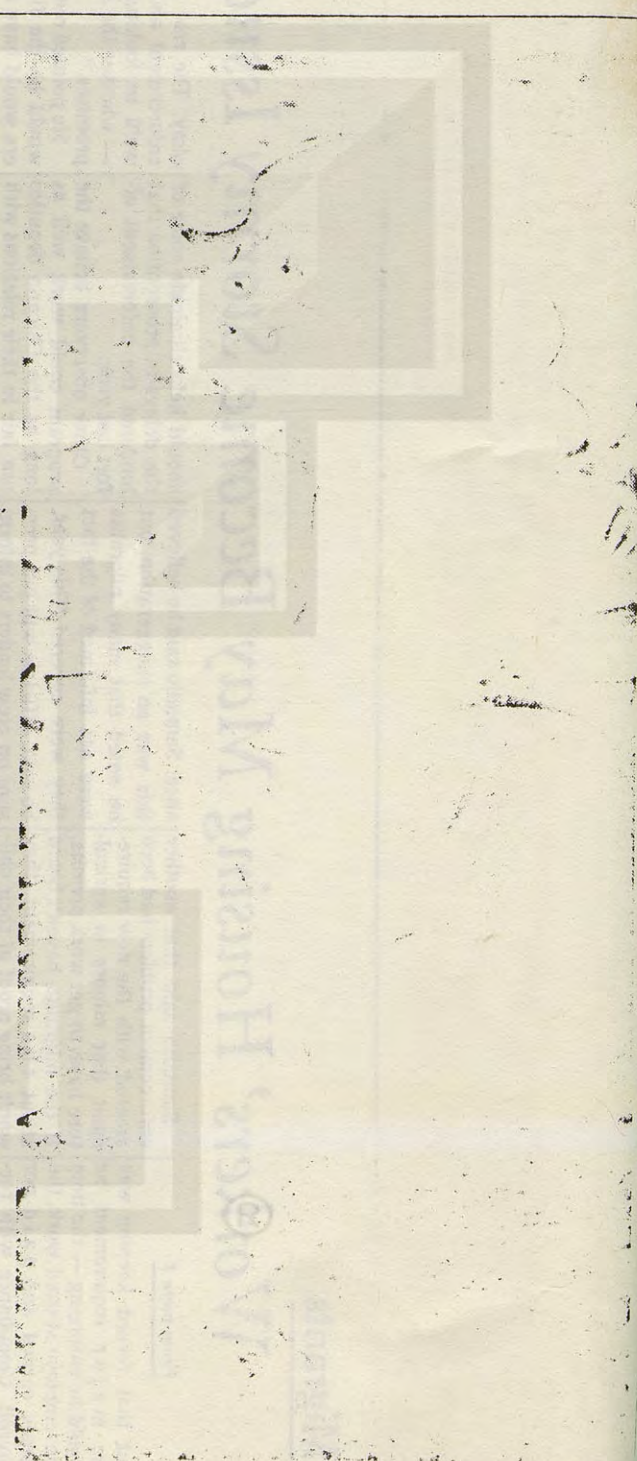
The housing agency has two new full time inspectors this year, both Chicanos.

### Records Must Be Kept

The labor standards arm of the department also has two new full time inspectors, also Chicanos.

Douglas Ajer, director of field operations for the newly combined Equal Rights and Labor Standards Division of the Department of Industry, Labor and Human Relations, pointed

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—Journal Photo

A little girl played in a sandy road at a migrant workers' camp near Shiocton.



