

Michigan

POST SEASON

1958



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FARM LABOR REPORT

"The Commission shall take all appropriate steps to reduce and prevent unemployment; to promote the reemployment of unemployed workers throughout the State in every other way that may be feasible; and to these ends to carry on and publish the results of investigations and research studies."

Michigan Employment Security Act

Post Season

FARM LABOR REPORT

1958

*Prepared by
Farm Placement Section*



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A
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ORGANIZATION AND FUNCTIONS

OF THE

FARM PLACEMENT SERVICE

The Farm Placement Service, Bureau of Employment Security, U. S. Department of Labor provides guidance for farm labor services on a nationwide basis. Each state formulates a program to meet its own specific requirements. This makes possible a coordinated recruitment and movement of farm labor throughout the nation.

Farm labor programs in Michigan are formulated by the Employment Service Division of the Michigan Employment Security Commission. The Farm Placement Chief plans programs and supervises the activities of a field staff. The field staff is composed of Crop Area Supervisors who plan operational activities in designated areas. They also supervise Farm Placement Specialists who provide service to employers and workers in smaller areas where there is a concentration of agricultural activity. Although the regular Commission branch offices are primarily organized to serve industrial needs, they also assist in farm placement activities. The map on page 3 shows Crop Area boundaries and locations. Commission branch offices and farm placement office locations are listed on page 4.

The major objectives of the farm placement program are:

1. To serve all agricultural employers and job applicants without discrimination or preference in accordance with the provisions of existing laws and regulations.
2. To strive for full utilization of available and qualified labor.
3. To recommend employment of foreign workers only when the supply of available and qualified domestic labor is inadequate to meet crop requirements.
4. To insure that the employment of foreign workers will not adversely affect wages and working conditions of domestic agricultural workers in similar employment.

5. To collect and analyze pertinent data relating to or affecting labor supply and demand, worker welfare and employment problems, and to make such information available to employers, workers, agencies, and other interested organizations.
6. To develop suitable solutions to agricultural labor problems.

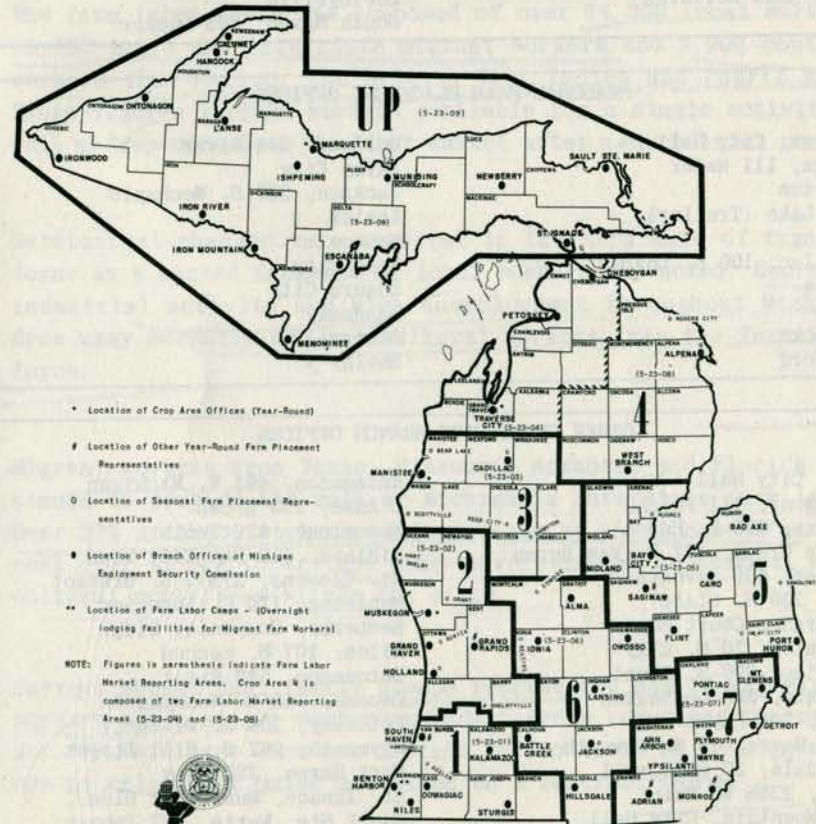
The following administrative steps were taken in 1958 to improve and expand farm placement services in Michigan:

1. New seasonal farm placement offices were opened in Nunica and Belding due to increased agricultural activity in these areas.
2. A Farm Labor Information Bulletin was published on a weekly basis and sent to all farm placement and selected industrial branch offices throughout the state.
3. Programs were developed to promote more intensive recruitment in large industrial cities.
4. Surveys of labor turnover were made and analyzed to determine causes and its effect on crop losses as well as on the potential earnings of replacement workers.
5. Studies were conducted on problems connected with the day-haul program.
6. Plans were developed to attain a better distribution and utilization of available labor.



FARM PLACEMENT OFFICES SERVING AGRICULTURE IN MICHIGAN

CROP AND FEDERAL REPORTING AREAS OF FARM PLACEMENT PROGRAM



LOCATIONS FOR FARM PLACEMENT SERVICE

CROP AREA OFFICES

Area 1	369 Ninth, Benton Harbor	Area 5	700 Adams, Bay City
" 2	95 W. Webster, Muskegon	" 6	925 E. Mich., Lansing
" 3	312 River, Manistee	" 7	242 Oakland, Pontiac
" 4	129½ E. Front, Traverse City	" U.P.	117 S. Front, Marquette

YEAR-ROUND FARM PLACEMENT OFFICES

Adrian, 118 W. Church	Monroe, 11 W. Vine
Grand Rapids, 129 Michigan N.W.	Saginaw, 2114 N. Michigan
Hart, Bank Building	Shelbyville
	South Haven, 505 Quaker

SEASONAL FARM PLACEMENT OFFICES

Au Gres, City Hall	Holland, 244 River
Alpena, 111 Water	Inlay City
Barryton	Jackson, 227 S. Mechanic
Bear Lake (Trailer)	Keeler
Belding	Nunica
Cadillac, 100 E. Chapin	Reed City
Edmore	Rogers City
Grant	Sandusky
Hancock	Scottville
Hartford	Shelby

OTHER COMMISSION BRANCH OFFICES

Alma, City Hall	Kalamazoo, 491 W. Michigan
Ann Arbor, 111 Felch	L'Anse, 120 Broad
Bad Axe, 635 E. Huron	Menominee, 432 Tenth
Battle Creek, 171 W. Van Buren	Midland, 513 Bay City Road
Calumet, 409 Seventh	Mt. Clemens, 37570 S. Gratiot
Caro, 230 N. State	Munising, 120 E. Superior
Cheboygan, Court House	Newberry, Community Bldg.
Coldwater, 30 N. Clay	Niles, 107 N. Second
Dowagiac, 236 S. Front	Ontonagon, 540 River
Escanaba, 305 Ludington	Owosso, 123 S. Washington
Flint, 706 Payne	Petoskey, 208 E. Mitchell
Grand Haven, 19 N. Seventh	Plymouth, 987 S. Mill Street
Hillsdale, 30 S. Howell	Port Huron, 330 Quay
Ionia, 228½ W. Main	St. Ignace, Municipal Bldg.,
Iron Mountain, City Hall	Sault Ste. Marie, 567 Ashmun
Iron River, 420 Third	Sturgis, 202 E. West
Ironwood, 135 W. Aurora	Wayne, 3139 S. Wayne Road
Ishpeming, 108 Canda	West Branch, 2430 E. Houghton
	Ypsilanti, 111 Pearl

SEASONAL FARM LABOR

SIZE AND COMPOSITION

Michigan's seasonal agricultural employment reached a peak of 89,000 workers in July of 1958. This was 20,000 workers below the 1957 record high, but well above the 1956 total of 76,000 workers.

The farm labor force was composed of over 74,000 local workers, 75,000 intra and interstate migrant workers and 9,900 contract workers from Mexico, the British West Indies and Puerto Rico. These figures include workers available for a single activity as well as drop-outs from the labor market after a short trial period.

Substantial changes were apparent in the structure of the work force as a marked increase of local workers was noted. Decreased industrial activity and high unemployment throughout Michigan drew many normally non-agricultural workers into the farm labor force.

Migrant workers from Texas, Missouri, Arkansas and Florida continued to provide the bulk of Michigan's interstate farm labor. Over 27% of these workers claimed Texas as their home state. At peak over 45,000 interstate workers were engaged in seasonal agricultural activities within the state.

Surveys showed that family groups represented 93% of all migrant workers while single workers and adult crews comprised the remainder. This estimate does not include Puerto Rican or foreign workers as only adult males are hired on a contract basis.

Foreign workers, primarily Mexican Nationals, were used extensively throughout the state. At peak, over 9,500 were active in agricultural operations. Lower acreage and adverse weather conditions helped to reduce the need for foreign workers by approximately 33% below last year's requirements. This was the smallest number of foreign workers used in agricultural activities since 1955. (See Table on Page 6 for monthly employment figures.)

EMPLOYMENT OF SEASONAL WORKERS IN
AGRICULTURE AND FOOD PROCESSING AND
AGRICULTURAL PLACEMENTS IN 1958

1958 MONTHS	AGRICULTURAL EMPLOYMENT 1/				FOOD PROCESSING EMPLOYMENT 1/			AGRICUL- TURAL PLACEMENTS
	TOTAL	LOCAL WORKER	NON- LOCAL WORKER	FOREIGN 2/	TOTAL	LOCAL WORKERS	NON- LOCAL WORKERS	
JAN.	4,650	4,400	234	16	1,300	1,250	50	228
FEB.	4,750	4,554	180	16	500	500		228
MAR.	5,000	4,804	180	16	750	750		381
APR.	8,575	7,064	1,495	16	1,435	1,435		1,271
MAY	21,290	11,985	8,159	1,144	2,460	2,160	300	2,805
JUNE	48,800	19,120	25,987	3,693	3,100	2,475	625	13,301
JULY	63,591	28,070	32,997	2,524	7,430	6,530	900	45,035
AUG.	82,479	38,499	34,431	9,549	10,700	9,750	950	73,810
SEPT.	49,882	24,310	20,270	5,302	8,000	7,100	900	26,263
OCT.	26,160	19,691	5,995	474	7,700	6,925	775	19,873
NOV.	5,689	4,729	922	38	4,515	4,365	150	3,890
DEC.	4,850	4,654	180	16	2,965	2,845	120	561

1/ Figures represent the number of seasonal farm workers employed on the 15th of each month. (The peak period occurred during the last half of July when 89,378 workers were employed. The peak in foreign workers occurred during the latter half of August when 9,684 workers were employed.)

2/ Foreign employment in Dec., Jan., Feb., and March was not seasonal but is included as such due to limited period of certification.

RECRUITMENT AND MOBILIZATION

Initial labor estimates for 1958 were based on the median average of inseason employment from 1953 through 1957 for each crop activity in each reporting area. The median was used as the basis of our estimates because it would not be distorted by extremes in yearly variations and gave the best measure of central tendency.

Labor estimates were further refined by reviewing information on planted acreage, anticipated yields, seasonal and cyclical changes in patterns of labor, recruitment plans, and chemical, mechanical and technological advancements affecting worker requirements.

After determining our final estimates, it was necessary to formulate plans whereby an adequate supply of labor could be maintained throughout the season.

The principal method of mobilizing and directing the flow of migrant workers was through the clearance program, supplemented by Farm Labor Information Bulletins.

Early in the year our Farm Placement Representatives contacted farmers and obtained information on their anticipated seasonal labor requirements. At the same time job orders were taken and extended to labor supply areas. A total of 1,623 orders were extended for 44,600 job openings.

When a farmer desired a specific group of workers, the name and address of the leader was indicated on the order. These were called predesignated orders. Slightly over 1,500 of the total orders extended were of the predesignated type and covered approximately 33,000 job openings.

Results of recruitment efforts through the above clearance program follow. Of the job openings offered to predesignated workers, 16,116 were accepted and 1,640 were refused. Also, information was received that predesignated workers could not be located for 5,493 job openings. Recruitment on orders which did not indicate the name of a group leader produced an additional 1,116 acceptance of job offers. Over 600 of which were for strawberry harvest only.

23.000

For local recruitment, the primary media used were; Newspaper advertisements, signs, posters and radio announcements. In addition, mass registration of students was carried on in schools. Greater emphasis was placed on schools in rural areas where applicants were better acquainted with agricultural activities and disclosed a more genuine interest in this field of work.

Farm employers and organizations were contacted and the aims and objectives of our local recruitment program explained. Their cooperation materially aided in the successful recruitment of the local labor force throughout the state. Over 74,000 men, women and children were recruited. However, the employment of local workers presented some serious problems. In a great number of cases the applicant had little or no recent experience. Such workers did not possess the physical stamina and adaptability essential for most agricultural activities. They became easily discouraged. The high drop out factor was costly to farmers and in many instances to replacement workers.

Labor pools of the day haul program have not proved to be very successful and have been very difficult to control. The number of available workers varied too greatly from day to day. Complaints of mischief created by youths growing impatient while awaiting transportation were almost constant. The arrival of workers or transportation at labor pool centers was difficult to coordinate. Therefore, a new system is gaining popularity in some areas. Much of the procedure for this system was adapted from the "Annual Worker Plan for Migrants." At the time of registration each applicant was asked to check the mode of available transportation. Those with transportation that could handle more than one worker were contacted again and asked how many additional workers they would be willing to transport. Applicants in the neighborhood without transportation were selected by the driver from the available list. The driver was then given a schedule of work with specific employers commensurate with the number in his group. He continued to follow such schedules until he was unable to handle the project or was running out of work. He was instructed to contact the Farm Placement Representative at any time he was unable to handle the work, needed more work or needed replacements. When the replacement pool dropped below a safe operating need, interest was stimulated through additional appeals via radio or newspaper.

Each group was composed of family personnel and/or close neigh-

bors. This appeared to produce a sustained interest in agricultural employment and resulted in much less labor turnover than under the day-haul pool system. The growers appeared to show more interest in their workers because the same workers reported on the job each morning.

The Farm Labor Information Bulletin was very effective in coordinating the inseason movement of workers. Each farm placement office submitted to the State Office an outline of its crop developments, labor situation, and prevailing wage rates. They were also requested to project labor requirements one to two weeks in advance of reporting date. This information was published on a weekly basis and distributed to all farm placement representatives and selected industrial branch offices. Available workers were informed of job opportunities and conditions throughout the state. This reduced the time required to move workers and afforded them greater employment opportunities.

The use of a farm labor trailer in the Manistee Area was very successful. All farm placement operations for the area were conducted at the trailer site, located on the main highway, 14 miles outside of Manistee. By having workers report to this location, the need for screening many "non-workers" was practically eliminated. The applicants who desired seasonal agricultural employment found no difficulty in applying at the trailer. Migrant groups favored this location because it was easily accessible and had ample parking facilities. Growers also preferred this site for similar reasons. Workers referred from the trailer office generally received greater employer acceptance and proved to be more reliable.

Another type of program known as "Class Day Projects" was developed by our Farm Placement Specialists in cooperation with school superintendents, teachers, high school groups and farmers. The school superintendents were approached first to determine interest, followed by discussions with teachers and class groups. During such meetings supervision and transportation were tentatively arranged and number of students as well as approximate dates of availability determined. After obtaining this information, farmers were contacted to gain their cooperation in planning harvest operations to fit the available labor force.

In the past when acute labor shortages developed while school was

in session it had been customary to ask local school boards to declare one or more weeks as harvest vacations. This had not proven satisfactory as too many youth were more interested in the vacations than in agricultural work. In addition, it interfered with planned athletic programs. Also it was a source of irritation for both students and faculty because such time had to be made up before the end of the school year.

Good planning and supervision of this experimental project has aroused considerable interest. However, a question has been raised whether such projects are permissible under the provisions of the Federal Fair Labor Standards Act. The U. S. Department of Labor has been requested to review the situation and issue a determination.

Early in the spring migrant workers arrived in Michigan to take part in land preparation activities. Unusual dry soil conditions allowed farmers in southern Michigan to get a good start on spring planting operations.

Fruit trees came through the winter with less than usual damage. However, a severe frost late in April damaged the cherry crop in the west central and northwest fruit areas. The extent of damage could not be determined until the blossom stage. Later, many growers asked our Farm Placement Specialists to contact their committed crews and advise them to seek other employment. In most cases, these workers were rescheduled to other employers before their arrival in Michigan.

Migrant workers continued to arrive in large numbers during May. Temporary labor surpluses developed in muck and asparagus fields due to frost and wind damage. Attempts were made to move this surplus labor into sugar beet blocking and thinning areas where labor shortages were developing rapidly. The majority of migrants insisted on a wait and see attitude rather than accept work in sugar beet fields.

Rains which fell June 8th and 9th helped to alleviate critical drought conditions which threatened most of the state. June frosts destroyed many replanted fields of muck crops and seriously damaged non-irrigated strawberries in central west and northwest Michigan.

The strawberry harvest in the Benton Harbor Area reached peak

volume shortly after the middle of the month. This absorbed the labor surplus in this area. Strawberry harvest in the areas to the north was retarded about two weeks.

Free wheeling migrant labor continued to arrive in volume. At the end of June it appeared that labor surplus would develop for a 3 to 4 week period due to early completion of sugar beet blocking and thinning operations as well as retardation in the development of fruit crops. In addition, it was too late to replant onion and other muck crops destroyed by winds and frost reducing the number of workers normally needed for weeding, thinning and cultivation of these crops.

During the early part of July, soil moisture improved considerably and warm temperatures had a beneficial effect on crop growth.

In spite of labor surpluses being reported in all areas, a labor shortage developed in the raspberry harvest. This was primarily due to inadequate housing and low picking rates caused by poor market conditions.

By July 25th the early potato, pickling cucumber, blueberry and snap bean harvests had overlapped the cherry harvest causing labor shortages to develop particularly in the pickling cucumber and snap bean fields. Intensive recruitment brought only temporary relief and resulted in high labor turnover. Difficulty in securing replacement workers caused the pickle and snap bean crop to be harvested past prime value during the early harvest period. At the same time the onion crop suffered further damage due to severe maggot infestation.

Vegetable harvesting increased in volume during the early part of August, while cherries, pickles, blueberries and snap beans were at peak production. At the same time, the peach and early apple harvests started in the southern part of the state with good crops anticipated.

About August 15th, workers began to migrate from the northern cherry and bean area to southern Michigan, Ohio and Indiana for the tomato harvest. Shortages of pickle and snap bean harvest hands increased and constant shifting and reassigning of workers was necessary in order to prevent crop losses. By the end of the month the movement of migrant workers to areas outside of Michigan

increased in volume. However, dry weather conditions eased the adjustment problem of the declining labor force.

Cool weather during the first part of September slowed the maturity of tomatoes and other crops. The tomato harvest peaked September 15th, with labor shortages occurring as migrant workers returned home for the start of the fall school session. At the end of September, labor was in short supply for the onion, celery, peach, pear and cauliflower harvests. Apple prospects increased but anticipated yields of grapes, pears and plums were reduced. A record pear crop was still indicated although pears failed to size properly in some areas. High yields were in prospect for the late potato crop.

Grape harvest reached peak during the early part of October. Due to delivery quotas, it was necessary to schedule available labor on a daily basis in order to afford them full employment.

The harvest of a few late variety apples and potatoes continued throughout the early part of November. Cauliflower and cabbage cutting continued until November 25th, when snow and frigid weather brought harvest operations to a close. By the end of November almost all seasonal agricultural work had terminated with the exception of storing and sorting apples and potatoes.

MAJOR PROGRAM PROBLEMS

Suitable housing for migrant workers continued to be a major problem. It appeared to be aggravated primarily by the following factors: (1) crews arriving with changes in numbers and/or composition from that indicated on the work schedule; (2) migrant groups with a high percentage of non-workers; (3) many migrants misused housing and facilities; and (4) many new users of seasonal migrant labor made no attempt to build or acquire housing.

It may be possible to reduce the number of crews arriving with changes in numbers or composition and groups with a high percentage of non-workers through better selection processes. Continued education on better care of housing and facilities may reduce the irritation from this source. Also it may be possible to curtail the problem stemming from lack of sufficient housing by construc-

tion of central labor camps with each user being assessed in proportion to the number of man hours of labor he procures. However, some provisions have to be made to permit easier financing of such projects so that they may be constructed by grower organizations.

Expansion of the Annual Worker Plan appears to be retarded because of the inability of labor supply areas to contact most of the named groups ordered and advise labor demand offices whether such workers are interested in job offers. Solutions to curtailment of this problem appear from two avenues: (1) increased budget to provide additional personnel to contact workers and (2) increased efforts to educate group leaders in forming a habit of contacting the nearest farm placement office both before they start their migration, and again after they arrive at their place of employment. It is believed, however, that both avenues need to be considered at the same time in order to keep up with desired expansion of the program. It is felt that this program affords too many benefits for employers and workers alike to be relegated to a lower level of importance in farm placement service.

High labor turnover continued to be a problem. Serious situations developed for growers harvesting highly perishable crops when competent replacements were not readily available. A survey of growers' records indicated labor turnover as high as 97% during a six week period. The highest turnover rate resulted from workers recruited in Michigan's industrial areas followed closely by new recruits from other states. Workers scheduled in labor supply states under the Annual Worker Plan had the lowest turnover rate. Payroll records of workers who left their jobs disclosed that their earnings were 60% to 80% below that of qualified migrants employed under the same working conditions. Inability to adapt themselves to this type of employment appeared to be the main cause for quitting. Although education, skill and knowledge do not appear to be prime qualifications for many seasonal farm activities, certain aptitudes and physical demands are major requirements for competent workers. These will vary in each activity. To reduce this labor turnover problem, applicants should be made completely aware of the nature of work, working conditions and other job requirements at the time of referral. This would permit a prospective worker to better evaluate his interest in the job offer. It is also believed that the employer should be informed whenever applicants being referred to him do not possess

any prior experience. Such action would remind the employer of the need for different supervisory techniques in dealing with such workers.

Lack of a complete understanding of hiring and working conditions was a source of many complaints filed by group leaders and individual workers. Much time was required for investigations and compilation of the findings. More complete description of the hiring and working conditions should be given to applicants at time of recruitment. A clearance order form designed to provide space for signature of both the employer and group leader might curtail many misunderstandings of this nature. Such clearance order forms could serve two purposes: (1) information for recruitment and selection and (2) contractual agreement between employers and workers.

COMMUNITY-EMPLOYER-WORKER RELATIONS

The major community programs for migrant workers were:

1. A two day fiesta, sponsored by the Rotarians and Jaycees of Hart was held for the eleventh consecutive year. Although the number of migrants attending this year declined because of the short cherry crop in the area, migrants traveled a greater distance to attend. This appears to indicate a genuine interest and appreciation by migrants towards this program.
2. The National Council of Catholic Women sponsored summer schools in Saginaw, Lansing, Grand Rapids and Detroit Dioceses. They also distributed food and clothing to needy families. Schools were operated from five to seven weeks with over 1,000 children participating. One objective of these school programs was to assist migrant children in gaining knowledge lost through irregular attendance during previous school years. Therefore, the three R's were stressed in addition to religious training. Nuns, student teachers and seminarians were used in this educational program.
3. The Guadalupe Clinic in Saginaw operated by the Sisters of the Holy Ghost provided free medical treatment to over 1,000 migrants. Many migrants came from communities as far as 70 miles from the clinic.

4. The Michigan Migrant Ministry in cooperation with the National Council of Churches provided religious, recreational and social programs, basic education for children, welfare assistance and adult education in 18 counties. Future plans indicate a greater stress on three R's in their educational programs. The major centers operated by this organization were (a) Grand Junction Child Care Center and (b) Welcome Center in Bay City. This center enabled migrants to rest, read, watch television, play games or leave their children while they shopped.
5. A baby and youth clinic was held at the Au Gres-Sims High School where physical examinations, vaccinations and clinical treatment were given free to children of migrants employed in the area.
6. Several County Health nurses were active in education on health care and sanitation as well as in supervision of medical care.
7. The Van Buren County Health Department inspected a total of 162 migrant housing camps. Where corrective measures were recommended a follow-up inspection was made at a later date. (Although there are no State laws covering minimum housing requirements, Van Buren County has promulgated their own minimum regulations.)
8. The Michigan Department of Health cooperated with the U. S. Department of Health, Education and Welfare in a clinical study of effects on the health of migrants because of travel, change in areas of work and types of work. Selected family groups were examined in Texas before they started their migration, and at each job location as well as when they returned to their home state. Free medical treatment was provided to these families whenever it became necessary.
9. Many employers threw a get-together party for their workers and families upon satisfactory completion of an activity. Workers were made aware of the proposed plan upon arrival at the farm. Such employer-employee relation programs appeared to be effective in holding good worker groups until the end of activity as well as in providing incentives for good workers to return for future employment.
10. Other employers obtained better employer-employee relation-

ships through offers of fringe benefits such as bonuses, food raised on the farm, refunds of transportation costs, helpful and neighborly actions in time of need, securing employment for their workers with other employers when the amount of work available on their farm did not provide full time employment and other similar gifts and actions involving time and/or monies.

11. Many worker groups improved their relations with employers through open discussion of problems. Such discussions provided better understandings of common problems and additional avenues towards increased earnings for both the farmer and the workers.

MAJOR CROPS

Apples were grown primarily in the Benton Harbor area, although commercial orchards were found in all areas throughout the lower peninsula.

There were 2,470,000 commercial bearing apple trees in Michigan in 1958. This was an increase of 2% above the 1957 total.

The late fall varieties represented approximately 90% of the total harvested acreage. Late fall apples matured slowly this year. However, cool weather and late rains added to their size and color. Picking started September 15th with volume harvest delayed until October 5th. At peak, 11,800 workers were employed in apple harvest activities. All harvest operations were completed by November 10th.

A crop of 11.6 million bushels was harvested in the 46 commercial counties. Apple production was 1.6 million bushels above 1957 and almost 3.4 million bushels above the 1947-56 average.

Asparagus was grown mainly in the Benton Harbor and Muskegon areas.

Approximately 10,900 acres of asparagus were harvested in 1958, an increase of 300 acres over the previous year.

Harvest activities started on April 23rd, but a frost on April 26th halted cutting. Damage was extensive in some fields. Con-

tinued cold and dry weather retarded crop development. It also caused many spears to seed rapidly. Labor was adequate to meet requirements. Peak harvest was reached May 15th when 5,400 workers were employed cutting and snapping asparagus. Total production was 153,000 cwt., 10% under 1957, but 4% over the 1949-57 average.

Michigan's principal acreage of domesticated *blueberries* was located on a 20 mile strip along Lake Michigan from South Haven to Muskegon. Significant commercial acreage was also grown in the Bay City and Pontiac crop areas. Approximately 4,600 acres of blueberries were harvested. The total crop production was below the 1957 crop.

Cool weather delayed the maturity of the blueberry crop and by early August a slight surplus of workers existed causing many groups to pick on a part time basis. Peak production was reached August 15th, when over 8,500 workers were employed in harvest activities. As the crop matured it came off rapidly and the proportion to be harvested after Labor Day was much less than in previous years. With the start of the school year, the available labor supply was greatly reduced. The blueberry harvest ended about September 20th.

The major *cherry* producing area in Michigan was located in an area from Berrien to Charlevoix County following the shoreline of Lake Michigan. Greatest concentration was in the Traverse City area having almost 2/3 of the total acreage. In 1958, the number of commercial bearing trees increased to an estimated 3,380,000 red tarts and 382,000 sweets.

Cherry trees came through the winter with little apparent damage. However, a severe freeze late in April practically wiped out the crop from Allegan County to the southern parts of Leelanau and Grand Traverse Counties. The southwestern area escaped most of the spring freeze but had poor pollinating weather.

Harvest started with the early sweets on July 1st in the Benton Harbor area and ended with the red tart on August 18th in the Traverse City area. At peak harvest, about August 8th, over 31,000 workers were harvesting cherries throughout Michigan.

Labor was generally adequate but labor shortages occurred in isolated areas due to competitive crop activities.

The sweet cherry crop developed earlier and was less affected by the frost. Crop production totaled 12,500 tons, 20% less than 1957 record crop but 41% above the 1947-1956 average.

Michigan's sour cherry production was estimated at 49,500 tons, 56% of the 1957 crop, and only 2/3 of the 1947-1956 average.

The largest pickling cucumber (*pickle*) acreage was found in the central part of the state from Lake Michigan to Lake Huron. Approximately 30,000 acres of pickles were harvested in 1958.

Pickle hoeing and vine training started June 20th and was completed by domestic labor without the need of supplementary foreign workers. This was primarily due to poor weed germination in June and completion of blocking and thinning of sugar beets prior to start of pickle hoeing activities.

Pickle harvesting started the week of July 21st with domestic labor inadequate to meet harvest requirements. All efforts to recruit additional domestic workers were basically unsuccessful. As a result, foreign workers were authorized to prevent further reduction in crop value and earnings. At peak, there were over 15,700 workers employed in the pickle harvest. The average yield was 147 bushels per acre compared to 127 in 1957. Production was 4,145,000 bushels, 14% below 1957 but 30% above the 1949-56 average.

Michigan's vineyards were located primarily in the Benton Harbor area. There were no reported changes in acreage from previous years.

The grape harvest started approximately September 15th and progressed slowly despite fine weather. Peak employment was reached October 15th when over 4,000 workers were engaged in harvesting grapes.

Michigan's grape production was estimated at 52,000 tons, 8% larger than last year and 29% greater than the 1947-56 production average. Processors demand was strong throughout most of the season.

Muck land crops were located principally in the Bay City, Muskegon

and Lansing areas. Dry onions and celery were Michigan's most important muck crops. Carrots, radishes, mint and head lettuce were also grown in substantial quantities.

First plantings were ahead of schedule. However, continued cool and dry weather retarded germination. Late frosts and high winds caused extensive damage. Planted acreage was reduced as it became too late to replant many fields.

Early in May additional labor was required for celery transplanting and by July 15th, approximately 2,750 workers were engaged in cultivating, weeding, thinning and hoeing operations. Labor demands were sporadic and temporary shortages were reported throughout all areas. Constant recruitment of domestic labor was necessary as replacements could not keep pace with the high rate of labor turnover. Activities ended about November 1st, with the completion of the onion and celery harvests.

Onion harvest acreage totaled 6,500, 24% below the 1957 figure and 32% below the 1947-56 average. Production was 1,918,000 cwt., 80% of last year's crop and the lowest since 1943. At peak, September 15th, over 3,000 workers were active in the harvest. Frost and wind storms were primarily responsible for the reduction in planted acreage. Maggot damage further curtailed crop production.

Summer celery totaled 468,000 cwt., 12% above the 1949-56 average. Fall celery also totaled 468,000 cwt. although production was 13% below the 1949-56 average. Peak production was reached August 15th with 750 workers harvesting celery.

Carrot production was high with a total output of 529,000 cwt., 28% above that of last year. In some areas it was not profitable to harvest the crop because of poor market conditions.

Approximately 80% of the peach crop was grown in southwestern Michigan, primarily in the Benton Harbor area.

The number of peach trees in Michigan has shown a gradual increase since the 1951 killing freeze. However the 1958 figure of 1,740,000 commercial bearing trees was still about 1,000,000 short of the 1950 total.

The principal varieties grown in Michigan were the Redhaven,

Halehaven and Elberta.

Peach harvest started August 15th in the Benton Harbor area and lasted through September 24th in the northwest area. Ample labor was available throughout the season and at peak, over 6,000 workers were engaged in harvesting activities.

The peach crop escaped serious frost damage and a good crop of peaches was harvested. Total production was estimated at 3,000,000 bushels or 2% above the 1957 figure.

Potatoes were grown extensively throughout Michigan with the exception of the southwest part of the state.

Potato plantings increased 5% over 1957 with 52,500 acres planted. Dry ground gave farmers a good start and by April 30th, 35 to 40% of the early potato crop was planted. The early potato harvest started in July while the late harvest began in September. All harvesting activities except storing, grading and packing terminated by the end of October.

Peak labor requirements were reached during the first half of October when approximately 4,500 workers were employed in potato picking operations. Local workers were used extensively in the potato harvest. However labor turnover was very high, principally on farms where inexperienced workers were employed. Lack of adequate housing hindered recruitment of migrant families, although pickle companies were cooperative in allowing potato growers to use their housing during harvest operations.

Early potato production was 840,000 cwt., 14% higher than in 1957. Late potatoes also made good progress though blight was a problem in some areas. Production was 7,590,000 cwt., 22% above 1957 and 10% above the 1947-56 average. An average yield of 165 hundred weight per acre was a new high for the state.

Raspberries were grown principally in the Benton Harbor Area. Red raspberries have been declining in acreage for several years while black raspberry acreage has increased slightly.

The raspberry harvest reached volume about July 6th and tapered off between July 20th and July 25th. At peak, over 6,500 workers

were active in the harvest. Labor was generally adequate to meet harvest requirements. However, a shortage of drive out workers developed in the Benton Harbor Area at the start of the cherry harvest. The shortage was primarily due to the overlapping of the two crops. Although yields were high, poor market conditions adversely affected wage rates.

Michigan's principal *snap bean* acreage was located in the Manistee, Lansing and Bay City areas. Benton Harbor, Alpena and the Upper Peninsula also produced significant quantities of snap beans.

Estimates indicate that 9,600 acres of snap beans were planted this year. This was 2% more than last year and 5% more than the 1949-56 average.

The snap bean harvest began during the latter half of July and ended September 20th. During the early part of the harvest, labor shortages developed due to the overlapping of the snap bean and cherry harvests. Labor turnover was high as the harvest continued intermittently. This caused many workers to seek employment in other crop activities. Peak harvest was reached early in August when over 13,000 workers were active in picking snap beans. Crop yield per acre was considered average.

Michigan's major *strawberry* producing area was located in the southwestern part of the state. Other important acreage was grown in the Manistee. Traverse City, Alpena and Upper Peninsula crop areas.

Strawberry plants came through the winter in excellent condition. The anticipated decline in acreage did not occur as increases in the Traverse City, Alpena and Upper Peninsula more than offset reductions in the Benton Harbor and Manistee areas.

At the start of the strawberry harvest, labor supply was in excess of demand. Labor referrals on informational orders without prior contact of the order holding office added to the problem of providing workers with full time employment. Many migrant workers returned home when they found that full time work was unavailable. By June 20th, strawberries had reached peak production with 23,000 workers employed and absorbing all previously reported labor surplus.

Total production amounted to 39,960,000 pounds, 5% less than 1957 but 20% above the 1949-56 average. Approximately 81% of the crop was sold to fresh market outlets while 19% was utilized by processors.

The Bay City and Lansing areas are the major *sugar beet* producing sections in Michigan.

Over 77,000 acres of sugar beets were planted. This was a slight increase over 1957 and higher than the 1947-56 average.

Weather conditions were ideal for early planting and by the end of April approximately 90% of the sugar beets were planted. Blocking and thinning activities started about May 10th and were completed by the last week in June, a month earlier than usual.

Recruitment of local workers for blocking and thinning operations was disappointing. Applicants generally would not accept employment in these activities. Those workers who were hired left the fields after a few days because of difficulty in adjusting to the physical demands of the job. Peak activity was reached May 31st when almost 10,000 workers were employed in blocking and thinning sugar beets. Only a small work force was needed in harvesting the crop since hand labor has been replaced by mechanical harvesters.

The bulk of the *tomato* acreage for processing was located in the southeastern part of the state while the fresh market variety was grown principally in the Benton Harbor Area. About 15,900 acres of tomatoes were planted in 1958. Approximately 8,500 acres were harvested for fresh market and 7,400 acres for processing.

This year considerable replanting of tomatoes was required due to the severe frosts late in May. Tomatoes continued to mature slowly but maintained good color. Harvest for fresh market began July 20th, while that for processing started August 15th. Peak production was reached September 15th when over 7,000 workers were employed picking tomatoes.

Labor was in short supply toward the end of harvest and it was necessary to carry out intensive recruitment programs in order to prevent extensive crop losses.

The principal *vegetable* crops for fresh market grown in Michigan

were asparagus, snap bean, cabbage, cantaloupe, carrot, cauliflower, celery, sweet corn, cucumber (slicer), head lettuce and tomato. Minor but significant truck crops included pepper, egg plant, squash, pumpkin, parsley, leaf lettuce and broccoli.

Truck crop acreage was largely centered in the Benton Harbor and Pontiac Areas as well as in the southern part of the Bay City Area. Over 45,000 acres of truck crops were grown this year or an increase of 2,000 acres above the 1957 figure.

Labor requirements started with transplanting, weeding and hoeing. This accelerated about July 15th, when the harvest activities gained volume. Peak labor requirements developed the week of August 17th when almost 9,700 workers were employed in truck crop activities.

There was a constant problem of labor turnover throughout the season as a sufficient number of qualified workers were not available. Quits ran as high as 96%. This made it extremely difficult for growers to complete harvest activities and maintain delivery commitments.

Wage rates for truck crop harvest were generally on an hourly basis. However, experienced workers preferred piece rate work in competitive crops. Growers have found that it is difficult to apply piece rates to truck crop harvesting as quality is essential and the harvest of each crop depends entirely upon demand.

WAGE DATA

Piece or incentive wage rates predominated. The prevailing range on individual activities tended to be slightly higher than in 1957. The rise in wage rates was greatly influenced by lower yields in some crops. However, these rates did not appear to increase in proportion to the decrease in yields. The prices received by farmers generally remained the same to slightly lower than in the previous year. This produced a bearish effect on piece rate increases.

Seasonal earnings from piece rates ranged from 30¢ to \$1.55 per hour of work with 75¢ to 85¢ predominating. The bottom of the range was significantly lower than that reported in 1957. A

WAGE RATES ON MAJOR CROP ACTIVITIES BY AREA

CROPS	BENTON HARBOR	MUSKEGON	MANISTEE
APPLE HARVEST Piece Rate Hourly Rate	15¢ bu. * 75¢ hr. *	20¢ bu. * 85¢ hr. *	15¢-20¢ bu. ----
ASPARAGUS HARVEST	60¢-75¢ hr.	60¢-75¢ hr.	----
BLUEBERRY HARVEST	6¢-10¢ lb.	8¢ lb. *	7¢-9¢ lb.
CHERRY HARVEST (sour)	2½¢ lb.	60¢-1.00 per 25 lb. lug	60¢-1.10 per 25 lb. lug
CHERRY HARVEST (sweet)	35¢-10 qt. pail	75¢ per 25 lb. lug	60¢ per 25 lb. lug
CUCUMBERS, HOE AND TRAIN	60¢-75¢ hr.	65¢-1.00 hr.	75¢-1.00 hr.
CUCUMBERS, HARVEST Processing Fresh Market	50% of crop* 60¢-75¢ hr.	50% of crop* ----	50% of crop* ----
FRUIT, HANDLING AND STORAGE	75¢ hr. *	85¢ hr. *	80¢-85¢ hr.
GRAPE, HARVEST	12¢-15¢ jumbo basket 20¢-25¢ lug	----	----
MUCK CROPS, PLANT, WEED AND HOE	60¢-75¢ hr.	60¢-75¢ hr.	75¢-1.00 hr.
MUCK CROP HARVEST (celery, mint, lettuce)	75¢ hr.	85¢ hr. *	75¢-85¢ hr.
NURSERY WORK (laborer)	75¢-1.00 hr.	75¢-1.00 hr.	----
NURSERY WORK (experienced)	----	----	----
ONION HARVEST (topping)	----	10¢-15¢ bu.	12¢-18¢ bu.
PEACH HARVEST Piece Rate Hourly Rate	12¢-20¢ bu. 60¢-75¢ hr.	70¢-90¢ hr.	15¢-20¢ bu. 75¢ hr.
POTATO HARVEST (pick-up)	8¢ bu. *	7¢-9¢ bu.	8¢ bu.*
RASPBERRY HARVEST	4¢ pt. 7¢-8¢ qt.	----	----
ROW CROP HOEING	60¢-75¢ hr.	60¢-80¢ hr.	75¢-1.00 hr.
SNAPBEAN HARVEST	2¼¢-2½¢ lb.	2¢-2½¢ lb.	50% of crop 2½¢ lb.
STRAWBERRY HARVEST	1.00-16 qt. crate	50¢-8qt. carrier	5¢ lb. 6¢ qt.
SUGAR BEETS, BLOCK AND THIN 28" rows	----	----	----
TOMATOE HARVEST Processing Fresh Market	10¢-15¢ ham- per-60¢-75¢hr	----	----
TRUCK CROPS HARVEST	60¢-75¢ hr.	60¢-85¢ hr.	70¢-85¢ hr.

WAGE RATES ON MAJOR CROP ACTIVITIES BY AREA

TRAVERSE CITY	BAY CITY	LANSING	PONTIAC	ALPENA	UPPER PENINSULA
15¢-20¢ bu. ----	15¢ bu. * 90¢ hr. *	15¢ bu. * 85¢ hr. *	20¢ bu. * 1.00 hr. *	15¢-20¢ bu. ----	10¢-12¢ bu. ----
----	75¢ hr.	----	80¢ hr. *	----	----
----	6¢-7¢ lb.	----	----	----	----
50¢-1.10 per 25 lb. lug	2¢-3¢ lb.	2¢ lb. up	----	----	----
60¢-75¢ per. 25 lb. lug	----	----	----	----	----
60¢-75¢ hr.	75¢-90¢ hr.	3.00-6.00 per acre-75¢ hr.	70¢-80¢ hr.	----	----
50% of crop* ----	50% of crop* 85¢ hr. *	50% of crop* ----	50% of crop* 80¢ hr. *	----	----
75¢-1.00 hr.	90¢ hr. *	1.00 hr. *	1.00 hr. *	----	----
----	----	----	----	----	----
----	75¢-85¢ hr.	60¢-1.00 hr.	----	----	----
----	75¢-90¢ hr.	75¢-85¢ hr.	----	----	----
----	----	----	1.00 hr. *	----	----
----	----	----	1.25 hr.	----	----
----	12¢-18¢ bu.	10¢-15¢ bu.*	----	----	----
15¢-20¢ bu. ----	----	----	1.00 hr. *	----	----
7¢-10¢ bu.	8¢-12¢ bu.	7¢ bu. 8¢ bag	7¢-10¢ bu.	7¢-10¢ bu.	8¢-10¢ bag
----	10¢-12¢ qt.	----	8¢ qt.	10¢ qt.	----
----	70¢-1.00 hr.	60¢-1.00 hr.	----	----	70¢-1.25 hr
50% of crop	2¼¢-2½¢ lb.	1.8¢- 2½¢ lb.	----	50% of crop	2½¢ lb.
5¢ lb-6¢ qt.	----	50¢-6 qt. carrier	6¢-8¢ qt.	50¢-8 qt. carrier	6¢ qt. / 1¢ bonus
13.00 per A	13.00 per A*	13.00 per A*	11.00-15.00 per A	----	----
----	10¢ hamper 75¢-85¢ hr.	----	10¢ hamper* 80¢ hr.	----	----
----	90¢ hr. *	60¢-85¢ hr.	80¢-8 hr.	----	70¢-75¢ hr

*Prevailing Wage Rate Findings

greater number of inexperienced workers entering into the seasonal agricultural field were unable to adapt themselves to this type of work and is believed to be the primary reason for widening the range of hourly earnings during the past season.

Hourly wage rates ranged from 50¢ to \$1.25 per hour. The bottom portion of the range was paid to inexperienced youth and family groups with a high percentage of children in the work force. Wages of adults started at 60¢ per hour with 80¢ to 90¢ predominating for competent workers. Growers claimed that the higher percentage of incompetent workers seeking employment this year tended to influence caution on opening wage offers.

Wage rates paid on selected crop activities in the various areas of Michigan are shown on Page 24. Lines in spaces showing no figures indicate that crops are not grown in quantity to warrant a report from the area.

FOOD PROCESSING

The principal method of processing in Michigan was canning. Other important methods of preserving foods used extensively throughout the state were freezing, brining, dehydrating, refining and distilling.

Michigan processors reported receipts of 122,614 tons of fruit at their plants during the 1958 season. This was 18% below the 1957 total. The sharp decrease was principally due to reduced sour cherry yields. Also, strawberry receipts showed a decline of 36% from that of the previous season. These reductions were not offset by substantial gains in other fruit crops.

Processing vegetable receipts were up on most vegetables. However, asparagus and pickling cucumbers showed some decline. Prices paid to growers were generally below the 1947-56 average.

At peak, over 10,500 seasonal workers were engaged in food processing activities. Labor available locally was sufficient to meet the needs of processing plants throughout the season. For monthly employment figures, see page 6.

OUTLOOK FOR 1959

Available information indicates that labor requirements will be influenced by the following factors.

There was considerable concern this year over asparagus production exceeding demand. The low yield per acre due to cold weather plus reduced prices offered by processors are expected to curtail new plantings and may result in abandonment of poor producing fields. However, increased production is expected as new fields reach maturity. High yield per acre is necessary to provide the grower with a profit. Asparagus acreage in 1959 is expected to be 11,600 acres, 6% above 1958 and 29% over the 1949-57 average. Labor requirements will increase accordingly with at least 450 additional workers required for harvest.

It is anticipated that tart cherry acreage in 1959 will increase by 5% in the southwest, 2% in the central west and remain constant in the northwest area. Severe frosts during the early spring of 1958 reduced crop production by nearly 50%. Peak employment was 17% below that reported in 1957. In 1959 we anticipate a labor requirement of 6,500 workers above the 1958 peak. This estimate is based on more "normal" weather conditions as well as increased acreage in the southwest and central west areas.

Mechanization for thinning, weeding and harvesting crops is still in the development stage. As such, it is not expected to materially reduce labor requirements during the next two to four years.

Muck crop acreage has been relatively stable for the past few years as there is little alternate use for this type of land. Poor market conditions and insect damage have caused some farmers to shift from onions to other muck crops. Also, interest has increased in expanding carrot and cauliflower acreage because these crops are more resistant to early frosts. However, such developments will depend on future market outlook. Labor requirements are expected to show some increase in 1959 over 1958 due to acreage reductions caused by late killing frosts.

Less interest is expected in the harvest of the pickle crop by the domestic labor force. In 1958, about 95% of the workers employed on this activity for the first time were not able to adapt

1/ ESTIMATED NUMBER OF SEASONAL WORKERS NEEDED
FOR AGRICULTURE AND FOOD PROCESSING IN 1959

1959 MONTHS	ESTIMATED EMPLOYMENT 2/							EXPECTED SURPLUS FOR OUT-OF- STATE MIGRATION 3/
	AGRICULTURAL				FOOD PROCESSING			
	TOTAL	DOMESTIC		FOREIGN	TOTAL	LOCAL	NON- LOCAL	
		LOCAL	NON- LOCAL					
JAN.	4,750	4,554	180	16	1,375	1,225	150	-
FEB.	4,800	4,604	160	16	700	700	-	-
MARCH	5,200	5,004	180	16	750	750	-	-
APRIL	8,000	6,500	1,484	16	1,230	1,200	30	-
MAY	16,475	9,200	7,250	25	2,600	2,050	550	-
JUNE	51,900	17,825	29,975	4,100	2,900	2,250	650	-
JULY	73,750	35,950	34,000	3,800	7,250	6,250	1,000	-
AUG.	77,325	31,000	33,000	13,000	9,975	8,875	1,000	9,000
SEPT.	46,400	19,450	22,000	5,400	8,500	7,600	900	14,000
OCT.	28,600	9,300	18,500	800	7,800	7,000	800	8,000
NOV.	6,000	5,000	970	30	4,000	3,800	200	10,000
DEC.	5,200	4,922	250	28	3,000	2,900	100	1,000

1/ Estimates are based on a 6 year median average.

2/ Figures represent the number of seasonal workers expected to be employed on the 15th of each month. (Peak is expected between July 20 and August 15 and needs will rise to 89,000 workers.)

3/ Includes domestic and foreign workers (Approximately 25% of the total non-local labor force will not be available for other farm work during balance of year. About 10% of the available migratory workers will have no work assignment when they complete their job in Michigan.)

themselves to the physical requirements of the job. Some acreage reduction is anticipated. However, growers are making greater effort to increase yields. This is expected to keep total production equal to slightly higher than in 1958.

Labor for other crops needing large numbers of seasonal workers is expected to remain close to the average of the past several years.

Anticipated 1959 labor requirements are shown on page 28.



YEAR-ROUND FARM LABOR

High industrial unemployment caused many farm owners as well as relatives of farm owners to return to agricultural employment. This greatly reduced labor shortages experienced in previous years. However, some shortages were still reported in dairy, livestock and fruit farming.

Placement service activities were impeded because farmers would not gamble on hiring unknown applicants who were not able to show recent agricultural experience. They were afraid that a recall to the factory would leave them without suitable replacements after making additional investment in stock and/or equipment in keeping with expansion plans at the time of the hire. This appeared to be logical reasoning because they would have to expand operations in order to make the employment of an extra farm hand economically feasible.

Slightly over 800 job openings were listed with the Employment Service. The agency had referred and placed 752 qualified applicants. The greatest number of requests for experienced farm hands and/or couples were initiated by fruit, dairy and/or livestock farmers.

Wages paid to single farm hands ranged from \$50.00 to \$260.00 per month plus cabin or room but no board or laundry. The average rate was \$195.00 per month. For farm couples wage rates ranged from \$150.00 to \$350.00 per month plus housing. The average rate was \$230.00 per month. The hours of work per month ranged from 175 to 260 with an average of 234. The highest paid farm hands worked on dairy and livestock farms. Also the highest number of hours worked were reported from such farms. Specialists, foremen and farm managers received proportionately higher rates of pay.

The outlook for 1959 indicates little change in hours of work or wage rates. Labor shortages are expected to increase as workers employed in 1958 are recalled to the industrial plants. This assumption is supported by increased number of help wanted ads appearing in local farm publications. Orders for trainees starting at \$150.00 per month have failed to increase the qualified labor force.

Act No. 251 of Public Acts of 1955 (Michigan)

Section 1. The opportunity to obtain employment without discrimination because of race, color, religion, national origin or ancestry is hereby recognized as and declared to be a civil right.

Section 2. When used in this Act:

(e) The term "employment agency" includes any person undertaking with or without compensation to procure opportunities to work or to procure, recruit, refer or place employees

Section 3. It shall be unfair labor practice:

(b) For any employment agency to fail or refuse to classify properly, refer for employment or otherwise to discriminate against any individual because of race, color, religion, national origin or ancestry....

(d) Except where based on a bonafide occupational qualification, for any employment agency, prior to employment ... to: (1) elicit any information concerning the race, color, religion, national origin or ancestry of an applicant for employment or ...; (2) make or keep a record of the race, color, religion, national origin or ancestry of any applicant for employment ...; (3) use any form of application for employment, ... seeking to elicit information regarding race, color, religion, national origin or ancestry; (4) print or publish or cause to be printed or published any notice or advertisement relating to employment ... indicating any preference, limitation, specification or discrimination, based upon race, color, religion, national origin or ancestry; (5) establish, announce, or follow a policy of denying or limiting through a quota system or otherwise, employment ... opportunities of any group because of race, color, religion, national origin or ancestry of such group; and (6) utilize in the recruitment or hiring of individuals any employment agency, ... known by such person to discriminate against individuals because of their race, color, religion, national origin or ancestry. ...

(g) For any person, whether or not an employment agency, ... to aid, abet, incite, compel or coerce the doing of any act declared by this section to be unfair employment practice or to obstruct or prevent any person from complying with the provisions of this Act or under any order issued thereunder, or to attempt directly or indirectly to commit any act declared by this section to be unfair employment practice.