

MIGRANT FARM WORKERS

in the

STATE OF WASHINGTON

Volume II of IV

Economic and Social Characteristics of
Migrant Agricultural Workers in Washington State

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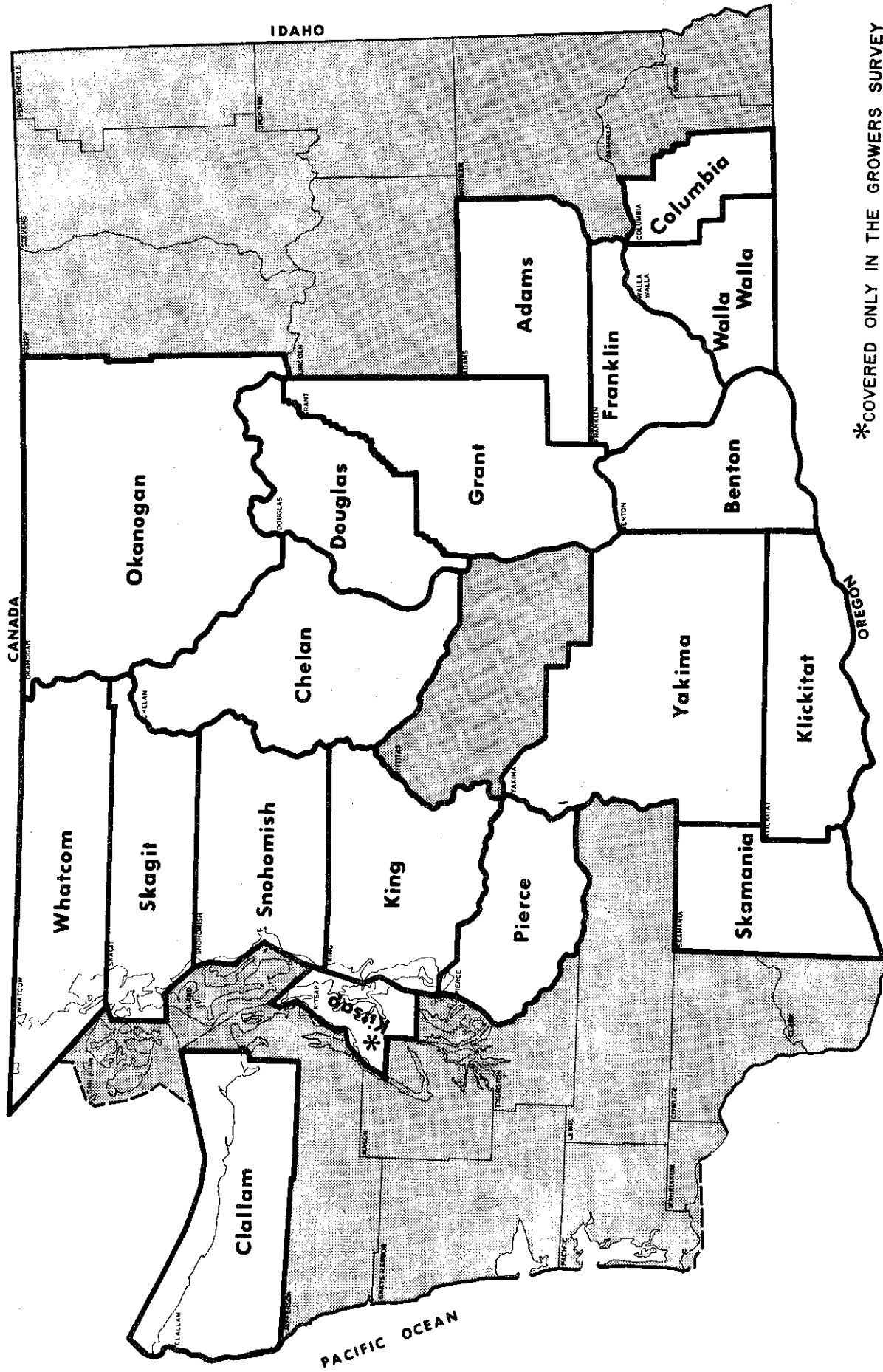
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Washington

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COUNTIES COVERED IN THE MAJOR MIGRANT SURVEYS



*COVERED ONLY IN THE GROWERS SURVEY

INTRODUCTION

The purpose of Volume II is to present information selected from the surveys conducted during the 1966 growing season in Washington State. Volume II is the second of four volumes; Volume I is an annotated bibliography of migrant studies; Volume III is an analysis of some of the data presented in Volume II; Volume IV covers legislation and government administration relative to migrant labor. The four volumes summarize what is probably the most comprehensive study of migratory workers yet completed.

Several field surveys were conducted as part of the overall study. The map opposite shows the counties which were surveyed. Selection of the counties was based on (a) the types of crops grown which would require migrant labor, and (b) approximations from published reports on the number of migrant workers within counties for each type of crop. It is estimated that the counties selected for sampling represent 90 to 95 percent of the total migrant labor force during the 1966 growing season. There were a total of five surveys conducted to produce the primary data for the study. These were (1) a basic study of migrant characteristics, (2) a survey of migrant housing, (3) a survey of growers, (4) a survey of former migrants, and (5) a mail survey of community attitudes. The first three surveys were the more important part of the study and had a common sample base. The various surveys are described in somewhat greater detail in the Appendix to this volume.

The text of Volume II is organized along the lines of topics of interest rather than the individual surveys which were conducted. Consequently, some chapters will contain data on a specific topic which has been covered in two different surveys from different viewpoints (i.e., grower and migrant). Generally the separate surveys tend to confirm each other, and in most cases survey responses from two different surveys on a single topic were within a few percentage points of each other. The field research for the full report (all four volumes) was augmented by collection of a considerable amount of secondary source data.

SUMMARY OF FINDINGS

Chapter 1: Employment Characteristics

1. The employment of migrant farm workers in Washington State during 1966 varied from a low of 1,500 in February to a high of almost 25,000 in September.
2. Apples and other tree fruit were the major crops worked by migrants, employing approximately 63,000 man-months of labor. The major activity engaged in by migrants was the picking and harvesting of crops--which accounted for over 80,000 man-months of labor.
3. Employment by crop tended to be identified with particular migrant ethnic groups. Anglo migrants were found almost exclusively in apples and other tree fruits. Latin American migrants were most heavily concentrated in berries, grapes, and vegetables. Canadian and American Indians (who comprise the majority of the Other migrant category) worked primarily in berries, apples, and other tree fruit.
4. The typical migrant worked 8.6 hours a day. On the average, heads of households worked longer days (8.9 hours) than did all migrants.
5. The degree of mechanization (as measured by the number of migrants who reported working with machinery) varied considerably by crop, with peas and wheat the most mechanized types of migrant labor; berries and apples, the least.
6. About 31 percent of the total migrant labor was contributed by female workers. There was a high incidence of agricultural employment among migrant children and adolescents.
7. The majority of Anglo migrant laborers preferred piece-work rate of pay. Latin American workers preferred hourly wages.
8. There were about 2 non-working dependents for every three migrant workers employed in the 1966 growing season. There were about 40,000 migrant laborers and dependents in the surveyed counties at the height of the season in late September.

Chapter 3: Travel Patterns, continued

4. Almost one-fourth of the migrants used the State Employment Service at some time during the season.
5. The most common mode of transportation for all migrants was the automobile; 60 percent of them travelled in this manner.
6. Ten percent of the migrants planned not to return to Washington in future years. The reason most frequently given for this decision was "Don't make enough money".

Chapter 4: Social Characteristics

1. The migrant population in Washington was mainly composed of Anglos (49 percent of all migrants), and Latin Americans (41 percent). There were small groups of Canadian Indians, United States Indians, and Negroes.
2. The median age of the Washington migrant was 24 years compared to the U.S. and Washington median age of 29.5. Migrant males outnumbered the females 150 to 100 compared to the U.S. ratio of 97 males to 100 females, and the Washington ratio of 101 males to 100 females.
3. English was usually spoken in the home by a majority of adult migrants; however, 22 percent spoke Spanish, and 7 percent spoke an Indian language. Well over half of the non-English speaking migrants could not speak or read English at all or had only a limited English vocabulary.
4. The average family size for the total migrant population was 2.6 persons; however, this included many single persons. The median size for multi-person migrant families was 4.3 persons compared to the U.S. and Washington median of 3.6 persons.
5. One-fourth of the male heads of household were homeowners, although their houses were not necessarily in Washington state. Relatively few of the Anglos were homeowners.
6. The sample adult migrant completed a median of 8.8 years of education compared to a U.S. median of 10.6 years of

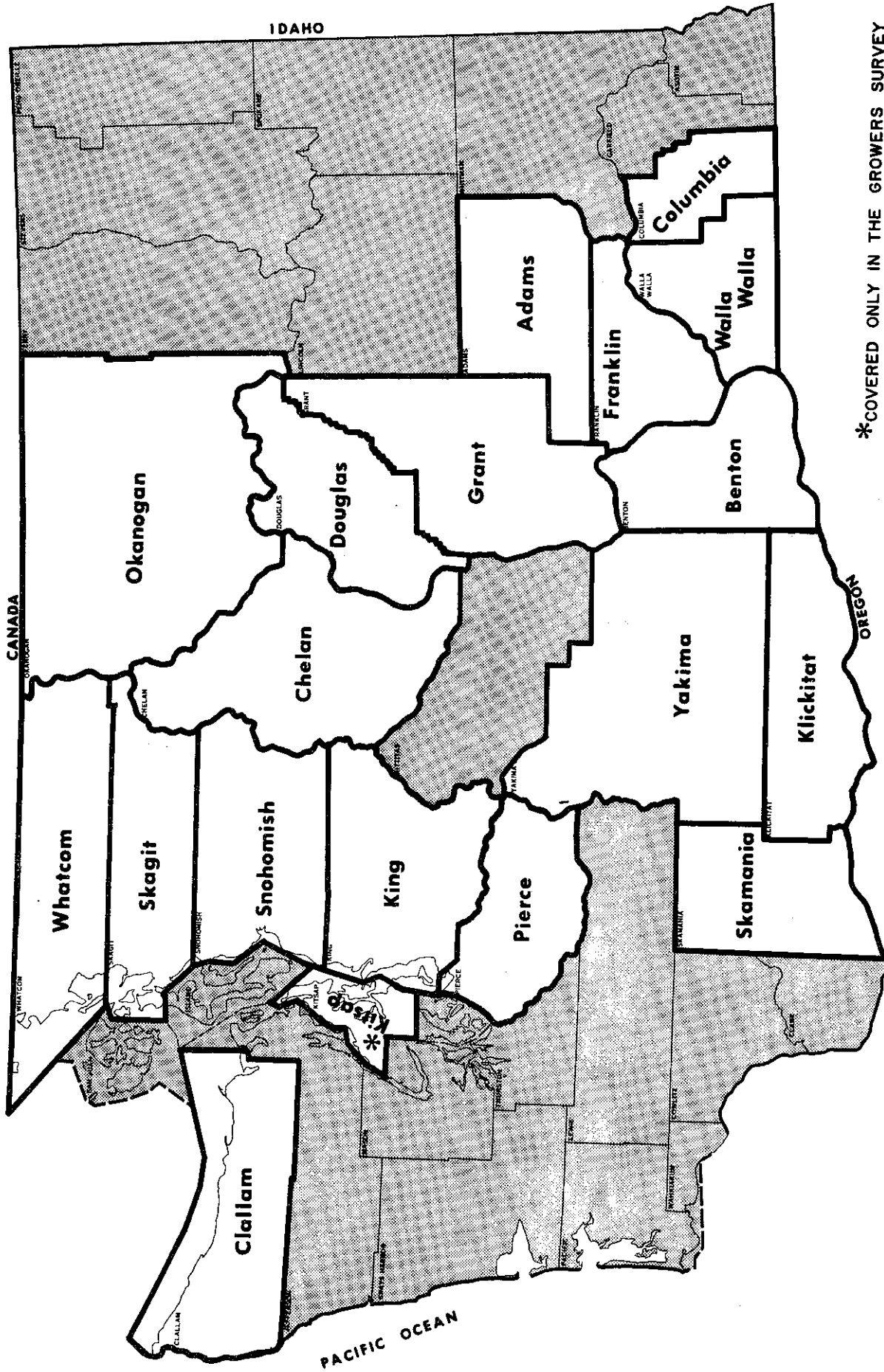
Chapter 6: Health Conditions, continued

5. The migrants had a birth rate of 27.7 per 1,000 during the twelve months prior to July 1966. This compares with the United States rate of 19.4 per thousand and the Washington rate of 17.2 per thousand. Nearly all of the mothers had their children in a hospital and were attended by a physician.
6. The migrant's death rate during the year preceding July 1966 was 12 per 1,000 compared to the United States rate of 9.4 per 1,000. Their life expectancy at birth was 55.2 years compared to 70.2 years for the United States. Old age was the major cause of death for the Anglo and Other migrants; however, most of the Latin American deaths occurred to infants.

Chapter 7: Housing and Sanitary Conditions

1. The majority of Washington migrant housing was located on the farm. Single cabins and row cabins were the most common types of housing unit used.
2. Farmers managed the majority of on-farm and rural housing. However, in urban areas almost all the housing was commercially managed.
3. Rent was paid by 19 percent of the migrants, the average payment was \$9.70 per week. Rent payments were made primarily by the occupants of non-farm housing.
4. The number of migrants per housing unit was 2.6 persons. The comparable figure for all Washington State renter-occupied units was 2.2 persons. However, the typical migrant housing unit contained one room, while Washington State renter-occupied units contained 3.6 rooms.
5. Approximately 97 percent of migrant housing was estimated to be structurally sound. Inadequate ventilation was found in 32 percent of the housing.

COUNTIES COVERED IN THE MAJOR MIGRANT SURVEYS



*COVERED ONLY IN THE GROWERS SURVEY

CHAPTER 1

EMPLOYMENT CHARACTERISTICS

Volume of Employment in 1966

Approximately 105,000 man-months of migrant agricultural labor were employed in 1966 in the 18 surveyed counties. Yakima County proved to be the largest user of this type of labor, having utilized more than one-third of the total labor effort. The next largest employment center was Chelan County which used roughly half as many man-months as did Yakima County. Other important employment centers were Okanogan, Grant, and Benton Counties. These five counties accounted for 87 percent of the total migrant agricultural employment in the 18 surveyed counties.

The volume of migrant employment appears to vary substantially within the growing season. From the beginning of the study in February, the volume of employment within the surveyed counties increased steadily from nearly 1,500 workers to approximately 10,000 workers in the latter half of April. After a slight decline in the early part of May, employment volume continued to increase to a high of almost 17,000 in the latter half of June. Employment again declined during July and then increased to a seasonal high of more than 24,500 workers (excluding dependents) in the latter half of September. The volume then declined rapidly as the workers returned to their winter residences.

Crops Worked
By Semi-Month (Percent Distribution)

<u>Crop</u>	<u>Semi-Month Period Ending</u>				
	<u>June 15</u>	<u>June 30</u>	<u>July 15</u>	<u>July 31</u>	<u>Aug 15</u>
Apples	-%	8%	4%	3%	1%
Tree fruit	-	23	44	56	31
Berries	-	55	43	26	-
Grapes	-	-	0	0	-
Hops	2	0	0	0	1
Peas	0	0	0	2	-
Sugar beets	22	4	2	0	13
Wheat	0	2	1	1	7
Vegetables	8	4	5	13	48
Asparagus	68	3	0	-	-
Total	100%	100%	100%	100%	100%

	<u>Semi-Month Period Ending</u>				
	<u>Aug 31</u>	<u>Sept 15</u>	<u>Sept 30</u>	<u>Oct 15</u>	<u>Oct 31</u>
Apples	6%	25%	38%	55%	87%
Tree fruit	79	45	30	27	1
Berries	1	-	1	-	-
Grapes	1	3	14	9	-
Hops	2	25	3	0	-
Peas	-	-	-	-	-
Sugar beets	1	-	0	0	7
Wheat	7	2	9	7	4
Vegetables	2	0	4	1	-
Asparagus	-	-	-	0	-
Total	100%	100%	100%	100%	100%

In the latter part of June and early July, most of the migrant employment had shifted into berries and tree fruit. Berries accounted for a large but decreasing proportion of migrant employment from late June to early August. The early part of August was marked by a strong demand for migrant labor in the vegetable harvest. In early September, both the hop and the apple crops became important sources of migrant employment, accounting for half of the total demand. In late September, apples became the dominant crop, while other tree fruit employment continued to support a significant proportion of the migrant labor force. Finally, throughout October, the apple harvest became the dominant source of employment, while other tree fruit employment (which was strong throughout the season) became almost insignificant. It should also be noted that the wheat harvest employed almost 10 percent of the migrant labor force in late September and early October.

Ethnic Distribution of Crops Worked and Types of Activities Performed

Nearly all of the agricultural labor of the Anglo migrant group was utilized in the apple and other tree fruit crops. The primary source of employment for Latin American workers was the berry industry. Other crops which used a significant proportion of the Latin American labor effort were grapes, wheat, and vegetables. Migrants of ethnic groups other than Anglo or Latin American worked primarily in activities related to the berry and tree fruit crops.

Nearly 80 percent of the Anglo labor effort was in the picking of crops. This finding is not surprising when one considers that 95 percent of the labor effort of the Anglo migrants was related to tree fruits of various sorts and picking was the primary seasonal labor task involved in the harvesting of tree crops. The survey also indicated that picking was the primary type of work done by migrants of other ethnic groups. This finding is compatible with the crop distribution of labor discussed in the preceding paragraph.

Hours Worked Per Day by Crop and Type of Work

The typical migrant worked an 8.6 hour day (median), but migrant heads of household worked a slightly longer day (8.9 hours). Length of work days for migrant labor in various crops ranged from 6.8 hours in grapes to 10.6 hours in hops.

The survey also indicated that there were significant differences in the length of days worked in various agricultural activities. The shortest workday (8.3 hours) was found among pickers whereas the longest workday (10.8 hours) was found among those migrants engaged in irrigation work. (It should be indicated that the sample size in some of the crop and type of work sub-samples was very small. Consequently the findings presented in this section may be subject to errors of sample size).

Machinery Operation

Less than 8 percent of the migrants covered by the survey were employed as machinery operators. Slightly more heads of migrant households were employed as machinery operators than non-heads of households. The difference between the two groups is no doubt caused by the inclusion of a significant number of adolescents and young adults in the non-head of household classification. The greatest demand for migrant machinery operators occurred in the tree fruit, hops, wheat, and vegetable industries, whereas the most mechanized crops appeared to be peas, hops, wheat, and vegetables.

Percent of Migrants Who Work with Machinery, by Crop

<u>Crop</u>	<u>Mechanized</u>	<u>Manual</u>
Asparagus	6%	94%
Tree Fruit	6	94
Berries	1	99
Grapes	3	97
Hops	28	72
Peas	32	68
Sugar Beets	12	88
Wheat*	29	71
Vegetables	27	73
Apples	4	96
All Crops	8%	92%

* The wheat category includes the following crops: wheat, potatoes, onions, small grains, and hay.

The Composition of the Migrant Labor Force

Female workers contributed 31 percent of the total migrant labor effort. Fifty-four percent of all female migrants worked in agriculture, and about three quarters of all female migrants above the age of 15 were engaged in agricultural labor. These statistics suggest that the women's role in the migrant family was primarily as a money-earner rather than as a housekeeper.

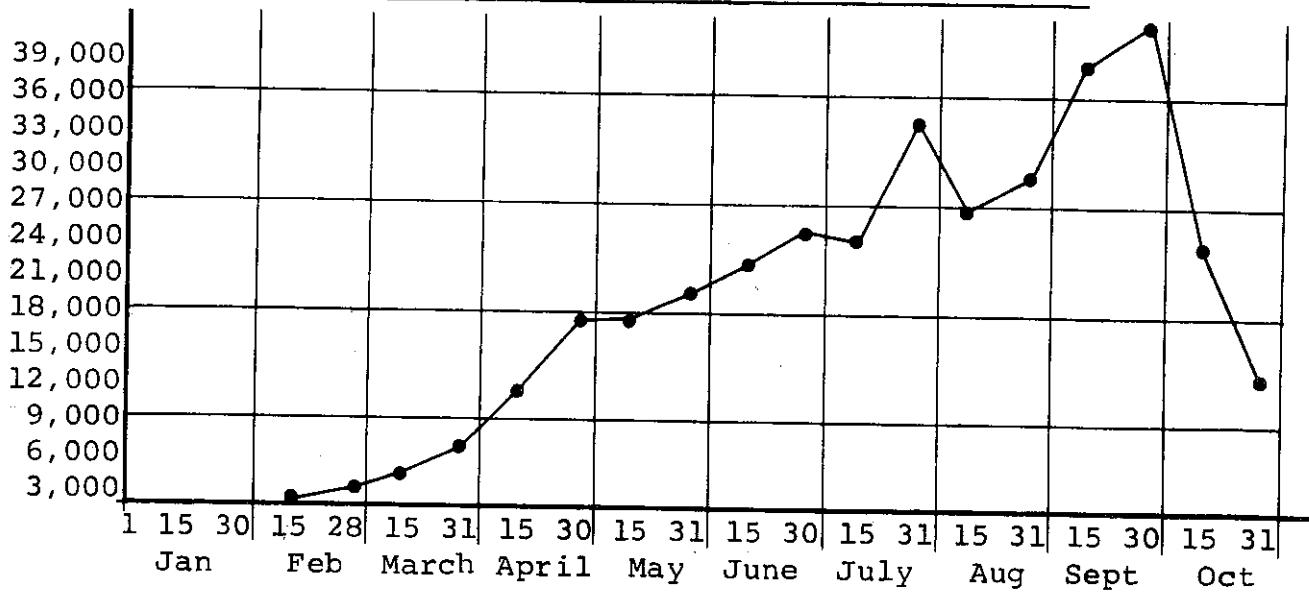
More than 12 percent of the labor effort was contributed by migrants under 15 years of age, (combining first two columns on the graph) and 25 percent of the effort was contributed by migrants who were less than 20 years of age. (Combining first three columns on the graph). On the other hand, less than 20 percent of the total labor effort was contributed by migrants above the age of 50, and less than 5 percent was contributed by those over the age of 60. In the over-50 group, almost 85 percent of the labor contribution was by male workers. The median age of migrant laborers was 28.2 for the female group, 37.7 for the male group, and 34.3 for the combined group.

A distinction should be drawn between the composition of the total migrant work force, as discussed above and depicted opposite, and the percentage of each age group which was actively employed in agriculture. There were significant differences in the percentages of male and female migrants within each age group who were employed. Almost 10 percent of all children under the age of 10 worked in crops, and the percentages of working males and females were about the same. However, ten times as many male children between the ages of 10 and 15 worked in agriculture as did female children in the same age group. Over one-half of the male migrant children between the ages of 10 and 15 were engaged in agricultural labor, but less than 5 percent of the female migrant children in this age group worked in the fields. In the 16 to 19 age group, 97 percent of all male migrants were working, which, when combined with the previous statistics, indicated that male migrant children entered the agricultural labor stream during their early teens. Female migrants also began a high employment rate in the 15 to 19 year old age group. Approximately seven of every ten female migrants between the ages of 15 and 30 worked. Eighty percent of the female migrants, aged 30 through 60, worked in agriculture.

Dimensions of the Migrant Population

The migrant population as a whole had a substantial number of non-working dependents. There were approximately two non-working dependents for every three migrant workers. The following graph represents the distribution of migrant workers and their dependents during the 1966 growing season.

TOTAL MIGRANT WORKERS AND FAMILIES IN WASHINGTON STATE
1966 GROWING SEASON*



(*) Survey includes 18 Washington counties representing 90-95 percent of total migrant labor force.

CHAPTER 2

INCOME AND EXPENDITURES

This chapter discusses aspects of migrant income and expenditures. Information is included on annual income, daily and hourly earnings, food and rent expenditures, and migrant automobiles. Travel advances and the bonus system are also covered.

Annual Income

Out of every ten migrant families, about five had agricultural incomes of \$1,150 or less; two families had incomes over \$3,000; while the remaining three families had crop incomes between \$1,150 and \$3,000. Because of the nature of migrant employment patterns, it was difficult to obtain an accurate estimate of total annual income from them. For someone employed in a steady job, an annual income figure is relatively easy to compute. However, a migrant is subject to a number of short periods of employment followed by temporary unemployment and his total annual income is more difficult to state. Keeping this caution in mind, the data indicate that the average migrant earns \$1,000 - \$1,200 per year in non-seasonal agricultural employment.

Hence, the typical migrant family earned in the vicinity of \$2,300 a year compared to a U.S. family income of about \$6,400. A typical Washington State family earned about \$7,000 in 1965.

While the income differences appear to be substantial, it is probable that the difference is less than the figures above would indicate, since the migrant income figure includes the income of single persons, while the income figures for the U.S. and Washington State families do not. Other data indicate that the single migrants earned \$700 - \$900 less, per year, than family groups.

Median Pay Per Day by Type of Work

<u>Type of Work</u>	<u>All Migrants</u>	<u>Head of Household</u>
Hoeing	\$13.20	\$13.40
Pruning	14.10	14.00
Picking	12.40	14.00
Cleaning	12.80	12.00
Machinery Operation	16.20	16.00
Irrigating	17.10	16.00
Supervisor	16.60	17.40
Warehouse	14.30	13.70
Odd jobs	15.20	15.60
All types of work	\$13.10	\$14.20

As indicated in the preceding table, the median daily pay ranged from \$12.40 for picking to \$17.10 for irrigating. Again, for heads of household alone, the daily pay was generally somewhat higher than for all workers.

From the Growers Survey it was determined that the median wage paid by the grower to the migrant was \$16.80 per day. Within job categories the median wage paid ranged from \$16.20 per day for vine picking to \$18.80 per day for tree fruit picking.

Median Daily and Hourly Pay
Paid by Growers by Type of Work

<u>Type of Work</u>	<u>Pay Per Day</u>	<u>Pay Per Hour</u>
Stoop labor	\$15.20	\$1.41
Vine picking	16.20	1.59
Tree picking	18.80	1.59
Pre/post harvest	17.00	1.68
All types of work	\$16.80	\$1.50

Travel Advances and Bonuses

It was found that 25 percent of the growers paid transportation advances. Of the advances, 62 percent were deducted from the migrants' wages, 29 percent were voluntarily repaid, and 9 percent were not repaid at all.

Some sort of a bonus system was used by 52 percent of the growers interviewed. The most common bonus system was based on piece work; 74 percent of the growers calculated bonus payments in this fashion. In addition, 20 percent of the growers paid an hourly bonus.

Miscellaneous Information Related to Income

Social security cards were possessed by 97 percent of all workers; there were no significant differences among ethnic groups. Only 12 percent of the migrants received food stamps or surplus food to supplement their incomes. Finally, 93 percent of the migrants said they were paid directly by the growers.

Food Expenditure

The median weekly food expenditure for all families (excluding single persons) was \$29.80. This is somewhat higher than the \$26.10 average figure reported for all families in the United States. One explanation is that the median family size for migrants was 4.3 persons, while the corresponding figure in the U.S. was 3.6 persons. The median food expenditure for single persons was \$14.00. It was estimated that nearly \$6 million was spent by all migrants for food in Washington State during the 1966 harvest season.

Rent Expenditure

Rent expenditures were not an important component of total migrant expenditures. Of the 21 percent of the migrant population who reported that they did pay rent, the average rent paid was \$9.75 per week, according to the migrants themselves. The total rent expenditure by all migrants during the 1966 harvest season in Washington was approximately \$675,000.

State of Winter Residence by Ethnic Group

<u>State of Winter Residence</u>	<u>All Migrants</u>	<u>Ethnic Group</u>		
		<u>Anglo</u>	<u>Latin American</u>	<u>Other</u>
Washington	28%	31%	7%	46%
Oregon	8	9	5	1
California	26	30	18	15
Arizona	6	8	-	1
New Mexico	0*	0	-	-
Texas	14	4	64	0
Colorado	1	1	0	-
Idaho	1	2	0	1
Utah	1	1	-	2
Mexico	1	0	6	-
Canada	1	0	0	16
East	0	0	-	1
South	3	4	0	2
Northwest	3	3	0	13
Midwest	5	7	-	1
Other	0	0	-	1
Total	100%	100%	100%	100%

(*) "0" indicates less than 0.5%.

CHAPTER 3

TRAVEL PATTERNS

The material presented in this chapter includes information on the migrant place of winter residence, month of arrival in Washington, the number of migrants returning to Washington from past years, use of the State Employment Service, method of transportation to Washington, and reasons for not returning to Washington in future years.

The migrants themselves reported that only about 5 percent of them traveled with crew leaders. This possibly underestimates the importance of crew leaders. Some migrants might have traveled with crew leaders not officially registered under Washington state law and were hesitant to reveal the information.

Winter Residence

The most frequent place of winter residence for the Anglo and the Other migrant families was Washington: 31 percent of the Anglo and 46 percent of the Other families wintered in this State. Of all families, 28 percent wintered in Washington.

The largest number of Latin American migrant families (64 percent) wintered in Texas. The next most common place of winter residence for Latin Americans was California (18 percent). Only 7 percent of them stayed in Washington last winter. California was also the second most popular winter location for Anglo families (30 percent).

Month of Arrival by Ethnic Group

September was the month in which the largest number of both Anglo and Other migrants entered Washington to work. In this month, 22 percent of the Anglos and 16 percent of the Other migrants entered the state. An additional 19 percent of the Anglos and 12 percent of the Others entered the state in August, the second most frequent month of arrival for each of

Return to Washington from Previous Years

The average migrant entered Washington as a farm laborer for the past five years. This includes a small number of migrants who worked in Washington for over ten years.

Number of Previous Years Worked in Washington
by Ethnic Group

<u>No. of Years</u>	<u>All Migrants</u>	<u>Ethnic Group</u>		
		<u>Anglo</u>	<u>Latin American</u>	<u>Other</u>
2 Years	46%	55%	26%	24%
3 Years	28	24	35	42
4 Years	7	5	14	2
5 or More	20	16	26	32
Total	100%	100%	100%	100%

Furthermore, it was found that there were significant differences among ethnic groups in the number of years they returned to Washington. Among those Anglo migrants who worked in Washington more than one year, the majority (55 percent) worked for two seasons. For the Latin American and Other migrants, the most frequent number of years they had returned was three. In addition, while only 16 percent of the Anglos worked in Washington five years or more, the corresponding figures for the Latin Americans and Other migrants were 26 percent and 32 percent, respectively.

From the Growers Survey, an estimate was made of the percentage of migrants employed in 1965 who returned to the same farm in 1966. This source of information revealed a high turnover of migrants from year to year. It was found that a median of 18 percent of the migrants returned to the same farm in 1966. This figure agrees closely with other information collected from the Basic Migrant Survey, since 22 percent of the migrants said they returned to the same farm for two years or more.

When the method of transportation was tabulated by crop, it was found that asparagus and grape workers usually traveled by truck. For all other crops, the workers usually traveled by automobile. This information is consistent with the preceding discussion, since the asparagus and grape crops were predominantly harvested by Latin Americans.

Reasons for Not Returning to Washington

Of those migrants (approximately 10 percent of those interviewed) who did not plan to return to Washington in future years, the most frequent reason given was "Don't make enough money." The next most frequent response given was "Don't like this kind of work." A summary of this information is presented below.

Migrant Reasons for Not Returning
to Washington in 1967

<u>Reason</u>	<u>Percent</u>
Don't make enough money	30%
Poor living conditions	3
Don't like this kind of work	23
Will be in school or the military	2
Have another job	9
Other reasons	24
No reason given	<u>11</u>
Total	100%

CHAPTER 4

SOCIAL CHARACTERISTICS

Ethnic Composition

The migrant population in Washington was composed of two major ethnic groups.

Migrant Ethnic Groups

<u>Group</u>	<u>% of Total</u>
Anglo	49%
Latin American	41
Others	<u>10</u>
Total	100%

The Anglos represented 49 percent of the population, and the Latin Americans represented 41 percent. The category Others, which represented 10 percent of the total migrant population, was composed of four groups: the Canadian Indians (5 percent), the U.S. Indians (3 percent), and the Negroes (2 percent). There was also a very small number of Orientals and unidentified ethnic groups.

A similar ethnic group breakdown was provided from the Growers Survey. They estimated that 47 percent of the migrants were Anglos, 42 percent were Latin Americans, 2 percent were Canadian Indian, 1 percent were U.S. Indian and the remainder were undetermined and other groups. As can be seen by comparison, the growers' estimates proved to be reasonably accurate.

The average family size for all migrants (both single-person and multi-person families) was 2.6 persons. This figure is misleading when compared to national data, however, since about half the persons interviewed in this survey were single. The comparison to national data is presented below for multi-person families only.

Family Size by Ethnic Group
(Multi-Person Families)

<u>Ethnic Group</u>	<u>Median Family Size</u>
Anglo	3.2
Latin American	6.2
Other	4.8
All migrants	4.3
U.S.	3.6
Washington	3.6

Age and Sex Characteristics

The average age of the Washington migrant was 27 years. The males outnumbered the females three to two. The average age of the male was 30 years and the average age of the female was 22 years.

The Anglo ethnic group was composed of the oldest migrants. Their average age was 32 years. Latin Americans were the youngest at 21 years, and the Others group averaged 25 years of age.

Language Capability

A large majority of the sample adult migrants (71 percent) usually spoke English in their homes, while 22 percent spoke Spanish, and 5 percent spoke both English and Spanish. Of the remaining 2 percent, most of the migrants spoke an Indian language.

The non-English speaking migrant households also had some difficulty in reading English. About two-thirds (69 percent) could not read English at all, or only fairly well, while the rest (31 percent) could read English reasonably well. Nearly all of those persons who could not read English were Latin Americans.

Family Size

The average family size for all of the migrant population was 2.6 persons. This average, however, included many single persons. The average was slightly higher (4.3 persons) for the multi-person families.

Home Ownership Patterns

One-fourth of male heads of households were homeowners, while 76 percent were not. Of the homeowners, 42 percent were Others, 41 percent were Latin American, and 17 percent were Anglo. Most of the homeowners were the younger migrants (16-39 years) rather than the older ones.

Homeowners and Non-Homeowners by Ethnic Group
(Male Heads of Household)

	Latin		
	Anglo	American	Other
Homeowners	17%	41%	42%
Non-Homeowners	84	59	58
Total	100%	100%	100%

The median number of weeks spent in vocational training for all adult migrants was 24.7. There were differences between the ethnic groups in the amount of vocational training they received. Anglos received a median of 25 weeks of vocational training; Latin Americans, 23 weeks; and Others, 16 weeks. However, more of the Anglos had longer periods of training than either of the other two groups, with a majority of that group receiving over six months.

Median Number of Weeks of Vocational Training for
Sample Adult by Ethnic Group

<u>Ethnic Group</u>	<u>Median Weeks</u>
Anglo	25.0
Latin American	22.6
Other	15.8
Total	24.7

Most of the migrants (20 percent) received their training in California. This state was also the place where most of the Anglo migrants (21 percent) went for training. The Latin Americans (57 percent) most often went to vocational schools in Texas, while most of the Others were trained in Canada.

CHAPTER 5

CHILD CARE AND EDUCATION

Day Care for Migrant Children

The median age of migrant children using child day-care centers was four years. It was reported that 61 percent of all migrant children were cared for by their mothers during the day. Twenty-eight percent of the children were cared for by other adults (this includes those children who attended a day-care center). There did not appear to be a correlation between income and type or age of attendant.

Distribution of Migrant Children's Daytime Attendants
by Ethnic Group of Children

	<u>Total</u>	<u>Anglo</u>	<u>Latin American</u>	<u>Other</u>
Mother	61%	75%	54%	62%
Other adult	28	25	30	23
Child 12-17	3	0	4	10
Child under 12	<u>8</u>	<u>0</u>	<u>12</u>	<u>5</u>
Total	100%	100%	100%	100%

Children in ethnic
group as percentage
of all children
(under 5 years of
age)

100%	32%	56%	12%
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The survey also indicated that there were significant differences in the type of day-care provided for migrant children between the various ethnic groups. Seventy-five percent of all Anglo migrant children, 54 percent of Latin American children and 62 percent of Other children were cared for by their mothers. Latin American and Other migrant children were more likely to have been cared for by child attendants than were the Anglo children. However, mothers who cared for their children did not necessarily do so in a house or cabin.

Distribution of Where Migrant Children
Spend Their Time

House, cabin	67%
In car	7
In field	16
Nursery	9
Other	<u>1</u>
Total	100%

School Attendance

Over 60 percent of the migrant children between the ages of six and 15 attended school in states other than Washington. Of the migrants who attended school outside of Washington, 35 percent attended school in Texas and 28 percent in California. Within the State of Washington, the largest number of children (39 percent) attended school in Yakima County.

The reason most frequently given for the migrant children's absence from school was travel. When asked if a child had missed any school during the previous school year, 23 percent of the migrant families with children reported that a child had missed school due to travel. On the other hand, only 3 percent of the families reported that a child had missed school because of agricultural employment. Again, it was found that the reasons for missing school varied for children of different ethnic groups. Thirty-four percent of the Latin American children had missed school due to travel, whereas only 15 percent of the Anglo children missed school due to travel. Also, almost 7 percent of Latin American migrant children had missed school because they were working in agriculture, whereas a negligible number of the Anglo migrant children reported absence from school for this reason.

Agricultural Employment

As discussed in Chapter 1 of this volume, almost 10 percent of migrant children under ten years of age were employed in agriculture during the 1966 season. Also, 52 percent of all the male children between the ages of ten and fifteen were employed in agriculture, whereas only 5 percent of the female children in the same age group were working in agriculture.

CHAPTER 6

HEALTH CONDITIONS

Illnesses which Prevent Migrants from Working

Various types of illness kept 7 percent of the sample adult population from working during a one-month period. An average of half a working day was missed during this period. Of those migrants who were ill, more suffered from gastro-intestinal problems (21 percent) than any other illness. Respiratory problems were also mentioned frequently (15 percent). However, 42 percent of the migrants did not specify the nature of their illness.

Comparison of the ethnic groups showed that 10 percent of the Anglos were ill, 9 percent of the Other migrants were ill, while 8 percent of the Latin-Americans reported that they were ill during the one month period.

Nature of Illness Preventing Work of Adults

	<u>All</u> <u>Migrants</u>	<u>Anglo</u>	<u>Latin</u> <u>American</u>	<u>Other</u> <u>Migrants</u>
Respiratory	15%	7%	25%	22%
Gastro-intestinal	21	31	12	5
Muscular	5	2	9	8
Circulatory	6	11	0	0
Other injuries and illness	13	7	16	17
Not specified	<u>42</u>	<u>42</u>	<u>38</u>	<u>48</u>
Total	100%	100%	100%	100%

The average number of working days missed for all the sample adult migrants varies somewhat for each of the ethnic groups.

Mean Number of Work Days Missed Per Month

<u>Ethnic Group</u>	<u>Mean Days Missed</u>
Anglo	.6
Latin American	.6
Other	.2
All Migrants	.5
U.S. Average (1959-1960) Yearly	5.6

The older migrants (40-59 years old) missed more days on the average than any of the other age groups. The youngest sample adults (16-19 years old) missed the least number of days.

Types of Accidents

Of the sample adult population, 4 percent reported accidents which had occurred both on and off the job during a one-month period. The majority of these accidents happened while the migrants were working. Of the "working" accidents, a very small number were caused by farm machinery, about two-thirds being due to other "on-farm" causes. A small percentage of off-the-job accidents were caused by automobiles.

Immunization

Nearly three-fourths of the sample adult migrants (74 percent) reported that they had never had any exposure to preventive inoculations. Of the 26 percent of the migrants who had some type of inoculation, there was an average of 1.4 immunizations per person.

The highest percentage of migrants without any immunizations (78 percent) was found in the Anglo groups. Sixty-eight percent of the Latin Americans and 69 percent of the Other migrants lacked preventive inoculations. Polio inoculations were given to more migrants (28 percent) than any other immunization.

Almost all of the Anglos (99.8 percent) and Other mothers (97 percent) had their children delivered by a physician in a hospital. The remainder of these women did not go to the hospital for delivery but did have a physician. On the other hand, fewer of the Latin American women went to the hospital for delivery of their children (84 percent). In comparison, more of these women than in the other two groups depended on the help of a physician outside of the hospital (6 percent), or a midwife (7 percent), or had no help at all (3 percent).

Mortality Rates and Causes of Death

During the last year, the migrant population had a death rate of 12.0 per 1000 compared to the U.S. rate of 9.4 and the Washington rate of 9.2. There may be under-reporting, especially in the male classification due to the large number of single migrants (approximately 50 percent of all migrants) who traveled without a family. Thus, there was no one to report their deaths.

The largest percentage of deaths occurred within the Other migrant group (3.1 percent of this group died). The Anglos had the lowest percentage of deaths which had occurred (0.7 percent), while 1.2 percent of the Latin Americans died.

More of the female population (1.6 percent) died during the last year as compared to the male population (0.9 percent). The female migrant mortality rate was 16.1 per thousand compared to the U.S. rate of 8.0 per thousand. The male mortality rate was 8.6 per thousand compared to the U.S. rate of 10.8 per thousand. This was also true for both the Anglo and Other groups; however, more males than females succumbed in the Latin American group.

The Anglo population had a life expectancy of 65 years. This compares with a U.S. life expectancy of 70 years. Most of the deaths in this group were due to old age (38 percent). Other causes of death included circulatory diseases (27 percent), injuries due to accidents (22 percent), and tumors, gastrointestinal diseases, allergies and childbirth (13 percent).

The life expectancy for the Others was slightly greater (66 years old) than for the Anglos. Again, as with the Anglo group, old age was the main reason which was given (36 percent) for the cause of death. Other causes included circulatory diseases, (22 percent), respiratory diseases (19 percent), injuries due to

CHAPTER 7

HOUSING AND SANITARY CONDITIONS

Most growers in the State of Washington provided on-farm housing for their migratory agricultural workers.

Growers Providing Housing	64%
Growers Not Providing Housing	36%

Provision of housing varied widely by county and by size of farm. However, there was more of a tendency for the larger farms to provide housing than the smaller farms. Much of the housing (52 percent) provided was more than sixteen years old and 34 percent of the housing was built before 1946.

Location and Type of Housing Units

This survey investigated the condition of approximately 900 housing units in 13 Washington counties. Migrant housing was concentrated in three counties: Chelan, Yakima, and Okanogan. These counties contained over 75 percent of the total number of housing units. Three-quarters of the housing units were located on the farm and the remainder were fairly evenly divided between rural and urban locations.

Location of Housing Units

On-farm	76%
Rural	14
Urban	<u>10</u>
Total	100%

Rural is used hereto mean a location in a rural area but not on the farm; urban is used to mean a built-up area that may or may not be within city limits.

In on-farm locations, the vast majority of the migrant housing was managed by farmers (95 percent). In rural areas, a larger number of housing units were managed by commercial interests (10 percent), but the majority were still managed by farmers (83 percent). In urban areas, 98 percent of all housing units were commercially managed.

Payment of Rent

Rent payments were made by 19 percent of the migrants in 1966. The average payment made was \$9.70 per week. Only 8 percent of migrants living on the farm paid rent, while 92 percent of the migrants living in urban areas paid rent. The amount of rent paid also varied by location. Migrants in urban areas paid an average of \$10.20 per week, while in rural areas the average was \$8.10 and in on-farm locations it was \$5.80 per week. Latin Americans were more likely to pay rent than Anglos: 47 percent of the Latin Americans paid rent compared to 12 percent of the Anglos. Latin Americans also paid a higher weekly rent than the Anglos. Average weekly rent paid by Latin Americans was \$9.10 and by Anglos \$7.60.

Payment of Rent
per Housing Unit by Location

<u>Location</u>	<u>Whether or Not Rent Is Paid</u>		
	<u>Yes</u>	<u>No</u>	<u>Total</u>
On-Farm	8%	92%	100%
Rural	22	78	100
Urban	92	8	100
Total	19%	81%	100%

floor space in commercially managed housing and 87 square feet of floor space in housing managed by farmers. In all cases, dwelling space per person was found to be adequate according to existing regulations.

Structural Conditions

Migrant housing in Washington can be considered to be structurally sound. Information was collected on the condition of the floors, roofs, walls, and windows of the housing units. Specific defective conditions were investigated, the existence of which would indicate a fairly severe state of dilapidation. An average of 3 percent of all housing units suffered from these defects, and no differences in structural conditions were found between the various types of housing units. Thus, the lack of defects in Washington migrant housing does point to overall adequacy according to existing regulations.

The Structural Soundness of the Housing Units

<u>Condition</u>	<u>Does This Condition Exist</u>			<u>Total</u>
	<u>Yes</u>	<u>No</u>	<u>Undeter- mined</u>	
Multiple cracks in the floor	4%	94%	2%	100%
Roof with cracked, loose, buckling or missing material	1	96	3	100
Visible daylight observed through roof or water stain on ceiling	1	97	2	100
Walls with multiple cracks	6	93	1	100
Three or more cracked or missing window panes	3	97	0	100

The number of windows per housing unit was also investigated and appeared to be adequate in all types of housing units. The single cabins had an average of 4.1 windows and the row cabins an average of 2.1. Less than 5 percent of all housing

Condition of the Campgrounds

<u>Condition</u>	<u>Does This Condition Exist</u>			<u>Total</u>
	<u>Yes</u>	<u>No</u>	<u>Undeter- mined</u>	
Garbage or refuse containers not covered with tight fitting cover	58%	38%	4%	100%
Garbage and refuse containers not of watertight construction	42	52	5	100
Accumulation of garbage and refuse not in containers at the collection site	24	72	4	100
Fifty or more flies observed in the garbage storage area	42	52	6	100
Common cup or dipper at the water faucet intended for common usage	8	86	6	100
Standing water on the ground at the outdoor water faucet	29	64	7	100
Evidence of water on the ground adjacent to the housing unit	10	88	2	100

units had separate rooms with no openable windows. However, it would seem that windows were not always placed so as to provide adequate ventilation. In 20 percent of all housing units openings were not arranged so as to provide cross or through ventilation. Row cabins were particularly deficient in this respect: 45 percent of them did not have adequate ventilation. Inadequate fly screening was another deficiency which was fairly prevalent. Of the total number of housing units, 19 percent had inadequate fly screening.

Tabulations were run by ethnic group and by county. Differences were discernable in the adequacy of migrant housing by county, but no appreciable differences were found by ethnic group.

Campground Conditions

There was a greater degree of violation of existing regulations in the matter of campground conditions. The storage of garbage was unsatisfactory in at least one respect in approximately half of the labor camps. A majority of the garbage and refuse containers (58 percent) were not covered with tight-fitting lids, and 42 percent were not of watertight construction. In 24 percent of the camps, there was an accumulation of garbage not in containers at the collection site, and in 42 percent of the camps, fifty or more flies were observed in the garbage storage area.

Regulations regarding the water supply were observed except in a very small percentage of the camps. However, 29 percent of the camps did have standing water on the ground around the water faucet which would violate the regulations regarding campsite drainage and sanitation.

Washington State Board of Health regulations require that housing units should not be more than a specified distance from communal facilities (washing, bathing, etc.). There was a high degree of conformity to these regulations. In no case were more than 10 percent of the housing units too far from the facility in question, and the average number of housing units which violated this regulation was 9 percent.

The Location of Communal Facilities
Relative to the Housing Units

<u>Condition</u>	<u>Does the Condition Exist</u>			<u>Total</u>
	<u>Yes</u>	<u>No</u>	<u>Undeter- mined</u>	
Unit located more than 100 feet from the water supply point	8%	92%	0%	100%
Unit located more than 200 feet from the toilet facility	8	91	1	100
Unit located more than 200 feet from the handwashing facility	7	92	1	100
Unit located more than 200 feet from the bathing facility	10	90	0	100
Unit located more than 200 feet from the laundry facility	10	89	1	100

Facilities

Private washing facilities were provided in 57 percent of the housing units and private bathing facilities in 17 percent of the units. Where such facilities were provided, only a very small proportion of them (approximately 4 percent) failed to work efficiently. However, only 52 percent of the washbasins were provided with hot and cold running water. This means that 30 percent of all migrant housing units surveyed had hot and cold running water. By comparison, 95 percent of the Washington State housing units had hot and cold running water. Nearly 90 percent of the migrant units had cooking facilities which compares with 99 percent in Washington State. Electrical outlets were provided in 96 percent of the housing units surveyed. Just under half the housing units had refrigeration facilities. There were some differences between the types of housing units in the facilities provided, and on the whole the single cabins had the better facilities.

Average Number of People per Facility* per Camp

	<u>Toilets</u>	<u>Wash- Basins</u>	<u>Bathing Facilities</u>	<u>Laundry Facilities</u>
Mean number of people per facility in camps surveyed	7.1	3.8	6.4	15.1
Maximum number of people per facility as allowed by State Regulations	15	12	12	25

(*) Includes communal and private facilities

Mean Number of People per Communal Facilities

	<u>Mean Number</u>
Indoor toilet	3.1
Outdoor privy	2.3
Handwashing basin	2.5
Bathing facility	4.6
Laundry facility	14.1

Variations in the provision of facilities were noticed when the data were tabulated by management, location, and ethnic group. In general it may be said that, in the camps managed by commercial interests, the private facilities were better than in the camps managed by farmers. A very similar variation is apparent between on-farm and urban camps because commercial management largely coincides with urban location and on-farm location with management by farmers. The differences noted by ethnic group show that, in general, the Latin Americans had slightly better facilities than the Anglos. This difference between the ethnic groups in the condition of the housing inhabited is probably due to a differing choice of locations. Indications are that Latin Americans were more likely to live in off-farm housing in rural and urban areas.

Growers' Estimates--Ethnic Group by Type of Work

	Latin			Total
	Anglo	American	Other	
Stoop Labor	9%	82%	9%	100%
Vine Picking	34	54	11	100
Tree Picking	82	7	11	100
Pre- & Post-Harvest	16	66	18	100

All Types of Work	47%	41%	11%	100%

Growers' Estimates--Ethnic Group by Crop

	Latin			Total
	Anglo	American	Other	
Apples	74%	8%	18%	100%
Tree Fruit	91	7	2	100
Berries	10	54	36	100
Asparagus	-	76	24	100
Grapes	31	55	15	100
Hops	6	66	28	100
Peas	100	-	-	100
Sugar Beets	-	100	-	100
Grains	48	52	-	100
Other	15	85	0*	100

All Crops	47%	42%	11%	100%

(*) Less than 0.5%

How Labor Was Recruited By Grower

<u>Response</u>	<u>Percentage</u>
1. Through the Employment Security Office and/or Farm Labor Office	23%
2. By arrangement with workers to return each year	40
3. By waiting to be contacted by migrants seeking work	21
4. By a sign advertising a need for workers and hiring them as they come to farms	2
5. By sending a representative out to recruit migrants or college students	3
6. Through an employers association	1
7. Through a local labor contractor	2
8. Through an out-of-state contractor	6
9. By sending a bus to a metropolitan area	0*
10. Through a mobile labor office	0*
11. By advertising through radio, newspaper, etc.	<u>1</u>
Total	100%

(*) Less than 0.5%.

Question asked: "What do you think most migrants desire for their children?"

<u>Response</u>	<u>Percentage</u>
1. Finish High School and work at a trade.	27%
2. Go to college.	1
3. Finish High School and work in agriculture.	17
4. Work in agriculture (Education is unimportant)	13
5. They don't care.	40
6. I don't know.	<u>2</u>
Total	100%

Which Programs Do Migrants Need Most?

<u>Response</u>	<u>Percentage</u>
1. Medical and dental care; health education.	14%
2. Summer schools for migrant children.	14
3. Vocational training for adults. (Occupational training)	12
4. Day-care centers for migrant children.	17
5. Welfare assistance.	1
6. Basic education for adults. (Opportunity to go back to school)	11
7. Vocational and/or job training for migrant children.	19
8. Better employment information. (A place where migrants can find out about available work)	<u>13</u>
Total	100%

Question Asked: "What will be the impact on your employment practices for seasonal labor from the new Minimum Wage Law?"

<u>Response</u>	<u>Percentage</u>
1. No effect	77%
2. Raise prices	1
3. Quit farming, go out of business	1
4. Quit using migrants	1
5. Lower profit, make expenses higher	4
6. Will be required to pay higher wages	5
7. Make labor harder to obtain	2
8. More selective recruitment	10
9. Have to mechanize	<u>1</u>
Total	100%

Question asked: "What do you think generally might be done to improve the present situation of the migrant worker?"

	Percentage
<u>Response "a": "By Growers"</u>	
1. Furnish better housing.	38%
2. Use fair employment practices.	6
3. Provide child-care centers.	1
4. Provide better advertising as to available work.	2
5. Teach workers more skills.	4
6. Discourage drinking.	1
7. Other.	9
8. Nothing.	<u>40</u>
Total	100%

<u>Response "b": "By Legislation"</u>	
1. Tighten the welfare laws.	6
2. Allow Braceros to enter the U.S. to work.	26
3. Repeal the Minimum Wage Law.	7
4. Raise or standardize farm prices.	3
5. Pass laws for child education.	2
6. Set a uniform wage scale throughout the U.S.	0
7. Stop migrants from drinking.	8
8. Keep government out.	10
9. Other.	15
10. Nothing.	<u>23</u>
Total	100%

<u>Response "c": "By Federal, State or County Agencies"</u>	
1. Provide or improve housing.	44
2. Let Braceros enter U.S.	3
3. Provide child-care.	2
4. Help migrants obtain year-round work.	3
5. Provide education and training.	6
6. Cut down on welfare, forcing them to work.	8
7. Provide medical care.	0*
8. Keep government out.	6
9. Other.	8
10. Nothing.	<u>19</u>
Total	100%

<u>Response "d": "By the Migrant Workers Themselves"</u>	
1. Treat property with more respect.	17
2. Move around less.	19
3. Drink less and strengthen moral standards.	18
4. Be more ambitious.	31
5. Get better education.	9
6. Use better health and hygiene standards.	3
7. Save money.	2
8. Other.	<u>2</u>
Total	100%

Question Asked: "Do you have any other comments about your employment of migrant workers?"

<u>Response</u>	<u>Percentage</u>
1. Too much drinking	2%
2. No respect for law - in and out of jail	1
3. No respect for property	1
4. Migrants should educate themselves	5
5. Migrants are apathetic - don't care	10
6. Some are good - some less reliable	9
7. Migrants are not good - unreliable	4
8. They are given too much for nothing, too many on welfare	5
9. Most migrants are good	11
10. Mexicans are best	2
11. Migrants are better than locals	3
12. Growers need more migrants	26
13. Fewer migrants needed due to mechanization	2
14. Let Braceros and wetbacks in U.S.	2
15. Less government interference	2
16. Take away minimum wage	5
17. Migrants are undependable - don't stay	4
18. Growers could use more skilled or trained migrants	5
19. Community attitudes toward migrant are fair	4
20. Other	2
Total	100%

Note: 57% of the growers did not comment to this question.

Question Asked: "What factors may cause you to increase
the use of migrant laborers?"

<u>Response</u>	<u>Percentage</u>
1. Would use more migrants if acreage increased	17%
2. Would increase use if more workers were available	9
3. Would increase use with higher production, higher yields	30
4. Would increase use with higher crop prices	1
5. Would increase use if crops were diversified	2
6. Would increase use if there were a lack of day-haul workers	8
7. Improvement in quality of labor	2
8. More or better migrant housing made available	0*
9. No factors would cause increased use	23
10. Other	7
Total	100%

(*) Less than 0.5%

Question Asked: "What factors may cause you to stop using
migrant workers?"

<u>Response:</u>	<u>Percentage</u>
1. Would not stop using migrant labor	28%
2. Would decrease use if price of labor goes too high	5
3. A decrease with acreage reduction, crop loss, freezing, etc.	15
4. More government interference	3
5. Workers not available	7
6. Diversification of crops	3
7. Mechanization and/or herbicides	24
8. Increased availability of local help	8
9. Lack of dependability of migrants	3
10. Too low prices for crops	2
	<hr/>
Total	100%

APPENDIX

SUMMARY OF PROCEDURES USED ON THE INTERVIEW SURVEYS

There were a total of five surveys conducted to produce the primary data for the study. These were (1) a basic study of migrant characteristics, (2) a survey of migrant housing, (3) a survey of growers, (4) a survey of former migrants, and (5) a mail survey of community attitudes. The first three surveys were the more important part of the study and had a common sample base. These will be described in some detail below. The other two will be summarized more briefly.

The sample for the three major surveys was based on a universe of all farms in the state likely to employ migrant workers. This was viewed as the only feasible method of obtaining an unbiased sample of the migrants. However, an experimental evaluation was also made of a roadside sampling technique.

In the absence of any complete list of farms throughout the state, several sources were combined to establish a universe of farms employing labor. These included listings provided by several governmental agencies; local offices of the Agricultural Soil and Conservation Service, local offices of the Farm Placement Service of the Washington State Department of Employment Security, the Washington Fruit Commission, and others, together with listings of large operators obtained from various local sources. It is believed that the total listings assembled include all but a small percentage of farms in the state that employed migrants in 1966. For the most part, farms were sampled randomly from the list, except that a small number of known large operators was sampled with 100 percent probability.

Farms thus sampled were contacted by representatives from the Seattle office of Consulting Services Corporation, or by area field supervisors to obtain the growers' cooperation in the study. During the remainder of the farm employment season, they were contacted at two-week intervals to obtain estimates

could be established as a sample base. Consequently, interviews were obtained with former migrants who were identified by other former migrants and from a variety of other contacts in individual localities, such as schools, church groups, welfare organizations, etc. A total of 686 migrant families were interviewed.

Identification of former migrants was fairly simple in the relatively close-knit Latin American community, but was substantially more difficult for the Anglo former migrant. However, it appears from other data that our sample actually covers a large proportion of all former migrants. It may be noted that the definition of a former migrant, as used for this survey, is a person who was formerly employed in seasonal agricultural work, but who settled in the state at least a year ago, as a family head or as a single individual at that time, and who now stays at his Washington winter residence for most of the year.

The Community Attitude Survey was conducted by mail with community leaders in areas where migrant agricultural labor was concentrated. Persons contacted in this survey included municipal and county officials, farm organization leaders, business leaders, religious leaders, editors, and others. Information sought was related to community knowledge and attitudes concerning the migrant workers. An original mailing was made to 1745 persons, followed up by a second mailing. A total of 689 useable questionnaires was returned.

All interviewing on the five surveys was conducted by interviewers who had been recruited and trained by representatives of Consulting Services Corporation. Many of the interviewers were Spanish-speaking, for the most part former migrants or descendants of migrants themselves. The field supervisors were professional-level people, most of them school teachers available for this study during the summer season. Supervision and control from the consultant's office was maintained through frequent trips to the several survey areas by staff members.

Completed questionnaires were edited, coded, and forwarded to a tabulation agency for data processing. A detailed weighting procedure was developed in order to assure proper balance between various segments of the sample and to provide reliable estimates for the total population.

GLOSSARY OF TERMS*

1. Automobile: This classification includes pickup trucks as well as cars.
2. Bonus: Extra pay that a migrant might receive at the end of his employment on a farm, in addition to his regular payment.
3. Bracero: A Mexican worker who temporarily entered the United States to work in agriculture. Their terms of employment were strictly regulated by Federal law. The Bracero Program was discontinued in December 1964.
4. Crew Leader (Labor Contractor): A man or woman who has arranged to bring a group of workers to the farm where they are working, who supervises their work, and who represents the workers in negotiations with the employer. He may or may not collect and distribute wages.
5. Crop Grouping: Responses to questions concerning crops were grouped into ten classes, according to the following format:
 - A. Apples--no grouping.
 - B. Tree Fruit--pears, peaches, cherries, plums, prunes, apricots, melons, and other soft fruit.
 - C. Berries--strawberries, raspberries, blackberries, blueberries, and other berries.
 - D. Asparagus--no grouping.
 - E. Grapes--no grouping.
 - F. Hops--no grouping.
 - G. Sugar Beets--no grouping.
 - H. Wheat--wheat, small grains, onions, potatoes, and hay.
 - I. Vegetables--cucumbers, beans, carrots, radishes, lettuce, cauliflower, rhubarb, clover, pasture, alfalfa, and mint.

(*) The same glossary is included in all volumes.

- B. Interstate Worker--a resident of another state who enters Washington to obtain work.
17. Piece Rate Payment: A method of payment by which a worker is paid on the basis of the number of units picked (box, flat, etc.) rather than on an hourly basis.
 18. Rounding Percentages: Percentage distributions in various tables throughout this report may not add to 100 percent because of rounding. However, in all cases, the total of all possible responses to a particular question is represented as 100 percent to indicate that the distribution of responses is complete. Less than 0.5 percent is represented by zero percent.
 19. Sample Adult: One family member over the age of 16 who was picked in a random manner from among all family members. This person was asked a series of detailed questions, and the answers given were taken to be representative of all adult members of the family.
 20. Sample Child: One family member between the ages of 6 and 15 who was picked randomly from among all family members. A series of questions were asked about this person and the answers given were taken to be representative of the characteristics of all family members within that age group.
 21. State: For purposes of this report, the term "state" refers to eighteen Washington counties which were identified as providing between 90 and 95 percent of all migrant agricultural employment in the state. These eighteen surveyed counties were (in alphabetical order): Adams, Benton, Chelan, Clallam, Columbia, Douglas, Franklin, Grant, King, Klickitat, Okanogan, Pierce, Skagit, Skamania, Snohomish, Walla Walla, Whatcom, and Yakima. In addition, Kitsap County was included in the Growers Survey only.
 22. Transportation Advance: Monies advanced by growers to enable migrants to travel to a specified location (usually the grower's farm) to work.

CONSULTANT QUALIFICATIONS

Consulting Services Corporation, with offices in Seattle, Washington, and St. Paul, Minnesota, has four separate divisions: Planning, Economics, Marketing Research, and Specialized Studies.

The firm is engaged in over fifty projects in eleven states. It employs an office staff of fifty-five and a field staff which varies from forty to eighty persons. Clients include private business, legislative bodies, and local, state and Federal government.

The combined professional staff represents over forty years of post-graduate college training and twenty-five years of teaching at the college level. College degrees cover the fields of political science, behavioral sciences, geography, economics, sociology, business administration, education, history, law, regional planning, urban planning, state and local government, and city management.