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ANNUAL FARM LABOR REPORT

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State of New Jersey
Department of Labor and Industry
DIVISION OF EMPLOYMENT SECURITY
NEW JERSEY STATE EMPLOYMENT SERVICE
Affiliated with United States Employment Service



NEW JERSEY
FARM LABOR REPORT
1965

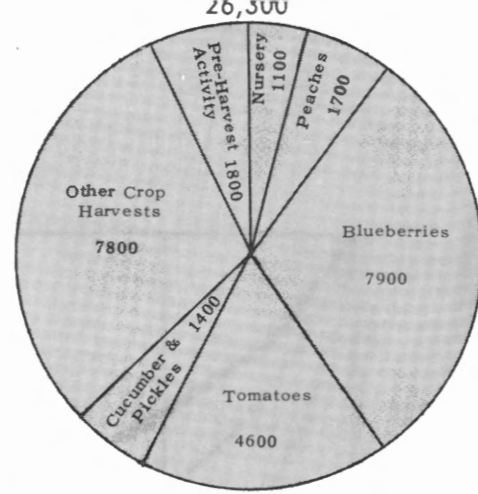
Richard J. Hughes
Governor

Raymond F. Male
Commissioner
Department of Labor and Industry

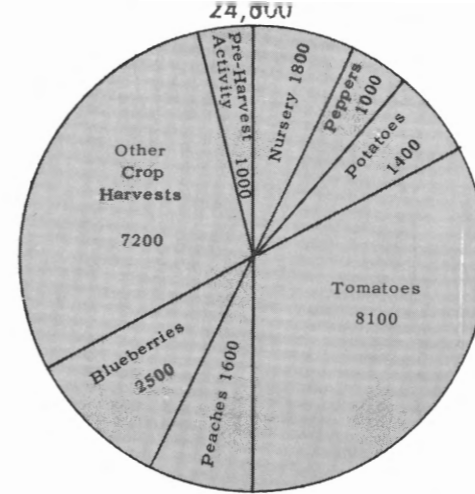
Edward J. Hall
Director
Division of Employment Security



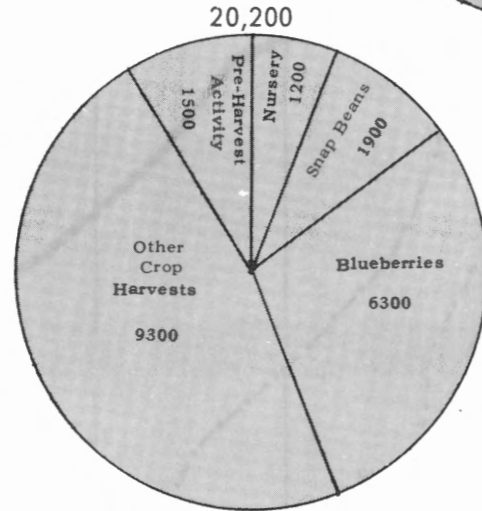
Chart 1



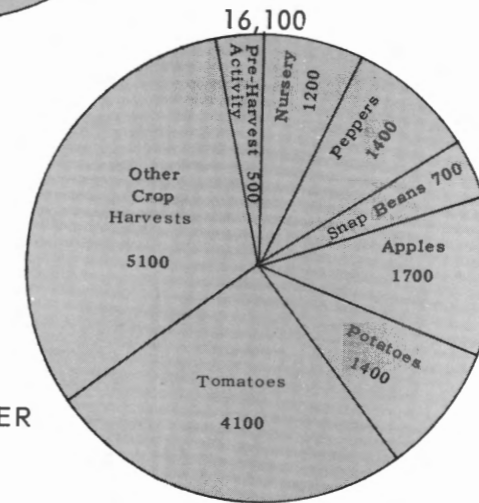
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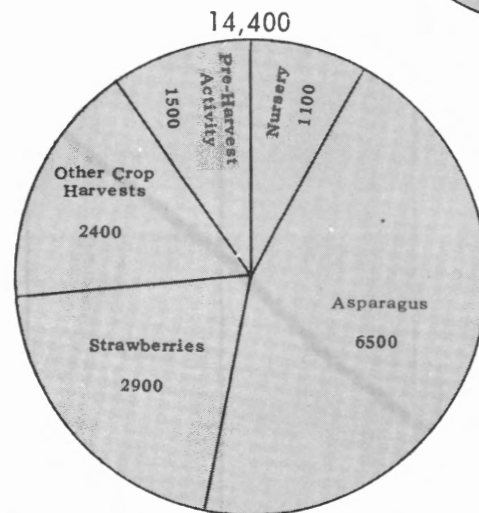
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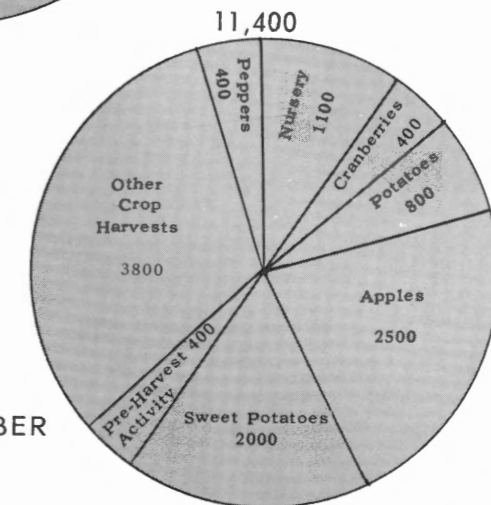


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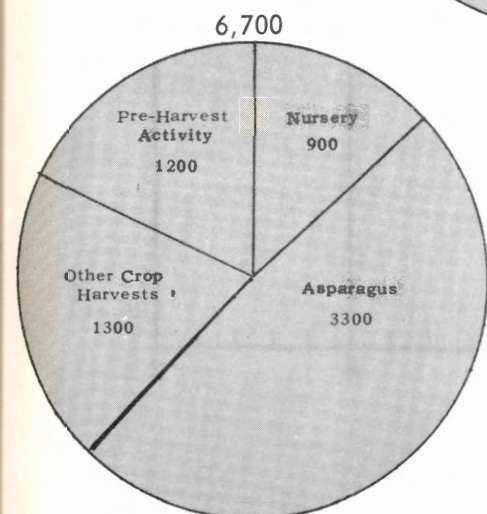


MAY

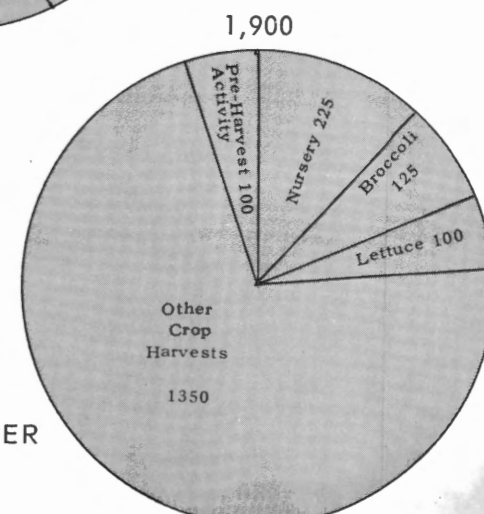
DISTRIBUTION OF SEASONAL AGRICULTURAL WORK FORCE BY CROP - 1965



OCTOBER



APRIL



NOVEMBER

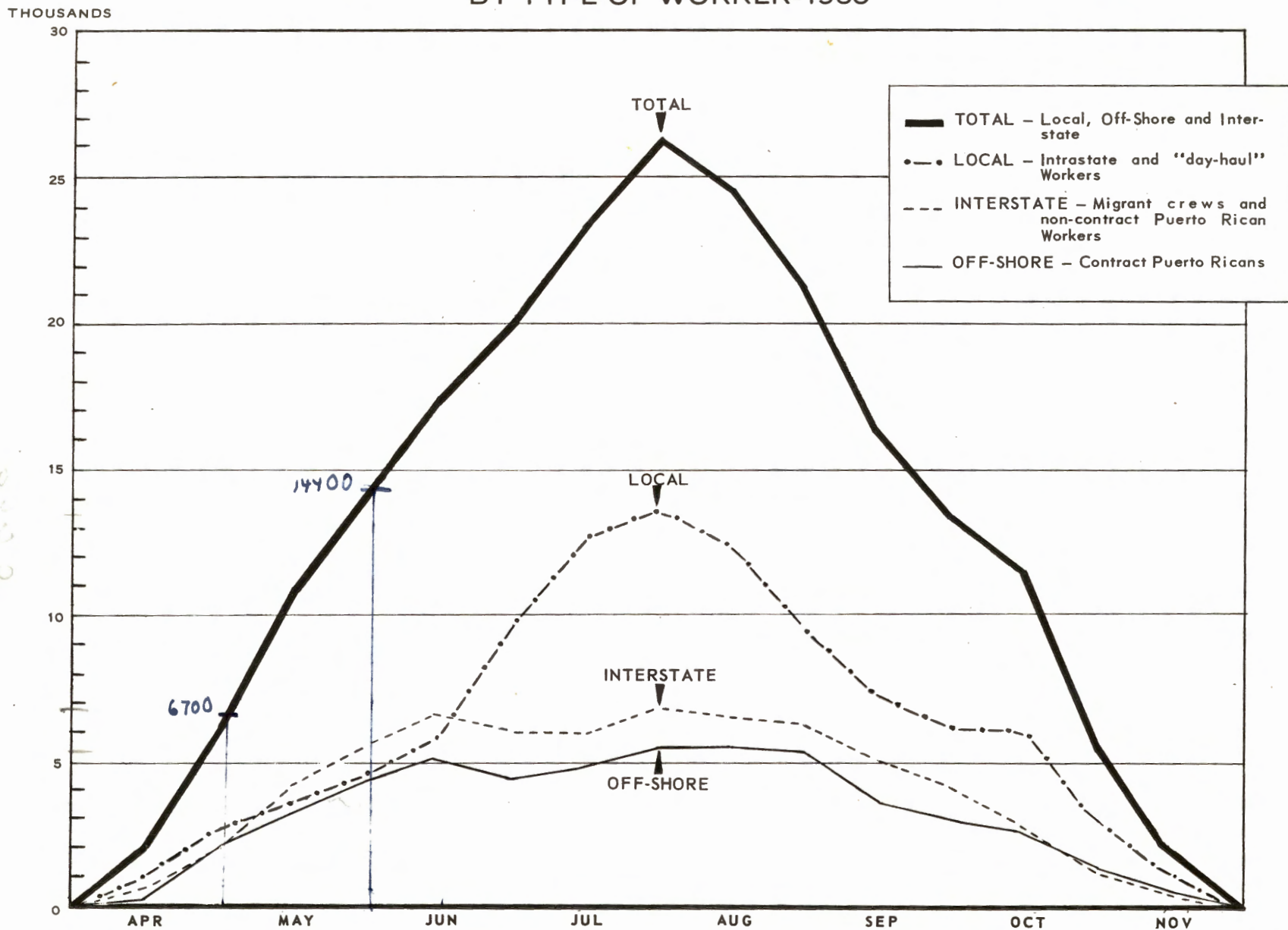
ON A SELECTED WORKDAY EACH MONTH
DURING THE HARVESTING SEASON *

*Source: In-Season Farm Labor Reports (ES-223)

Employment and worker distribution according to crop on the chart were derived from In-Season Farm Labor Reports (ES-223) which are submitted twice each month from any or all of eight agricultural reporting areas when 500 or more seasonal workers are employed in an area. One report covers one normal workday during the first half of the month and the other covers one normal workday during the last half of the month. The day with the highest employment in each month is shown on the chart.

Graph 1

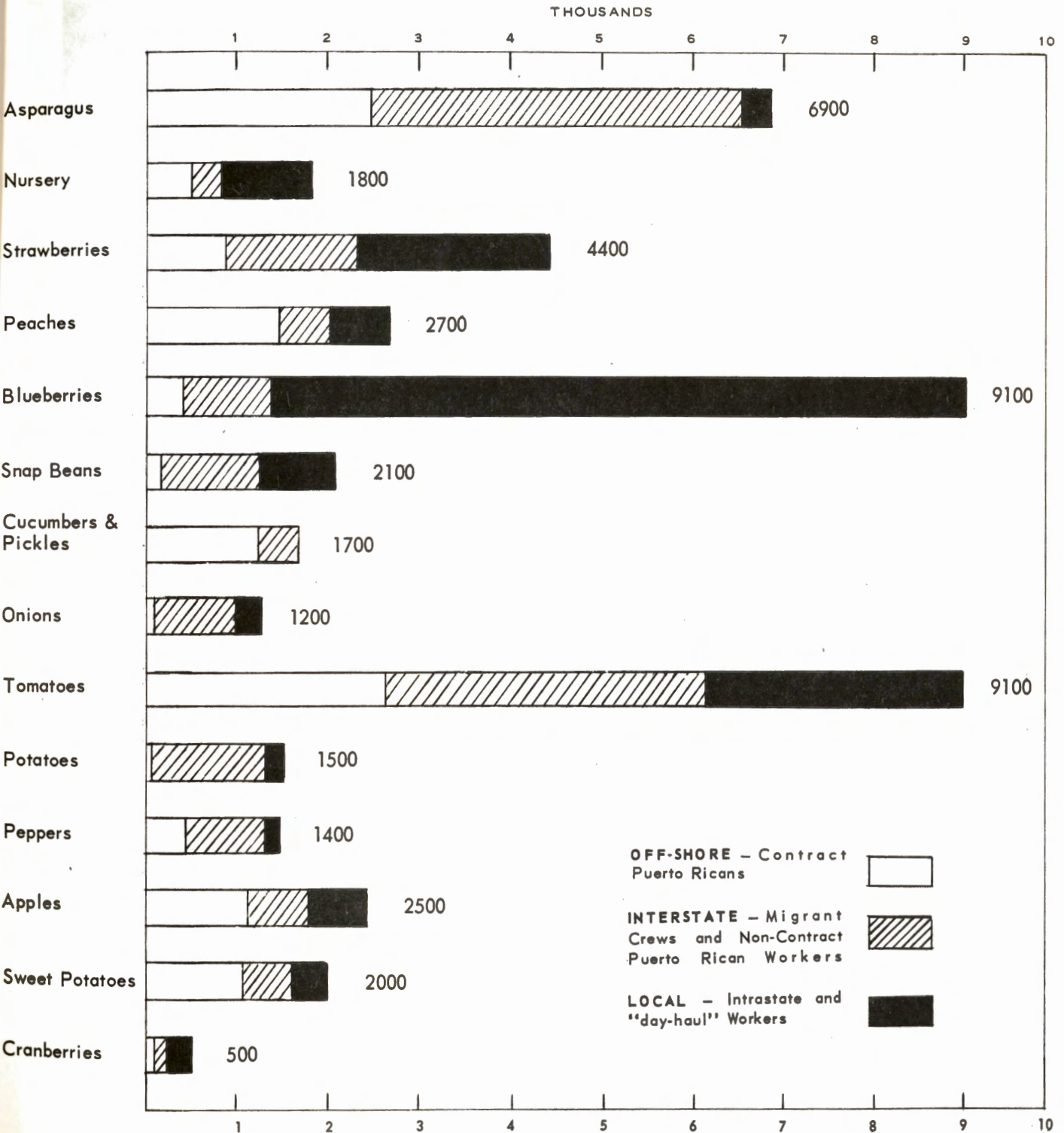
EMPLOYMENT OF THE SEASONAL AGRICULTURAL WORK FORCE BY TYPE OF WORKER-1965*

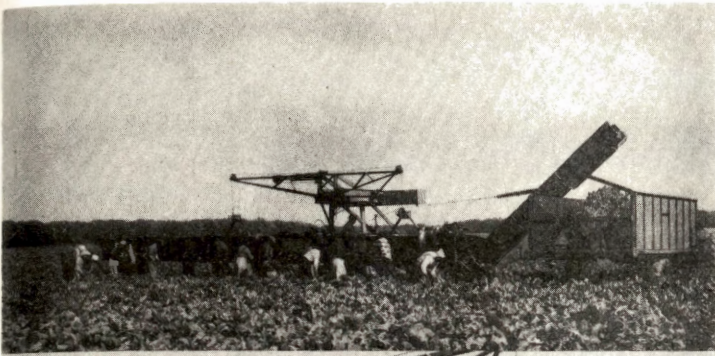


*Source: In-Season Farm Labor Reports (ES-223)

PEAK SEASONAL AGRICULTURAL WORK FORCE FOR EACH PRINCIPAL CROP AND DISTRIBUTION OF WORK FORCE BY TYPE OF WORKER-1965*

Chart 2





Day-haul workers are shown cutting and loading broccoli on a belt harvester.



Use of the belt harvester has enabled growers to use female broccoli cutters more extensively as the amount of lifting required has been reduced to a minimum.

A day-haul crew arrives for a noon day meal at a commissary operated by the Atlantic Blueberry Co., in Hammonton.

The commissary is the only one of its kind in New Jersey and serves moderately priced hot meals, sandwiches and beverages to the more than five hundred blueberry pickers used daily on the farm. This type of facility proved to be an aid in attracting and keeping good workers.

In addition, separate eating facilities are provided for workers who are housed on the farm.



NEW JERSEY

ANNUAL AGRICULTURAL LABOR REPORT -- 1965

February 1966

FOREWORD

Each year, we in the Bureau of Farm Placement hope that growers, production, and prices will be up; working conditions on the farm will improve; and an ample supply of workers will be available and justly compensated. We trust that we will be able to meet our responsibility of matching growers and workers efficiently and develop programs aimed at finding and attracting farm workers from new sources.

Each year we think all the problems are solved, and "next year" things will run smoothly. But each harvesting season presents new and different farm labor problems. Some we can solve and help get the job done on the farm. And there are short term labor shortages and surpluses each year which seem unsolvable.

Although our responsibility within the employment security framework is limited to farm labor recruitment and placement, we aid and assist other governmental agencies who are directly responsible for migrant housing, health, and welfare.

Our Bureau endeavors to keep abreast of farm labor developments based on information flowing into the administrative office from field personnel, government agencies, grower organizations, and news media.

Our chief concern is helping to satisfy growers' labor needs during the harvesting season. We send representatives to Florida early in the Spring to recruit migrant crews for farm work in New Jersey. On-the-spot decisions and adjustments must be made as other states are also attempting to get workers from this source.

The annual Puerto Rican contract rate negotiations between the Puerto Rican Department of Labor and New Jersey grower associations are significant because the hourly and piece rates agreed upon there set a minimum rate schedule for contract Puerto Rican workers during each harvesting season.

Each winter and early spring, we meet with Employment Security representatives from Pennsylvania to discuss the day-haul program. Day-haul workers who originate in Philadelphia and come into New Jersey each day, number in the thousands during the harvesting season. The day-haul operation is highly important, since it is a fluid source of supply which coincides with the fluctuating needs of New Jersey growers.

The Farm Labor Contractor Registration Act, new this year, has been of great interest because it provides for registering and licensing all farm labor crews who cross state lines. The registration form is long, requires fingerprinting and a vehicle liability insurance policy. These requirements prevented some crew leaders from registering and cut into our established sources of labor supply.

To offset this loss and provide work opportunity for teenage youth during the summer, our Bureau developed several youth employment programs. We conduct prevailing wage and earning studies of all types of workers and worker activities on the largest labor user crops. Growers and workers are interviewed on a sample basis and this year, for the first time, mail questionnaires were used to gather wage data.

Each week during the harvesting season, our Farm Labor Report presents up-to-date farm labor information to growers, workers, and the general public interested in agricultural employment.

Our Bureau submits detailed reports to Washington twice each month during the harvesting season. The reports contain seasonal worker employment data by crop and worker activities.

At national and regional conferences we meet with farm placement personnel from other states and exchange views on farm labor principles and problems in an effort to find ways of meeting our responsibilities more effectively.

This annual report reviews the 1965 farm labor season and forecasts agricultural employment in 1966. We hope you will find it interesting and informative.

Fred Watts, Chief
Bureau of Farm Placement

NEW JERSEY - THE GARDEN STATE

Compared to big De Luxe Model agricultural states like Florida and California, the Garden State of New Jersey--the fifth smallest state in the Nation--has to fall into the Compact category. Housing and highway needs of more and more people have squeezed farm land into less than one-third of the State's space.

Small family farms are found everywhere in New Jersey but there is a trend to sell the land--prices are very attractive--for non-agricultural use.

There's another trend in the Garden State these days. It's a definite movement towards bigness. Farm operators with an eye on the future are acquiring more land, capital, machinery, employees, and probably more headaches. Most farm operations that are getting bigger are thriving.

Up in northeastern New Jersey the population squeeze is felt most. People are fanning out from New York City which is located just across the Hudson River. Houses, apartments, super highways and golf courses are mushrooming where celery used to grow. Farms need lots of land but lately, people need it more. Some orchards and vegetable farms remain but it looks like time will decrease their number.

Crossing the state westward, things are somewhat different. Dairy farms dot the countryside in the hilly areas. Fresh market vegetable activity is centered around the Great Meadows area, and orchardmen are harvesting delicious peaches and luscious apples.

In a belt stretching across the middle of the Garden State, the three M counties, Mercer, Middlesex, and Monmouth produce lots of potatoes. Fruit and vegetable farms are scattered about and a poultry center lies a little to the south. Throughout the area more and more land is being purchased for other than farm use.

Moving southward all the way down to the Delaware Bay, the five southern counties of Burlington, Atlantic, Gloucester, Salem, Cumberland, and Cape May produce everything the climate will allow. Crop growing activity is centered here. This is the agricultural heartland of the Garden State. Blessed with rich fertile flatland, the location couldn't be better for growing and marketing a variety of fresh fruits and vegetables. Philadelphia is right next door and the New York City metropolitan area is only two hours away by tractor trailer. And millions of New Jerseyans have gotten used to eating fresh cut asparagus, bright red strawberries, golden sweet corn and lazy-hued blueberries just a few hours after they're harvested.

Food processing plants are located throughout the southern New Jersey area. All the big name brands are represented. They work round the clock at harvest time freezing and canning Garden State produce so that America will eat better.

New Jersey crop harvests begin in April with asparagus and nursery stock. Activity increases as strawberries, snap beans, peas, onions, lettuce, cucumbers, pickles, corn, blueberries, tomatoes, peppers, peaches, potatoes, squash, apples, cranberries, and sweet potatoes are harvested during the summer and fall.

In November with snow fences all neatly in place, Garden State vegetable and fruit farms are at rest for a while. Then, before spring arrives, they begin to bustle with activity once again.

The agribusiness is big business in the Garden State. It's vital to the New Jersey economy and vital in it's production of food for an increasing population. Varied, vital, and compact; that's the agricultural scene in the Garden State.

It takes a lot of help to get the job done on the farm. That's what this Annual Farm Labor Report is all about. It's full of facts about Farm Labor, 1965.

NEW JERSEY STATE FARM LABOR ADVISORY COMMITTEE

1965

Edward J. Hall CHAIRMAN	Director - Division of Employment Security
Theodore H. Budd Pemberton, New Jersey	Director - Blueberry Cooperative Association
Clinton D. Carlough Upper Saddle River, New Jersey	Trustee - New Jersey Apple Institute
Carleton Heritage Richwood, New Jersey	President - New Jersey Farm Bureau
Dominic Luccarelli Keyport, New Jersey	Vice President - Farmers and Gardeners Association of New Jersey, Inc.
William A. Schlechtweg, Sr. Freehold, New Jersey	Master - New Jersey State Grange
Alvin String Harrisonville, New Jersey	Secretary - Gloucester County Board of Agriculture
Klass De Wilde Shiloh, New Jersey	Chairman - Board of Directors Glassboro Service Association

ANNUAL FARM LABOR REPORT

PART I - ANNUAL SUMMARY

PLANNING

Changes in administrative organization. There was one change in the organizational structure of the Farm Placement Bureau in 1965. An additional Farm Placement Technician was added to the staff and given the responsibility for coordinating and expanding the youth employment program. This addition increased the number of staff technicians to three.

Pre-season and in-season meetings. The more important of the many meetings and conferences attended by Farm Placement staff members are listed below:

New Jersey Rural Areas Development State Technical Action Panel,
Trenton, New Jersey

National Farm Labor Conference, Memphis, Tennessee

Seventh Annual New Jersey-Pennsylvania Crew Leader Forum,
Philadelphia, Pennsylvania

Joint Meeting N. J. Horticultural Society and Vegetable Growers
Association, Cherry Hill, New Jersey

Annual Convention of the New Jersey State Grange,
Atlantic City, New Jersey

Eighth Annual New Jersey Marketing Institute, Princeton, New Jersey

Eastern Seaboard Farm Labor Conference, New York City, New York

Farm Labor Sub-committee of the Food Processing Development Committee,
Cherry Hill, New Jersey

Special arrangements for recruitment. As in previous years, contract workers from the Commonwealth of Puerto Rico were brought into the State for independent and association growers through regular clearance orders. These orders were cleared only after wages and working conditions were formulated through negotiations between a committee of growers and the Secretary of Labor of Puerto Rico.

In the Fall, a group of 12 boys from the Rural Youth Corps worked in the Bergen County apple harvest for ten days and helped to alleviate a potential crop loss. The youth were secured through cooperation with the Office of Economic Opportunity. They are regularly employed at Ringwood State Park.

ECONOMIC TRENDS

During the 1965 harvesting season, there was no significant change in crops grown, processing methods, or production trends. Mechanization continued to replace some farm workers.

The most significant economic factor that affected seasonal farm labor this year was the increase in piece and hourly rates. Increases, received by all types of workers, represented a higher than usual yearly rise within the gradual upward trend of seasonal farm labor rates and earnings.

Some of the minimum piece rates and hourly rates for contract Puerto Rican workers which increased this year are:

The hourly rate until September 2 was \$1.10 + .05 bonus, up from \$.95 in the spring of 1964. After September 2 the rate increased to \$1.15 + \$.05 bonus. This bonus was paid to all workers who completed their contract period.

The asparagus cutting rate increased from \$.70 per box to \$.75, and asparagus bunching rose from \$.57 per crate to \$.65.

The snap bean piece rate increased \$.05 to \$.70 per bushel.

Onion topping was worth \$.15 per 5/8 bushel, \$.02 more than last year.

Tomato pickers received \$.15 per 5/8 bushel, an increase of \$.03 over 1964.

All contract Puerto Rican workers received a bonus of 4.55% of piece rate earnings if they remained until the completion of their contract.

The large majority of non-contract Puerto Ricans also received these increases minus the bonus. Some non-contract Puerto Ricans received a bonus if they remained with their employer until all of his crops were harvested.

While the contract rates for Puerto Ricans generally sets a standard and other types of labor gradually receive these rates or rate increases, this year it appears that local individuals and day-haul crew workers benefitted sooner than before.

Piece rates for potato pickers (southern migrant crews) increased from \$.09 per bag to \$.10. Most of the hourly workers on potatoes received \$1.25 per hour. This is \$.25 higher than last year. Local peach harvest hands were paid \$1.00 per hour compared to \$.95 in 1964. Most local and day-haul blueberry pickers were paid \$.07 per pint or per pound, both rates were up \$.01. Local workers picking strawberries earned \$.07 per pint. The rate was \$.06 last year. In tomatoes, a major crop in New Jersey, where \$.12 per 5/8 bushel has been the going rate for several years, a definite trend to higher rates appeared for local and day-haul workers this year.

Growers received increases also. Processors' rates to growers for asparagus and tomatoes increased in 1965.

The direction towards higher rates to workers and higher prices to growers is established and most probably will continue.

EMPLOYMENT TRENDS

Seasonal hired farm workers. The pattern of seasonal agricultural worker employment during this year's harvesting season paralleled other years until September. This September, recruitment of additional contract workers from

Puerto Rico and the results of a vigorous day-haul crew recruitment program made it unnecessary to import foreign workers for farm work. This is the first year since the middle 1940's that foreign workers were not used in New Jersey.

Although the employment pattern was similar to other seasons, except for the elimination of foreign workers, there were fewer seasonal workers on Garden State farms on the highest normal workday of each month this year compared to a year ago, except in October. According to reporting procedures, seasonal agricultural worker employment is reported twice each month. Each report represents normal employment on one day within a two week period. The day of highest employment each month appears in the table below.

<u>Month</u>	<u>1965</u>	<u>1964</u>
April	6,700	8,200
May	14,400	15,400
June	20,200	23,000
July	26,300	27,000
August	24,600	25,300
September	16,100	17,000
October	11,400	11,000
November	1,900	2,200

New Jersey's seasonal farm work force attains reportable significance in April as farm workers match growers needs to harvest asparagus, nursery stock, and spring vegetables. The number of workers rises steadily as crop harvesting and pre-harvesting activity intensifies and reaches a peak in late July and early August. Then the highly seasonal farm employment figures dip somewhat in August and decline steadily from September until some time in November when the late crop harvests (sweet potatoes, apples, nursery stock and vegetables) are completed.

The average seasonal work force at peak during the past ten years was 24 thousand workers. Discounting changes in timing of agricultural activities caused primarily by the weather, and considering that reporting criteria covers one day, peak employment has held at a constant level during the past decade.

The charts and graph in the front of the report present a quantitative display of the seasonal agricultural work force by crop on the highest normal workday (Chart 1); employment totals of the three types of workers on two normal workdays each month (Graph 1); and the proportion of worker types to the total during the peak period of harvesting activity for the leading labor user crops (Chart 2).

Regular hired farm workers. Although year-round workers are employed on all types of farms, the largest number of regular hired farm workers are employed on dairy and poultry farms.

Workers in nurseries and greenhouses are becoming more prominent in the regular hired farm work force as expansion in these industries is creating more jobs. This trend is established and will continue.

A trend in the opposite direction is apparent as worker need is decreasing in the dairy and poultry industries. A reduction of approximately 1,200 dairy and 5,000 poultry farms in the last five years has decreased the regular hired work force by 2,000. Several factors are responsible for this decline. Attractive offers for land have prompted some marginal poultrymen to sell their farms. Also, rising feed costs caused by drought or near-drought conditions during the past four years made it unprofitable for some poultrymen and dairymen to continue in business. Mechanization and changes in production methods, primarily in the dairy industry, have reduced the need for dairy hands. Despite this reduction, a shortage of dairy workers continues. This trend is not likely to change direction in the immediate future.

IMPACT OF MECHANIZATION AND OTHER CHANGES IN PRODUCTION PRACTICES

Although the increasing use of harvesting machines in recent years has had an affect upon the seasonal work force, there was no increase in mechanization or change in production practices during 1965 that significantly increased or decreased the number of seasonal farm workers. Farm machinery is slowly replacing workers, but higher yields and acreage increases have provided as many, and possibly more, work opportunities than were lost because of mechanization. Therefore, mechanization has shifted worker need up and down on some crops, and from one crop to another, but overall worker demand continues to hold at a relatively constant level when compared to a similar period during recent harvesting seasons.

New Jersey's location within a few hours trucking distance from New York City and Philadelphia makes it ideal for shipping vegetables and fruit to fresh market. The variety of crops, selectivity, and handling care required in harvesting fresh market produce demand numerous types of intricate machines which are difficult to perfect. Presently, manual harvesting is the most practical. Nearly all fresh market fruit and vegetables are hand picked.

However, machines have been developed and are used to harvest several major crops. Approximately 80% of the white potato crop is harvested by machine. Fifty percent of the snap bean crop is sent to processors and it is all harvested mechanically. Peas, lima beans and spinach are nearly all harvested by machines. Ninety percent of the cranberries and ten percent of the blueberries are harvested mechanically. The use of machines is increasing in the sweet potato harvest. Approximately 25% of this year's crop was picked mechanically.

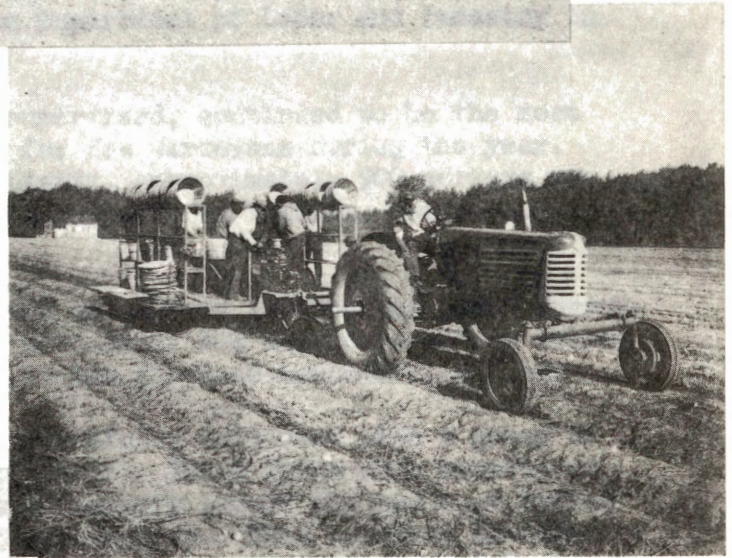
Wheat, barley, soybeans, hay, corn and forage crops are almost completely harvested by machine. Only a small number of seasonal workers are employed on these crops.

Barring drastic labor shortages and major advancements and perfection of harvesting machines, mechanization is not expected to materially affect the need for seasonal agricultural workers in 1966.



Farm workers receive daily assignments at the Landisville day-haul dispersal point and are transported by sweet potato growers to area farms.

A day-haul dispersal point was established in Landisville in 1965 to help alleviate anticipated labor shortages in that area. Sweet potato growers who had previously used foreign workers to harvest their crops now relied on day-haul workers to fill their requirements. Crews were divided according to the farmers' needs and the growers provided transportation to and from the farm. The dispersal point operation proved successful and will be expanded in 1966.



MECHANICAL HARVEST



SWEET POTATO HAND HARVEST

RECRUITMENT OF FARM WORKERS

Throughout the 1965 harvesting season, farm placement personnel applied old and new techniques in recruiting seasonal agricultural labor from the local labor supply. Growers employed all qualified local farm workers who were referred by the Employment Service. They also cooperated by hiring local youth who were recruited under several special youth programs.

The day-haul operation in Philadelphia, Pennsylvania, continued to be the largest supplier of day-haul crews for growers in southern and central New Jersey. Reporting procedures consider Philadelphians as part of the local work force. Total production of these day-haul workers during the crop harvesting season is extremely important to New Jersey growers, and their earnings contribute substantially to the Philadelphia economy during the summer months.

The Seventh Annual New Jersey-Pennsylvania Crew Leader Forum held in Philadelphia on April 7 helped pave the way for the smoothest farm labor season in recent years. Attendance totaled 400 and included Employment Security personnel from Pennsylvania, New Jersey, and Washington, D.C. The principal topic was the Farm Labor Contractor Registration Act which became effective in 1965. William Frank of the Federal Bureau discussed this new legislation thoroughly. William P. Young, Pennsylvania Secretary of Labor and Industry, and Raymond F. Male, Commissioner of the Department of Labor and Industry in New Jersey, addressed the group.

Day-haul points, both supervised and unsupervised, continued to be the most effective means of providing employment for New Jerseyans during the year. During the peak period of harvesting activity, approximately 900 workers per day secured employment through the day-haul points in Trenton, Camden and Bridgeton.

This year a seasonal farm placement office was opened in Rosenhayn, New Jersey. Located in the heart of a major agricultural area, the Rosenhayn office helped improve services to growers and workers in the Vineland Local Office Area.

Early in May a farm youth project was successfully initiated with a group of 20 boys from the Jamesburg State Home for Boys. Their first work experience took place in the Hightstown area for a strawberry grower who had been having difficulty recruiting pickers for a fifty-acre crop. This activity lasted for eight days. The employer was pleased with their work and indicated he would employ the group next year.

The snap bean crop provided the next work opportunity for the Jamesburg youth. Following two weeks employment on this crop, the group was engaged by a number of employers for tomato picking in the Englishtown and Cranbury area.

At the conclusion of the harvest season, more than \$1,500.00 had been earned by the boys. Employers and State officials alike were satisfied with the production and work attitudes of the workers.

During April and May, farm placement personnel presented the color film, "BUSY HANDS", to a total of 5,000 students at Junior and Senior High schools in the agricultural areas of central and southern New Jersey. The film was shown on 18 occasions and served to stimulate the interest of New Jersey youth

in summer crop harvesting work. Produced by the California Department of Employment, "BUSY HANDS" portrayed the excellent results achieved in California with teen-age youth in crop harvesting work.

As a result of the film showing, a program was started with a youth group from Audubon High School, Camden County. Through cooperation with a blueberry grower, the group worked during the entire blueberry harvest.

An outstanding program was also developed in the Vineland area where a group of boys and girls under the supervision of a teacher began picking snap beans and progressed to onion topping and cucumber picking. The children ranged in age from 12 to 16 years and their efforts satisfied all of their employers.

In Bergen County, a group of 12 youth and a supervisor from the Rural Youth Corps worked in the apple harvest and helped alleviate a tight labor situation. The group was secured through cooperation with the Office of Economic Opportunity and upon completion of the apple harvest they returned to their employment at Ringwood State Park.

Similar attempts will be made to recruit youth teams in 1966 based upon this year's experience.

Most of the year round workers are employed on dairy and poultry farms. Low pay rates and unattractive working conditions make it difficult to recruit poultry and dairy hands from the local labor supply. Therefore, the supply of local labor does not meet the need for year round labor.

New Jersey's participation in the Annual Worker Plan provided growers with 93 southern migrant crews (2,533 workers) during the year. These crews are loosely organized multi-family groups which originate in Florida and other southern states and travel up and down the eastern seaboard in buses provided by the crew leaders. Work commitments are obtained by crew leaders through the Annual Worker Plan, which is a program of the United States Employment Service designed to provide maximum utilization of the migratory work force in order to satisfy growers needs as crop harvesting activity moves from state to state during the season.

Under the Annual Worker Plan, New Jersey farm representatives are sent to Florida in April to recruit migrant crews for harvesting work during the summer and fall. Along with farm placement personnel from other labor demand states, our representatives meet with crew leaders at a series of meetings throughout Florida. Work opportunities are offered to crew leaders in the form of written orders and acceptances are solicited. Competition is becoming stiffer as more crews are being recruited by other states.

To be certain of the timely arrival of some crews, a farm placement representative was sent to the eastern shore of Virginia in June. Virginia is the last work location for many crews before they enter New Jersey. This trip proved worthwhile and will be repeated in 1966.

There are only a few intrastate migrant crews in New Jersey. Interoffice clearance results in the quick placement of these workers.

During the harvesting season, 8,094 contract Puerto Rican agricultural workers were employed in New Jersey. Accessions and separations among contract workers

are substantial and constant because growers' labor needs change as their crop harvests begin, peak and end. Unexpected weather variations also affect labor turnover.

Two labor associations which are owned and operated by New Jersey growers handle worker placement and maintain living quarters for contract Puerto Rican workers when they are temporarily unemployed.

On August 15, contract Puerto Rican employment reached it's peak as approximately 6,000 workers were employed. Their employment period spans from April to November and includes work on all major labor-user crops except potatoes.

All contract Puerto Ricans are male and live in housing provided by their employers. It is estimated that 85% return to Puerto Rico after completion of the employment contracts.

Housing. The Bureau of Migrant Labor of the Department of Labor and Industry is responsible for the inspection and regulation of migrant housing in New Jersey.

Cooperative arrangements have been worked out between the Bureau of Migrant Labor and the Bureau of Farm Placement to insure that the Secretary's Regulations with regard to adequate housing for seasonal workers are carried out. All orders sent to Florida under the Annual Worker Plan are initially referred to the Migrant Labor Bureau for a housing check before being put into interstate clearance. During the 1965 season, inspectors of the Migrant Labor Bureau completed 6,560 migrant camp inspections that were directly concerned with occupancy by interstate workers.

Enforcement of the New Jersey Crew Leader Registration Act is also handled by the Bureau of Migrant Labor. They registered 346 crews during 1965.

The Farm Placement and Migrant Labor Bureaus cooperated in placing 58 field sanitation units on southern New Jersey farms this year.

Wages. During the 1965 harvesting season the Bureau of Farm Placement conducted twelve prevailing wage surveys.

This year, changes were made in the Crop-Wage Areas. Most areas are now larger than in prior years. Nine are on a county or multi-county basis and three are by local office area.

Formerly, all wage information was secured from field interviews. This year, field interviewing was used for ten surveys and the data for two surveys was gathered entirely from returned mail questionnaires.

Harvesting activities of all major labor user crops were surveyed. The crops were: asparagus, strawberries, snap beans, blueberries, peaches, tomatoes, potatoes, apples, and sweet potatoes. All survey findings were announced in our weekly Farm Labor Report which is circulated throughout the eastern states. Under regulations of the United States Secretary of Labor, the Employment Service cannot accept a job order for interstate recruitment purposes in a Crop-Wage Area and Crop Activity where the rate offered is less than the highest Intrastate Worker or Interstate Worker wage survey finding rate.

Foreign Workers. Foreign farm workers were not used in New Jersey for the first time in more than twenty years. The need for foreign workers was eliminated by a vigorous day-haul recruitment program that was conducted by farm placement personnel and an additional supply of contract Puerto Rican workers in September. In previous years, contract workers were not recruited in the late season months.

AREA REDEVELOPMENT AND OTHER COMMUNITY ACTIVITIES

There were no Area Redevelopment activities during 1965 that required the participation of the Farm Placement Bureau. Considerable time, however, was spent on the State and local level by staff members actively participating in community activities related to the farm labor program.

A transportation code for farm labor vehicles was developed in conjunction with the Migrant Labor Bureau and submitted to the Division of Motor Vehicles for approval. The code embodies many of the vehicle regulations contained in the Federal Farm Labor Contractor Registration Act.

A staff representative attends the monthly Interdepartmental meetings of the State Office of Economic Opportunity, serving in an advisory function for programs involving seasonal farm labor.

Farm Placement Representatives in the field worked closely with the Rural Youth Development section of the Office of Economic Opportunity. They helped place mobile day-care centers and field sanitation units on the larger farms. They also assisted in the Summer School Enrollment of migrant workers children.

Student trainees at the Army Signal School at Fort Monmouth were recruited for apple picking by the Red Bank local office Farm Placement Representative.

The Bureau Chief continued his active participation as a member of the State Technical Action Panel of the United States Department of Agriculture Rural Areas Development Committee.

PUBLIC RELATIONS

Many techniques were used by the Bureau of Farm Placement to inform farmers, farm workers and the general public of the services available to them through the New Jersey State Employment Service.

The Bureau staffed an exhibit at the annual New Jersey Farm Show in January and it provided an excellent opportunity to further acquaint the farmers present with the services that are available.

A program aimed at encouraging youth to accept summer employment on New Jersey farms was conducted in the spring of the year. "BUSY HANDS", a film featuring youth engaged in farm work, was shown on 30 occasions to high school and civic groups and was viewed by more than 6,000 people. The film, coupled with a brief talk by a Farm Placement Representative, proved to be a very effective recruitment and public relations tool.

Bureau personnel were in constant contact with growers and farmer associations throughout the year. Farmers and crew leaders were visited continuously during the harvest season to keep them apprised of the labor situation. Staff members also made frequent appearances on radio and television programs to

further publicize farm placement activities. Numerous talks before civic groups also aided in familiarizing the public with the Farm Placement program.

The weekly Farm Labor Report received wide circulation and has become a vital source of information to all those interested in Garden State agriculture.

EVALUATION AND RECOMMENDATIONS

An overall appraisal of farm placement operations in 1965 must necessarily be concerned with weather and foreign labor.

Severe state-wide drought conditions continued for the fourth consecutive year, leaving a shortage for 1965 of 14.12 inches. Over the four year period, the deficit now amounts to 24.63 inches. This extended drought has put a severe strain on the irrigation facilities of most fruit and vegetable growers and has added substantially to the financial cost of growing these crops. On the positive side, the lack of rain resulted in a virtually uninterrupted harvest period which boosted the earnings of seasonal workers.

The elimination of foreign labor has been discussed elsewhere in this report, but it must be noted again that this was a significant turning point for the Farm Placement Bureau and the growers of late season crops, and could conceivably lead to complete reliance upon domestic sources of seasonal labor for many years to come.

The appointment of additional seasonal farm interviewers during peak periods of activity was a contributing factor to one of the smoothest operational years in the history of the Farm Placement Bureau.

It is strongly recommended that the 1966 budget include the seasonal positions filled last year plus three additional seasonal interviewers.

PART II - OUTLOOK FOR 1966

STATE FORECAST

The demand for seasonal and regular hired farm labor in 1966 will be similar to 1965.

The usual sources of supply (contract and "walk-in" Puerto Ricans, southern migrants, local and day-haul workers) will be fully utilized to fill growers' needs.

During the coming year, employment of local farm workers will again be emphasized. Youth programs will be expanded and improved upon in 1966.

Farm placement personnel are constantly being stimulated to look for new sources where farm labor can be secured if the established sources of supply become inadequate to meet growers' needs.

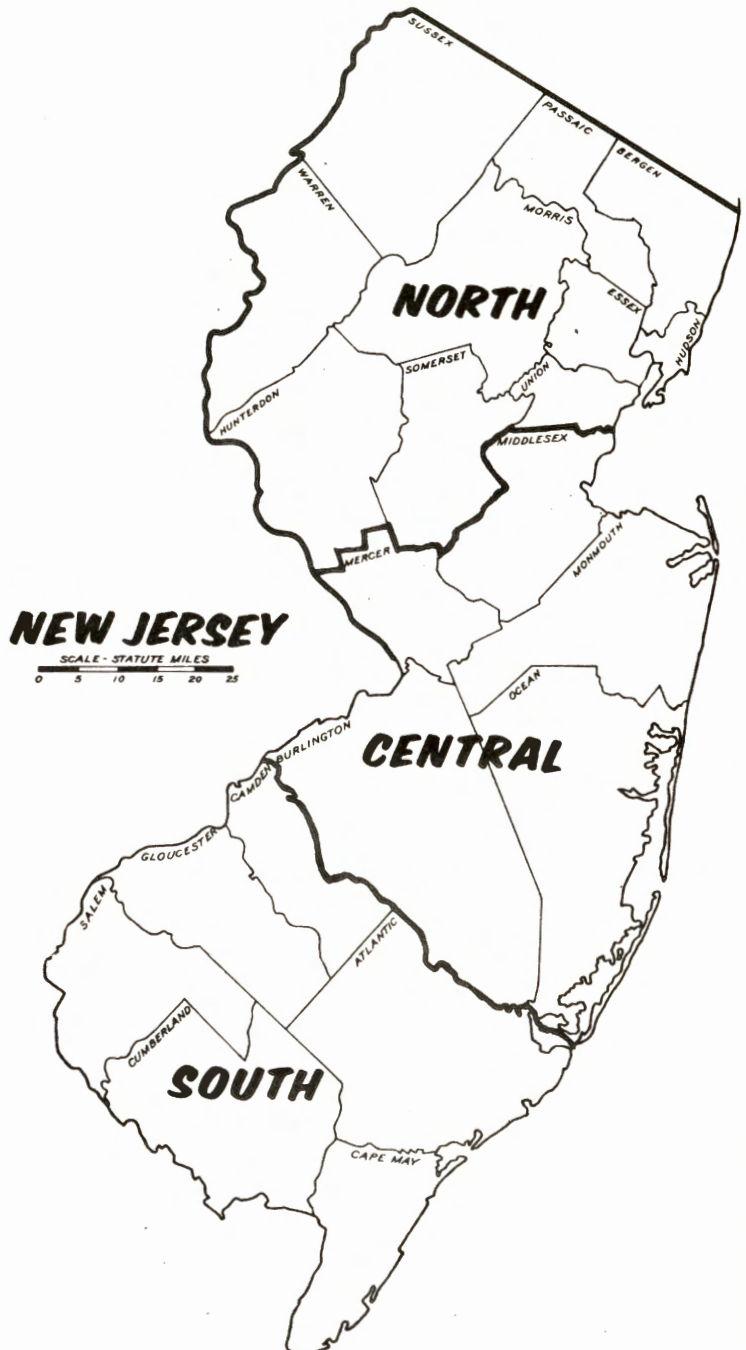
OUTLOOK BY AREA

NORTH

The farm labor picture in 1966 will resemble 1965. Crop averages will be about the same, and the same types and sources of supply of farm labor will be utilized.

Farm land in Hudson, Essex and Union counties is almost extinct. And suburbanization is slowly absorbing agricultural land in Bergen, Passaic and Morris counties. Most of the farms are located in the counties of Sussex, Warren, Hunterdon and Somerset.

Dairy farms represent a major portion of the area farms. Filling orders for dairy hands will continue to be a problem in 1966 because the job is confining, hours are long, and wages are relatively low. The immediate future is not expected to show any improvement in these job characteristics.



Poultrymen are also experiencing difficulty in recruiting and keeping qualified help. Unattractive working conditions and low wages are unresolved problems and the future does not appear to hold a solution.

Compared to the rest of the state, fruit and vegetable farms are smaller and total fruit and vegetable acreage is less in the northern area. Most fruit and vegetable growers have housing and will use "walk-in" and contract Puerto Ricans in 1966.

At harvest peak, growers within commuting distance from day-haul points will use day-haul crews. Seven crews were employed in the area last year. Possibly more will be used in 1966.

Some growers will employ local workers at harvest time and for work on roadside fruit and vegetable stands. But compared to non-agricultural jobs, working conditions and wages on the farm are less attractive, and obtaining farm labor from the local labor supply will continue to be difficult.

Some changes in crop acreage will occur in 1966. Approximately 100 acres of peaches and apples were cut down this year. Possibly other crops will be planted on this land. Several growers in Bergen County have expressed an intent to sell their farm. A small increase in nursery stock acreage is evident in part of the area. This should increase the demand for nursery harvest hands in 1966.

A tight labor situation is expected in the apple harvest next Fall. Plans are being formulated now to prevent any crop loss because of lack of labor in the apple or any other crop harvest in 1966.

CENTRAL

The area is comprised of Burlington, Ocean, Mercer, Middlesex and Monmouth Counties. The largest labor-user crops in this area are potatoes, tomatoes, blueberries, cranberries, apples, peaches and sweet corn.

Traditionally, southern migrant crews do most of the potato harvesting work in this area, which is the largest potato producing area in the State. Although more harvesting machines will be used in 1966, an anticipated increase in potato acreage will cause a need for more potato harvest hands.

More nursery workers will be needed to harvest approximately 350 additional acres of nursery stock during the 1966 season. Sod acreage is also expected to increase.

An increase in peach, apple and tomato acreage should have little effect on the number of harvest hands needed.

Cranberry acreage will increase in sections where an ample supply of water is available. The machine harvesting method which requires considerable flooding is increasing in use.

A cutback in blueberry and sweet corn acreage is anticipated during the coming year but this will not result in any significant change in the labor pattern.

Area growers have not indicated that any new housing will be constructed in 1966.

SOUTH

This area, which produces about 70% of the State's vegetables, includes the counties of Atlantic, Cumberland, Salem, Gloucester, Cape May and Camden.

In 1966, there will be a significant increase in tomato acreage along with moderate increases in blueberries, white potatoes, peaches, snap beans and cucumbers.

However, some growers expect to cut back on their asparagus, peach, sweet potato, apple and strawberry acreages.

Planting of onions, lettuce, peppers, lima beans, squash, peas, and nursery stock will approximate 1965.

These acreages changes in 1966 will affect worker demand for the crops involved but will not cause a substantial increase or decrease in the total seasonal work force.

It is expected that more white potatoes, sweet potatoes, carrots and snap beans will be harvested by machine in 1966. The number of workers needed for harvesting these crops will be fewer unless producing acreages increase significantly.

The usual sources of supply (contract and "walk-in" Puerto Ricans, southern migrants, local and "day-haul" workers) will be fully utilized to fill growers' needs in 1966.

Concerted efforts will be made to recruit local individuals and day-haul crews throughout the 1966 harvesting season.

In 1965 a pick-up point for day-haul crews was established in Landisville which is in the heart of one major sweet potato area. At this location, crews were divided according to growers needs and workers were transported by the growers to and from the farm each day. This dispersal point proved successful and alleviated a tight labor situation. In 1966, growers will be urged to place their orders at the earliest possible date so that a sufficient number of crews can be recruited and assigned to the Landisville pick-up point.

While some older housing units may be replaced, area growers are not expected to construct any new housing in 1966.

Accurate preseason planning and effective placements throughout the season were responsible for an extremely smooth farm labor program in 1965. The same efforts will be exerted in 1966.

FARMERS AND GARDENERS SERVICE ASSOCIATION
KEYPORT, NEW JERSEY

	<u>1964</u>	<u>1965</u>
1. Total number of workers employed	1,370	1,255
2. Brought in under Puerto Rican Agreement	927	1,015
3. Puerto Rican Walk-ins	325	240
4. Domestic Workers recruited		
A. Intrastate	0	0
B. Interstate	0	0
5. Brought in under BWI Contract	65	0
6. Day-haul workers available from camp	40	40
7. Total of seasonal wages paid to all workers	\$794,000	\$900,000
8. Average individual weekly earnings	\$55.00	\$57.00
9. Average weeks of employment - all workers	16 wks.	17 wks.
10. Association loss in advancing transportation to workers		
A. Domestic	0	0
B. Puerto Rican	\$4,210.28	\$5,377.89
11. Number of growers obtaining workers thru Association	140	140
12. Reported destination of workers at end of season		
Puerto Rico	73%	75%
Florida	10%	10%
Unknown	17%	15%
13. Crops harvested, etc: Apples, asparagus, beets, broccoli, blueberries, cabbage, cauliflower, corn, cucumbers, eggplants, peppers, peaches, onions, snap beans, strawberries, tomatoes, and other mixed vegetables.		

GLASSBORO SERVICE ASSOCIATION
GLASSBORO, NEW JERSEY

	<u>1964</u>	<u>1965</u>
1. Total number of workers employed	10,100	10,411
2. Brought in under Puerto Rican Contract	8,389	9,103*
3. Puerto Rican Walk-ins - signing contracts	1,000	965
4. Domestic Workers recruited		
A. Intrastate	130	283
B. Interstate	20	60
5. Brought in under BWI Contract	704	0
6. Day-haul workers available from camp	125	100
7. Total of seasonal wages paid to all workers	\$5,365,868.06	\$6,206,453.33
8. Average individual weekly earnings	\$53.60	\$60.81
9. Average weeks of employment		
A. Domestic	10 $\frac{1}{2}$ wks.	10.4 wks.
B. BWI Workers	4 $\frac{1}{2}$ wks.	0
10. Association loss in advancing transportation to workers		
A. Domestic	\$300.00	\$887.76
B. Puerto Rican	\$19,968.11	\$33,270.62
11. Number of growers obtaining workers through the Association	1,000	1,000
12. Reported destination of workers at end of season		
Puerto Rico	85%	
Florida	10%	Manager's Estimate
Unknown	5%	
13. Crops harvested, etc:		
Asparagus, strawberries, blueberries, snap beans, peppers, cucumbers, lettuce, onions, eggplants, apples, peaches, broccoli, tomatoes and other mixed vegetables.		
14. Number of Puerto Rican contract workers who received a bonus	2,007	
15. Amount paid out to these workers		\$100,485.61

* Includes workers brought in and employed in Pennsylvania, Maryland and Delaware.

** An additional 300 walk-in Puerto Ricans were employed, but they refused to sign up for employee paid Hospitalization and Medical Plan.

State Summary

AGRICULTURAL REPORTING AREA OR LOCAL OFFICE

STATE OF NEW JERSEY

TABLE I. SELECTED DATA ON FARM PLACEMENT OPERATIONS IN 19 65

ITEM	NUMBER
SECTION A. DAY-HAUL ACTIVITIES	
1. OPERATED BY STATE AGENCY	
A. DAY-HAUL POINTS	9
B. TOWNS WITH DAY-HAUL POINTS	8
C. SUM OF WORKERS TRANSPORTED ON AVERAGE DAY IN EACH TOWN	745
D. SUM OF WORKERS TRANSPORTED ON PEAK DAY IN EACH TOWN	5011
2. ESTABLISHED (UNSUPERVISED) BY STATE AGENCY	
A. DAY-HAUL POINTS	34
B. TOWNS WITH DAY-HAUL POINTS	26
C. SUM OF WORKERS TRANSPORTED ON AVERAGE DAY IN EACH TOWN	602
D. SUM OF WORKERS TRANSPORTED ON PEAK DAY IN EACH TOWN	998
SECTION B. SERVICES TO SCHOOL-AGE YOUTH	
3. TOWNS IN WHICH SEPARATE SCHOOL-AGE YOUTH PROGRAMS ARE OPERATED	1
4. DAY-HAUL POINTS OPERATED SEPARATELY FOR SCHOOL-AGE YOUTH	1
A. SUM OF SCHOOL-AGE YOUTH WORKERS TRANSPORTED ON PEAK DAY IN EACH TOWN	150
5. DAY-HAUL POINTS ESTABLISHED BY STATE AGENCY FOR SCHOOL-AGE YOUTH	9
6. SUPERVISED CAMPS OPERATED FOR SCHOOL-AGE FARM WORKERS	0
A. PLACEMENT IN CAMPS	0
7. PLACEMENTS OF SCHOOL-AGE YOUTH IN SUPERVISED LIVE-IN FARM HOMES	0
SECTION C. SERVICES TO OTHER SPECIAL GROUPS	
8. SERVICES RENDERED TO INDIANS BY LOCAL OFFICES OR ITINERANT POINTS ON RESERVATIONS	
A. PLACEMENTS	0
B. APPLICANT HOLDING ACCEPTANCES	0
9. OTHER PLACEMENTS OF RESERVATION INDIANS	0
10. PUERTO RICANS BROUGHT INTO STATE UNDER WORK CONTRACT	NA
SECTION D. SPECIAL SERVICES TO EMPLOYERS	
11. EMPLOYERS RECEIVING COMBINE SERVICES	
A. FROM OUT OF AREA	NA
B. FROM OUT OF STATE	NA
12. EMPLOYERS RECEIVING COTTON-HARVESTING-MACHINE SERVICES	
A. FROM OUT OF AREA	NA
B. FROM OUT OF STATE	NA
13. FOOD PROCESSING EMPLOYERS RECEIVING PLACEMENT SERVICES	NA
SECTION E. OTHER SPECIAL SERVICES	
14. LOCAL OFFICES WHICH HELD FARM CLINICS	NA
15. DAYS ON WHICH FARM CLINICS WERE HELD	NA
16. ISSUES ON FARM LABOR BULLETINS PUBLISHED	26
A. COPIES DISTRIBUTED	32,000
17. STATE AGENCY'S WORK GUIDES DISTRIBUTED	
A. WITHIN REPORTING STATE	NA
B. TO OTHER STATES	NA
18. LOCAL OFFICES PARTICIPATING IN FORMAL COMMUNITY SERVICE PROGRAMS	6
19. VOLUNTEER FARM PLACEMENT REPRESENTATIVES	14

TABLE 5. INTERSTATE SEASONAL AGRICULTURAL CLEARANCE ACTIVITIES IN 1965

ITEM	ORDERS		OPENINGS	
	EXTENDED (SEC. A) RECEIVED (SEC. B)	FILLED	EXTENDED (SEC. A) RECEIVED (SEC. B)	FILLED
I	II	III	IV	V
SECTION A. REPORTING STATE AS ORDER-HOLDING STATE				
1. Reporting State, Total	109	101	12,216	10,634
2. Applicant - holding States involved:				
Puerto Rico	8	8	8,823	8,094
Florida	87	82	2,980	2,267
Georgia	6	4	130	110
South Carolina	5	4	183	84
Virginia	2	2	50	50
Mississippi	1	1	50	29
SECTION B. REPORTING STATE AS APPLICANT-HOLDING STATE				
3. Reporting State, Total	3	3	938	112
4. Order-holding States involved:				
Virginia	1	1	900	105
Michigan	1	1	20	19
Pennsylvania	1	1	18	18

Signature _____ Title _____

The New Jersey State Employment Service provides a complete program of farm labor recruitment for individual growers, as well as for farmer associations. No fee is charged to either the worker or the employer for this service. Farm representatives may be consulted at any of the offices. Those with full-time farm representatives are indicated by an asterisk (*). Representatives from the Trenton and New Brunswick local offices are stationed at the special farm placement office in Windsor throughout the year. Seasonal farm placement offices are maintained in the Burlington, Hammonton and Vineland areas.

<u>Office Location</u>	<u>Street Address</u>	<u>Area Code</u>	<u>Telephone</u>
*Asbury Park	500 Summerfield Avenue	201	775-1660
*Atlantic City	1433 Bacharach Boulevard	609	344-6504
*Bridgeton	22 Washington Street	609	451-6350
*Burlington	220 West Broad Street	609	386-0686
*Seasonal Office (Apr. to Nov.)	Magnolia Ave., Pemberton	609	894-2664
*Camden	910 Broadway	609	365-8820
Dover	10 South Morris Street	201	366-1422
Elizabeth	1115 East Jersey Street	201	352-8360
Englewood	11 Grand Avenue	201	568-9289
*Flemington	Hunterdon Shopping Center	201	782-3711
*Freehold	6 Throckmorton Street	201	462-0200
Hackensack	575 Main Street	201	487-6800
*Hammonton	110 Railroad Avenue	609	561-1290
*Seasonal Office (May to Oct.)	200 North White Horse Pike	609	561-3468
Jersey City	87 Newkirk Street	201	656-6800
Morristown	5 Schuyler Place	201	538-4260
New Brunswick	National Guard Armory 105 Joyce Kilmer Avenue	201	247-6300
Newark	1 Clinton Street	201	648-3326
*Newton	6 Union Place	201	383-2775
*Paterson	372 Broadway	201	684-8690
Perth Amboy	347 Maple Street	201	826-3400
Phillipsburg	Hillcrest Shopping Mall – Route 22	201	859-0400
Plainfield	147 North Avenue	201	756-1407
*Red Bank	48 East Front Street	201	741-5050
Ridgewood	32 Franklin Avenue	201	444-5804
*Salem	Shopping Center – Route 45	609	935-3711
Somerville	275 East Main Street	201	725-2600
*Toms River	36 West Water Street	201	349-2192
Trenton	8 East Hanover Street	609	292-6400
*Special Office	Route 130, Windsor	609	448-1053
*Vineland	631 Wood Street	609	691-2200
*Seasonal Office (Apr. to Oct.)	Morton Ave., Rosenhayn	609	451-3161
Wildwood	2602 Pacific Avenue	609	522-2450
*Woodbury	55 Delaware Street	609	845-6000

