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Agricultural Industrial Relations Bibliography

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We are grateful to the California Employment and Development Department and the University of California, Berkeley Institute of Industrial Relations for support.

Agricultural Industrial Relations Bibliography

This farm labor industrial relations bibliography was prepared by a team at the Department of Agricultural and Resource Economics, University of California, Berkeley using a subset of the records in our computer database, which contains information on articles, books, and other publications on farm labor more generally. This project represents the work of the following people:

1) Grace Dote, Jeffrey M. Perloff, and Howard R. Rosenberg designed and supervised the construction of this database.

2) Nanyan Xiong was in charge of the computer work. She and Jeff Perloff designed the database record structure. She and Grace Dote determined the formatting conventions used (though some were imposed on us by the nature of the computer database software).

3) Troy Schmitz downloaded records from various computerized databases and did the preliminary editing of these records.

4) Cheryl L. Brown and Christopher Edmonds performed most of the library work, writing of abstracts, and assigning subject words. They worked with Sheila Watson on proof reading and editing.

5) Nanyan Xiong and Jeff Perloff wrote the programs used to create this final hard copy.

The development of the computer database was funded by the California Employment and Development Department (EDD). We are grateful to the following people at EDD who helped us with this project: Alvin Chong, Susan Farrar, and Myra Young. We are also extremely grateful to several prominent researchers who, in response to requests from Rosenberg and Perloff, sent us information about their research. Most of these authors granted us permission to quote their abstracts verbatim. We also received information from a number of government and nonprofit agencies concerning their reports (including the U. S. Department of Agriculture, U. S. Department of Labor, and various California agencies). We are very grateful to the following (and apologize if anyone has been inadvertently left off this list):

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We are particularly grateful to Robert D. Emerson, who gave us permission to reproduce verbatim the abstracts from Robert D. Emerson and Anita L. Battiste, *U. S. Agriculture and Foreign Workers*, United States Department of Agriculture, Bibliographies and Literature of Agriculture Number 73, (Washington, D. C.: Economic Research Service, December 1988). In the following, an "(e)" appears at the end of abstract that are verbatim copies (or have only been slightly rewritten) of those from Emerson and Battiste. Most of the other abstracts were either written by Cheryl Brown or Christopher Edmonds or are verbatim copies of abstracts provided by the original authors.

Journals

Journals that we systematically searched include:

Agricultural Economics Research
American Journal of Agricultural Economics
American Economic Review
California Agriculture
California Farmer
Industrial Relations
Industrial and Labor Relations Review
Journal of Political Economy
Journal of Rural Studies
Journal of Labor Economics
Journal of Labor Research
Journal of Human Resources
Monthly Labor Review
North Central Journal of Agricultural Economics
Northeastern Journal of Agricultural Economics
Research in Rural Sociology & Development
Review of Economics and Statistics
Rural Sociology
Southern Journal of Agricultural Economics
Western Journal of Agricultural Economics

In addition, various trade journals, such as *American Nurseryman*, were searched. We also consulted the *Journal of Economics Literature* using the 710 (Agriculture) and 800 (Manpower; Labor; Population) classifications. EDD reports were obtained from *California State Publications*, which is published by the California State Library.

Other Databases

Other computerized databases we searched for appropriate entries include AGRICOLA, ERIC, NTIS, SOCIND, and SOCIO. In addition, we used the Giannini Foundation library's on-line catalog ORPHA and the University of California's on-line catalog MELVYL and University of California at Berkeley's on-line catalog GLADIS.

Rules for Constructing the Database

In constructing the database, the following rules were followed. Only articles in English and pertaining to the United States were included. Unpublished articles more than five years old were excluded. General articles on labor economics were not included unless they refer directly to agricultural markets or workers. When in doubt, we included articles that use the word "rural," though some may not be relevant for a study of agricultural labor markets.

Relevant chapters in edited books are listed separately. We tried to include articles from economics, sociology, education, political science, and management. We paid particular attention to

economics and management, however. Articles on education are not included unless they deal with training (e.g., on-the-job training) or retraining workers. Articles on vocational training of high school students, 4H programs, farmer-training programs and so forth (especially those that concentrate on the training itself — e.g., the use of computers in vocational training) are not included unless they refer to job search in agriculture directly. With few exceptions, we restricted our database entries to those from 1965 on.

The following fields are controlled (only answers from a specified list or range are used): subjects, dates, pagination, and geography. Key words and abstracts are not controlled. Typically, keywords are supplied by the author, whereas the subjects were assigned by us.

Fields

The computerized database has the following fields:

1. Record No.
2. Authors (e.g., Summers, L. A.; McKillop, William G.)
3. Corporate Author (U. S. Department of Agriculture)
4. Title (article, chapter, or book title)
5. Key words
6. Source (book; journal; series)
7. Issue: Date, Vol, pp. (journal: date, vol, no., pp.)
(series: date, pp.)
8. Editors (e.g., Summers, L. A.; McKillop, William G.)
9. Series No. (for working papers, bulletins,...)
10. Publication info (publication place and publisher)
11. Publication Year
12. Source of reference (e.g., AGRICOLA)
13. Type of publication (journal, book, gov. report, unpub., films,...)
14. Geography (e.g., CA; US; AZ, TX, WA, OR, Pacific NW, other states)
15. Data Analysis (e.g., means; regressions; plots)
16. Discipline (economics, sociology, education, institutional)
17. Subjects (controlled vocabulary)
18. Who last checked the abstract
19. Abstract
20. Notes (primarily from AGRICOLA)

Subject List

On the following pages are lists of subject words. Terms in the parentheses are synonyms or other related words. For example, a search for "wages" produces many articles concerning "compensation;" however, "compensation" is not included separately in the subject list. We organize the list alphabetically within major categories (these italicized category terms are not subject headings).

Following the alphabetical listing of all the articles in our database, subject word indexes are provided, which list the articles by number. Where we did not have the original article, we tried to infer the subjects from the title and other information (hence mistakes may have been made). Also provided is an index of articles that reference California. The subject words that were used to create this subset, in bold face, are some of those that are particularly relevant for studying industrial relations.

Subject Words by Categories

Demographics

Age (ref. to specific groups, such as youths, children, teens, older workers)
 Documentation (legal status: "illegal," unregistered,...)
 Education (incl. skills, training)
 Ethnicity (Other non-Hispanic: Asians, Filipinos...)
 Family (incl. ethnographic studies, kinship network, school issues)
 Hispanic (if refers to Mexicans in particular, use "Mexican" as well)
 Mexican (use Mexican and Hispanic)
 Race (blacks,...)
 Women

Compensation and Health

Benefits (fringe, insurance, retirement, vacation)
 Hazard (accidents, occupational safety, on-the-job exposure, job-related health problems)
 Health (other issues than "hazards" including insurance and overall health)
 Housing (incl. living conditions)
 Income (annual earnings)
 Piece-work (output-based pay [vs. hourly work]; piece rates)
 Wage (compensation)

Employees/Employment

Careers (moving in and out of agriculture, long-run)
 Hours (time worked)
 Nonfarm (employment off the farm; may be paired with family or career)
 Seasonal (employees, production; seasonality)
 Year-round (employees)

Employer/Farming Relationship (including type of farm)

Contractor (farm labor contractor [FLC], independent contractor, share farmer [sharecropper], tenant farmer)
 Corporate (farming)
 Family-farm (Family-operated farm)
 Other-farm (Horticulture, organic, collective, share, tenant farming,...)

Management and Union

Labor-relations (labor disputes, grievances)

Manager (Manager, crew leader, foreman, supervisor, supervision; person and activity)
Personnel-Management (job design, organization structure, job analysis, employee communications, performance appraisal,...; business articles)
Seniority
Union (collective labor agreements, collective bargaining, United Farm Workers Organizing Committee [AFL-CIO])
Working-conditions (e.g., employer provides rides, tools, water, toilets)

Government/Public Policy

Case (litigation: e.g., Borello, Lauritzen, Adams Fruit)
Laws (Acts: Agricultural Labor Relations Act [1975], Capper-Ketchum Act, Clarke-McNary Act, Labor-Management Relations Act [1947], Smith-Lever Act)
IRCA (Immigration Reform and Control Act — list "Law" also)
Programs (government assistance programs: unemployment insurance, government training, production subsidies, market and trade policies, Bracero (program), Guest (workers program), H-2 (program, H-2A), SAW, RAW — list specific programs in keywords)
Regulations (health, sanitation, and other government regulations and limitations)

Industry and Macroeconomics

Demand (Labor)
Immigration (mobility from outside the U. S. — as opposed to "migration" — might also use documentation)
Migration (mobility, w/in the U. S. — as opposed to "immigration")
Supply (Labor)
Unemployment (layoff, firing, underemployment; macro)

Hiring

Job-Search (job search by workers)
Recruit (search for employees by employers, methods used, selection)

Production

Costs (farmer's)
Crew (teams)
Intensive (factor ratios: labor intensive, capital intensive,...)
Labor-requirements
Productivity (performance)
Tasks (e.g., harvest, prune, hoe, wrap, pack, load, spray, plant; jobs; activities)
Technology (mechanization, technological advances)

Other

(California: recorded in the geography field — not here)
History (prior to 1965; slavery is put into keywords field)

Alphabetical Listing of Subject Words

Age (ref. to specific groups, such as youths, children, teens, older workers)
 Benefits (fringe, insurance, retirement, vacation)
 Careers (moving in and out of agriculture, long-run)
 Case (litigation on Borello, Lauritzen, Adams Fruit)
 Contractor
 Corporate (farming)
 Costs (farmer's costs)
 Crew (teams)
 Demand (Labor)
 Documentation (legal status: "illegal," unregistered,...)
 Education (incl. skills, training)
 Ethnicity (Other non-Hispanic: Asians, Filipinos...)
 Family (incl. ethnographic studies, kinship network, school issues)
 Family-farm (Family-operated farm)
 Hazard (accidents, occupational safety, on-the-job exposure; job-related health problems)
 Health (other issues than "hazards" including insurance and overall health)
 Hispanic (if refers to Mexicans in particular, use "Mexican" as well)
 History (prior to 1965; slavery put in keywords fields)
 Hours (time worked)
 Housing (living conditions)
 Immigration (mobility from outside the U. S. — as opposed to "migration")
 Income (annual earnings)
 Intensive (factor ratios: labor intensive, capital intensive,...)
 IRCA (Immigration Reform and Control Act; cite Law also)
 Job-Search (job search by workers)
 Labor-relations (labor disputes, grievances)
 Labor-requirements
 Laws (Acts)
 Manager (Manager, crew leader, foreman, supervisor, supervision; person and activity)
 Mexican (use Hispanic also)
 Migration (mobility, w/in the U. S. — as opposed to "immigration" — might also cite Documentation)
 Nonfarm (employment off the farm; may be paired with Family or Career)
 Other-farm (Horticulture, organic, collective, share, tenant farming,...)
 Personnel-Management (job design, organization structure, job analysis, employee communications, performance appraisal; business articles)
 Piece-work (output-based pay [vs. hourly work]; piece rates)
 Productivity (performance)
 Programs
 Race (blacks,...)
 Recruit (search for employees by employers, methods used)
 Regulations (health, sanitation, government limits)
 Seasonal (employees, production; seasonality)
 Seniority
 Supply (Labor)
 Tasks (e.g., harvest, prune, hoe, wrap, pack, load, spray, plant; jobs; activities)
 Technology (mechanization, technological advances)
 Unemployment (layoff, firing, underemployment)
 Union
 Wage (compensation)

Women

Working-conditions (e.g., employer provides rides, tools, water, toilets)

Year-round (employees)

1. Ackerman, S. E. "Hiring from Within." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T. R. Maloney; C. A. Bratton; K. Embrey; J. S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.23-24.

Subjects: recruit; personnel-management
Geography: US

2. Ackerman, S. E. "New Employee Orientation." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T. R. Maloney; C. A. Bratton; K. Embrey; J. S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, 1988, p.37-38.

Subjects: personnel-management; recruit
Geography: US

3. Agundez, E. "No More Tears." *Western Grower and Shipper*, v.59, n.9, September 1988, p.14, 32.

Subjects: seasonal; productivity; tasks;
labor-requirements; personnel-management
Geography: CA

4. Alexander, Frank D. *Farm Labor Opinions of Farmers Participating in Farm Labor Study Groups in Nine Counties in New York State*. Ithaca, NY: New York Cooperative Extension, Cornell University, 1968. 42p., 1 form.

Subjects: contractor; labor-relations; supply;
demand; personnel-management; wage
Geography: NY

5. Alexander, Frank D. *Farm Labor Opinions of Farmers Participating in Farm Labor Study Groups in Two New York Counties: Steuben and Seneca*. Ithaca, NY: Office of Extension Studies, New York State Colleges of Agriculture and Home Economics, Cornell University, 1967. 25p., 1 form.

Subjects: contractor; labor-relations; supply;
demand; personnel-management; wage
Geography: NY

6. Aller, Curtis C. "Manpower Development Programs for Farm People." In *Farm Labor in the United States*, ed. Charles E. Bishop. New York, NY: Columbia University Press, 1967.

Subjects: migration; unemployment;
supply; demand; careers; education; income; wage;
technology; productivity; race; programs; age;
seasonal

Geography: US

7. Allison, J.; Schlect, C.; Rowland, G. W. "Panel: Politics and Agriculture." In Washington State Horticultural Association Proceeding. Wenatchee, WA: Washington State Horticultural Association, 1985, p.122-130.

Subjects: programs; laws; union; corporate;
seasonal

Geography: WA; US

8. Alston, Lee J.; Ferrie, J. P. "Labor Costs, Paternalism, and Loyalty in Southern Agriculture: A Constraint on the Growth of the Welfare State." *Journal of Economic History*, v.45, n.1, March 1985, p.95-117.

Subjects: working-conditions; year-round;
family; other-farm; race; history

Geography: South

9. Amendola, Sandra. "Data Analysis of Grower Questionnaire." In *The Effects of the Immigration Reform and Control Act of 1986 on Perishable Crop Agriculture: Case Studies*, ed. Monica L. Heppel; Sandra L. Amendola. Washington, D.C.: The Center for Immigration Studies, .

Abstract: Based on a mail questionnaire sent to all growers in: 1) the fresh market tomato industry in San Diego and Fresno Counties, CA, Berrien County, MI, and Dade and Collier Counties, FL, 2) the raisin industry in Fresno County, CA, 3) the apple industry in Yakima County, WA, Berrien County, MI, and Wayne County, NY, and 4) the mushroom industry in Chester County, PA.

Subjects: IRCA; immigration; seasonal;
wage; working-conditions; income; costs;
documentation; other-farm; contractor

Geography: US

10. American Civil Liberties Union. *The Hands That Feed Us: Undocumented Farmworkers in Florida*. Public Policy Report. Washington, D.C.: American Civil Liberties Union, 1986. 150p.

Subjects: working-conditions; seasonal;
laws; housing; health; corporate

Geography: FL; US

11. Ashfield, G. "Audio-Visuals Replace Hit-or-Miss Milker Training." *Dairy Herd Management*, v.17, n.8, July 1980, p.9-11.

Subjects: education; manager; personnel-
management; tasks; technology

Geography: US

12. Baggett, C. D. "Instructional Materials for High School Vocational Agriculture Students." *The Agricultural Education Magazine*, v.61, n.4, October 1988, p.7-9.

Subjects: education; careers; year-round;
supply; productivity

Geography: US

13. Bailey, D.; Helms, G. L. *Estimated Costs and Returns for Cow/calf Operations in Rich County, Utah, 1985*. Logan, UT: Utah State University, Cooperative Extension Service, 1986. 10p.

Subjects: costs; labor-requirements; wage; productivity
Geography: UT

14. Baldwin, I.; Stanley, J. "Economy in Propagation: Using Labor Efficiently in Horticulture." *American Nurseryman*, v.153, n.5, March 1, 1981, p.18,33-34.

Subjects: productivity; personnel-management; tasks
Geography: US

15. Baldwin, I.; Stanley, J. "Preparation Is the Key to Training Workers in the Nursery Business." *American Nurseryman*, v.158, n.7, October 1, 1983, p.86-87.

Subjects: productivity; personnel-management; tasks
Geography: US

16. Baley, S. "The Legalities of Hiring in the 80s." *Personnel Journal*, v.64, n.11, November 1985, p.112,114-115.

Subjects: IRCA; documentation; recruit; personnel-management
Geography: US

17. Ball, V. E. *Measuring Agricultural Productivity: A New Look*. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, 1984. 22p.

Abstract: Based on revised procedures for calculating total factor productivity and measuring productivity growth in U. S. agriculture over the postwar years based on (1) a disaggregated treatment of outputs and inputs and (2) indexing procedures that do not impose a priori restrictions on the structure of production, the author finds that productivity grew at the average annual rate of 1.75% during the 1948-79 period, compared with the 1.70% per year estimated by the U. S. Department of Agriculture.

Subjects: productivity; piece-work; personnel-management
Geography: US

18. Ball, V. E. "Output, Input, and Productivity Measurement in U. S. Agriculture, 1948-79." *American Journal of Agricultural Economics*, v.67, n.3, August 1985, p.475-486.

Abstract: Thornqvist-Theil indexes of outputs and inputs for U. S. agriculture for the period 1948 to 1975 are constructed. Productivity indexes are derived from a flexible multioutput-multifactor model output production structure under a constant returns to scale technology. Total factor productivity grew at an average annual rate

of 1.75%, compared with 1.70% per year estimated by the U. S. Department of Agriculture. Despite the fact that the two estimates are close to one another, there remain some important differences in measurement of individual inputs productivity changes between the two estimates.

Subjects: productivity; technology
Geography: US

19. Bar Shira, Ziv; Finkelshtain, Israel. *Uncertainty and Farmers' Labor Supply, July 28-August 2, 1989*. Berkeley, CA: University of California, Department of Agricultural and Resource Economics, 1989. 17p.

Subjects: hours; careers; manager; nonfarm
Geography: US

20. Barger, W. K.; Reza, Ernesto. "Processes in Applied Sociocultural Change and the Farmworker Movement in the Midwest." *Human Organization*, v.44, n.3, Fall 1985, p.268-283.

Subjects: union; labor-relations; programs; technology; education
Geography: US; Midwest

21. Barlett, Peggy F. "Part-time Farming: Saving the Farm Or Saving the Life-Style." *Rural Sociology*, v.51, n.3, Fall 1986, p.289-313.

Abstract: Several possible explanations for why part-time farmers pursue off-farm jobs are proposed: a) off-farm employment is sought to supplement income needed to sustain the family farm, b) farming is a secondary or "hobby" occupation of part-time farmers, c) labor effort diversification and life cycle employment plans, d) investment farming wherein the farm is purchased as an investment then employees are hired to run the business, and e) response to greater availability of off-farm employment in rural areas. Row-crop and livestock farmers from a county in Georgia were studied in detail for the study. Most part-time farmers pursue off-farm labor as part of a long-term plan that involved rejection of full-time farming early in life and completion of education needed to attain stable off-farm jobs. A small group of part-time farmers are found to be downwardly mobile farmers who pursue off-farm work to supplement income. Finally, investment farmers motivated by a desire to keep the farm in family hands makes up a third small group. Family dynamics of the part-time farming decision, and the impact of the farm crisis are also considered.

Subjects: age; family; income; careers; nonfarm; hours; family-farm; intensive; technology; productivity; education; housing; hours; year-round
Geography: GA; US

22. Barlett, Peggy F. "Profile of Full-Time Farm Workers in a Georgia County." *Rural Sociology*, v.51, n.1, Spring 1986, p.78-96.

Abstract: This paper summarizes findings from a case study of 23 selected full-time farm workers in a county in the state of Georgia. The study contradicts a number of commonly held beliefs about the socio-economic characteristics of farmhands. These results are similar to those of H. Newby who studied farmworkers in England (The Deferral Worker, Madison: University of Wisconsin Press, 1979). The present study finds that both black and white farmhands are generally young, often have employment histories which include nonfarm jobs, and reveal belief in the security of their farm employment. Average daily pay for the small sample averaged 26 dollars per 11-hour work day. The case studies show this pay is supplemented with cash and in-kind benefits. Contrary to a negative stereotypical impression of bad relations between farmers and farm workers and farmworker dislike of their labor, the case studies indicate farm workers frequently have personal ties with farm owners and indicate strong positive attitudes toward farm work. Farm workers often share an agrarian ideology with farm owners. The author suggests this belief system may be linked to the farm workers' own farm background.

Subjects: age; family; benefits; wage; hours; nonfarm; year-round; labor-relations; working-conditions; unemployment

Geography: GA; US

23. Barr, W.; Henderson, D. *Agricultural Labor in the 1980's: A Survey With Recommendations*. Berkeley, CA: University of California Division of Agricultural Sciences, 1982. v.iv, 19p.

Abstract: First in a series of publications on the topic of Human Resources in agriculture.

Subjects: supply; demand; income; productivity; personnel-management

Geography: US

24. Bateman, W. Lanny; Walker, Odell L.; Jobs, Raleigh A. "On Part-time Farming." *Southern Journal of Agricultural Economics*, v.6, n.2, December 1974, p.137-142.

Abstract: Using data for beef farms in twelve Southern states and Oklahoma, this paper looks at the effects on beef production of part-time farming in these areas. Stocking rates and non-land capital requirements per acre for part-time and full-time beef farms are compared. Returns per hour of operator labor, labor hired per acre, and cost per acre are compared for part-time and full-time farms. Motivational and attitude characteristics of part-time

and full-time farmers are compared. The increasing importance of part-time farmers in these state is documented.

Subjects: nonfarm; other-farm; income; demand; productivity; costs

Geography: South; OK

25. Beck, Roger J.; Frymire, Eric H. "Factors Affecting Farmers' Attachments to Production Agriculture." *North Central Journal of Agricultural Economics*, v.11, n.1, January 1989, p.49-57.

Abstract: Attachment of Illinois farm operators to production agriculture is created as an index using farm size, occupational status, and a farm's ability to generate income as variables. A second index reflecting a farm operator's change in attachment gives greater weight to occupation and days worked on the farm. Soil productivity per farm is highly correlated with farm operators' level of attachment to production agriculture. The availability of off-farm employment opportunities will cause farmers to become part-time operators when farm sector economic conditions are poor.

Subjects: income; hours; nonfarm; careers; education; productivity

Geography: IL

26. Becnel, Thomas. *Labor, Church, and the Sugar Establishment: Louisiana, 1887-1976*. Baton Rouge, LA: Louisiana State University Press, 1980. 222p.

Subjects: history; corporate; labor-relations; seasonal; intensive; tasks

Geography: LA

27. Belden, S. A. "Higher Risks Call for Sharper Personnel Management." *Farmer Cooperatives*, v.47, n.4, July 1980, p.23-24.

Subjects: personnel-management; labor-relations; manager; costs

Geography: US

28. Berardi, Gigi M.; Geisler, Charles C.; Mooney, Patrick. "The Social Consequences and Challenges of New Agricultural Technologies." *Rural Sociology*, v.50, Spring 1985, p.118-20.

Abstract: Review of a book discussing the social consequences of mechanization in agriculture.

Subjects: income; wage; seasonal; year-round; personnel-management; union; demand; supply; unemployment; technology; intensive

Geography: US

29. Berkey, Arthur L. *A Study of Employment Demands for Agriculture and Agribusiness in New York State*. Phase II Final Report, 81-01. Ithaca, NY:

Cornell University, Institute for Occupational Education, 1982. 149p.

Abstract: Analysis, procedures, findings, recommendations, and products of the study are reported, summarizing Phase II of the study of employment demand data for agriculture and agribusiness in New York state. Recommendations were made for an information management system and for improved data gathering and analysis.

Subjects: demand; labor-requirements; tasks; recruit; education

Geography: NY

30. Billikopf, Gregory E. "At-Will'—Who Are They Trying To Impress?." *Sun-Diamond Grower*, February/March 1985, p.12.

Subjects: personnel-management

Geography: US; CA

31. Billikopf, Gregory E. *Agricultural Employment Testing: Opportunities for Increased Worker Performance*. Giannini Foundation Special Report, 88-1. Berkeley, CA: University of California, Department of Agricultural and Resource Economics, November 1988, p.26.

Subjects: personnel-management; productivity; recruit; manager

Geography: CA; US

32. Billikopf, Gregory E. "Are Your Workers Getting the Right Message?." *Sun-Diamond Grower*, August/September 1985, p.18.

Subjects: personnel-management; manager

Geography: CA; US

33. Billikopf, Gregory E. "Avoid Discrimination Charges." *Western Fruit Growers*, v.107, n.6, June 1987, p.24,26.

Subjects: recruit; personnel-management; race; ethnicity; women; unemployment; labor-relations; manager; laws; regulations

Geography: CA

34. Billikopf, Gregory E. "Both Merit and Seniority Count When Raising Pay." *California Farmer*, v.262, n.11, June 1, 1985, p.32.

Abstract: This article discusses how to implement a system of pay increases for employees based on merit and seniority. Workers can get regular wage increases based on length of service as well as raises based on job performance. Regular reviews are important for workers, along with goals for work improvement. A triangular graph represents different ways in which an employee's wages can progress.

Subjects: seniority; personnel-management; manager; wage; productivity; piece-work; costs
Geography: US

35. Billikopf, Gregory E. "Brush Up On The Wage Laws Covering Your Farm Workers." *California Farmer*, v.263, n.4, September 21, 1985, p.15.

Abstract: Three orders of the Industrial Welfare Commission (IWC) affect California employers of farm labor. The different orders apply to specific industries. Not everyone is covered by the orders. The orders specify a minimum wage and benefits that are creditable toward the minimum wage. Overtime payment requirements depend on type of occupation. Compensatory time can be given in place of overtime pay, but employers are cautioned that many rules must be followed. A booklet explaining "Laws Affecting Farm Employment in California" is available.

Subjects: laws; wage; regulations; benefits; personnel-management; working conditions

Geography: US; CA

36. Billikopf, Gregory E. "Communication's More Than Relaying Messages." *California Farmer*, v.262, n.1, January 5, 1985, p.36F-36G.

Abstract: This article discusses the communication problems that might arise between growers, foremen, and workers. Examples of ways in which the message might get changed around are given. Suggestions for how better communication can develop are presented.

Subjects: personnel-management; manager; labor-relations

Geography: US

37. Billikopf, Gregory E. "Considering The Cost-of-Living Pay Increase." *California Farmer*, v.262, n.10, May 18, 1985, p.30-31.

Abstract: Cost-of-living increases in wages maintain workers buying power. This article looks at ways in which to implement these raises. Wage increases could be at a flat dollar amount for each individual or a percentage of each worker's current wage. The result could be wage compression or further increases in wage differentials. Changes in the minimum could also cause wage compression.

Subjects: wage; seniority; personnel-management; costs; productivity

Geography: US

38. Billikopf, Gregory E. "Differences in Workers." *Grape Grower*, August 1985, p.16-17.

Subjects: manager; personnel-management

Geography: US; CA

39. Billikopf, Gregory E. "Don't Discriminate, But Don't Hire The Unqualified." *California Farmer*, v.266, n.5, March 7, 1987, p.18-19.

Abstract: Farmers need to keep several categories that are protected from discrimination by law in mind when hiring. Courts will look at disparate treatment and adverse impact when hearing discrimination cases. Employers do not have to hire indiscriminately and should not hire unqualified workers. Employers should avoid the appearance of subtle discrimination. Seven suggestions are given for farmers to avoid a discrimination suit or to have a better chance of winning in court.

Subjects: personnel-management; laws; Hispanic; women; race; age; recruit; tasks; case; IRCA

Geography: US

40. Billikopf, Gregory E. "Employees See Raises As Effective Awards." *Stanislaus Farm News*, July 4, 1985, p.10.

Subjects: wage; productivity; labor-relations; seniority; personnel-management
Geography: US

41. Billikopf, Gregory E. "Fourteen Steps To A Strong Incentive Pay Program." *American Nurseryman*, November 1, 1986, p.59-60, 62, 64, 66-69.

Subjects: wage; personnel-management; seniority; manager; productivity
Geography: US

42. Billikopf, Gregory E. "Giving Temporary Raises." *California Farmer*, v.263, n.8, November 16, 1985, p.29.

Abstract: Sometimes a grower wants to reward a worker who is performing extra duties for a specific time period. The best way to do this is to give a bonus in a separate envelope and on a different day from payday, to show the worker that the payment is for a specific task and is not a raise that will continue indefinitely.

Subjects: wage; benefits; tasks; personnel-management; seasonal
Geography: US; CA

43. Billikopf, Gregory E. "Growers Must Meet Regulatory Demands." *Stanislaus Farm News*, February 17, 1982, p.11.

Subjects: regulations; laws; personnel-management
Geography: US

44. Billikopf, Gregory E. "Help Labor Contractors Get The Message." *California Farmer*, June 21, 1986.

Subjects: contractor; laws; personnel-management

Geography: US; CA

45. Billikopf, Gregory E. "How Ya Gonna Keep 'em Down On The Farm." *Dairy*, February 1985, p.20-21.

Subjects: labor-relations; wage; personnel-management; hours; careers

Geography: US

46. Billikopf, Gregory E. "I-9s and Perishable Crop Growers." *California Tomato Grower*, November 1987, p.20.

Subjects: regulations; laws; documentation; personnel-management

Geography: US; CA

47. Billikopf, Gregory E. "If You Use Farm Labor Contractors, You have Legal Obligations." *Sun-Diamond Grower*, June/July, 1982, p.36.

Subjects: contractor; laws; personnel-management; manager; regulations

Geography: US; CA

48. Billikopf, Gregory E. "Is Comparable Worth A Worthwhile Idea." *California Farmer*, July 15, 1986, p.21-22.

Subjects: personnel-management; wage; income; careers; seniority

Geography: US

49. Billikopf, Gregory E. "Is It Better To Promote From Within Or Hire From Outside?." *American Nurseryman*, February 15, 1985, p.78-79.

Subjects: seniority; wage; productivity; personnel-management; recruit

Geography: US

50. Billikopf, Gregory E. "Is Your Foreman A Good Interpreter?." *Good Fruit Grower*, December 1988, p.59, 61-62.

Subjects: personnel-management; manager; labor-relations

Geography: US

51. Billikopf, Gregory E. "Labor Laws Can Be Confusing." *Sun-Diamond Grower*, August/September 1984.

Subjects: personnel-management; manager; laws; regulations

Geography: US

52. Billikopf, Gregory E. "Legal Implications of Terminating an Employee." *California-Arizona Farm Press*, February 29, 1982.

Subjects: manager; unemployment; laws; regulations; personnel-management

Geography: US; CA; AZ

53. Billikopf, Gregory E. "Motivate With Pay." *American Vegetable Grower*, October 1985, p.28.

Subjects: wage; productivity

Geography: US

54. Billikopf, Gregory E. "Opinion: Uniform Ag Labor Code Needed." *California and Western States Grape Grower*, August 1990, p.18-19.

Subjects: laws; regulations; personnel-management

Geography: US; West

55. Billikopf, Gregory E. "Pick The Right Workers For Each Vineyard Task." *California Farmer*, v.263, n.5, October 5, 1985, p.12-B,12-C.

Abstract: A productivity study was done on piece-rate grape vine pruners. The data showed that workers have different capacities for productivity. It also indicated that there are circumstances under which pay incentives do not affect worker performance as directly as was expected. Improved selection of employees that leads to hiring only fast workers will eliminate some productivity variance and reduce growers' costs.

Subjects: recruit; personnel-management; productivity; crew; wage; piece-work; tasks; seasonal; costs

Geography: CA

56. Billikopf, Gregory E. "Predicting Vineyard Pruner Performance." *California Agriculture*, March/April 1988, p.13-14.

Subjects: productivity; personnel-management; labor-requirements

Geography: CA

57. Billikopf, Gregory E. "Promotions Don't Always Bring A Raise." *California Farmer*, v.262, n.12, June 15, 1985, p.40.

Abstract: How to promote workers is the topic of this article. Problems of pay overlap can occur when workers are promoted to positions with different classifications. Seniority and merit raises complicate the issue of promotions. Performance appraisals are an important solution to the problem of wage structure overlap. Demotions or transfers may be necessary if workers do not perform up to position requirements.

Subjects: labor-relations; manager; personnel-management; wage; seniority; productivity

Geography: US

58. Billikopf, Gregory E. "Response to Incentive Pay Among Vineyard Workers." *California Agriculture*, v.39, n.7/8, July/August 1985, p.13-14.

Subjects: personnel-management; piece-work; wage; productivity; costs

Geography: CA; US

59. Billikopf, Gregory E. "Stretching the Labor Dollar." *Sun-Diamond Grower*, June/July 1985, p.12-13, 27-28.

Subjects: costs; personnel-management; productivity

Geography: US

60. Billikopf, Gregory E. "Supervisors Must Be Good Interpreters." *American Nurseryman*, November 15, 1985, p.29.

Subjects: manager; personnel-management

Geography: US

61. Billikopf, Gregory E. "Testing to Predict Tomato Harvest Worker Performance." *California Agriculture*, v.41, n.5/6, May/June 1987, p.16-17.

Subjects: productivity; personnel-management; tasks; labor-requirements

Geography: CA; US

62. Billikopf, Gregory E. "Thinking Aloud About 'Chance' Incentives In The Workplace." *Good Fruit Grower*, October 1, 1987, p.12-13.

Subjects: wage; personnel-management; seniority; productivity

Geography: US

63. Billikopf, Gregory E. "We Almost Hired The Wrong Person." *Sun-Diamond Grower*, September 1984, p.26-28.

Subjects: personnel-management; recruit; manager

Geography: US

64. Billikopf, Gregory E. "When The Truth Hurts." *California Agribusiness Dairyman*, October 1986, p.34, 36.

Subjects: personnel-management

Geography: US

65. Billikopf, Gregory E. "Why Workers Leave Dairies." *California Agriculture*, v.38, n.9, September 1984, p.26-28.

Subjects: labor-relations; wage; personnel-management; hours; careers
Geography: CA; US

66. Billikopf, Gregory E. "Work-Sample Tests Valid." *California Grape Grower*, December 1988, p.12.

Subjects: recruit; personnel-management; laws; regulations
Geography: US; CA

67. Billikopf, Gregory E.; Rosenberg, Howard R. "Deferral of Hiring Documentation." *California Tomato Grower*, v.8, September, 1987, p.14.

Subjects: documentation; recruit; regulations; personnel-management
Geography: CA; US

68. Billikopf, Gregory E.; Rosenberg, Howard R. "Do Employers Have to Keep I-9s Now?." *California Farmer*, v.267, n.4, September 19, 1987, p.16.

Abstract: The guidelines from the Immigration and Naturalization Service on requirement for agricultural employers to verify eligibility of new hires. If I-9s must be filled out during the grace period, could this set the growers up for perjury charges in the future? This aspect of implementation of the Immigration Reform and Control Act of 1986 needs clarification.

Subjects: documentation; laws; IRCA; seasonal; recruit; programs
Geography: US

69. Billikopf, Gregory E.; Rosenberg, Howard R. "How Do I Decide What To Pay My Workers?." *California Farmer*, v.261, n.8, November 17, 1984, p.10-A, 10-D.

Abstract: This article looks at how to set up a wage system. Two common questions are 1) should pay be the same across different jobs, and 2) should pay be the same for everyone within the same job. Wage differences should reflect preparation needed for the job, level of responsibility, and degree of unpleasantness in work conditions. When pay rates are commensurate with job importance, internal equity prevails. When pay rates are comparable to wages paid outside the farm, external equity prevails. A range of rates within a job classification allows for individual performance differences.

Subjects: personnel-management; wage; piece-work; seniority; labor-relations
Geography: US; CA

70. Billikopf, Gregory E.; Rosenberg, Howard R. "IRCA Brings the Paper Chase to the Farm." *California Tomato Grower*, v.32, n.3, March, 1989, p.18.

Abstract: Although hiring requirements imposed by the Immigration Reform and Control Act were intended to drastically reduce employment of ineligible aliens, current evidence shows that hiring of such workers persists. Employers easily meet their obligation to verify eligibility on the basis of fraudulent worker documents that appear to be genuine. Without adjustments in the verification procedure or requirements, completion of I-9 forms is likely to continue to be a charade.

Subjects: documentation; immigration; recruit; IRCA
Geography: US

71. Billikopf, Gregory E.; Rosenberg, Howard R. "Verifying the Right to Work: The Paper Chase Comes to the Farm." *California-Arizona Farm Press*, v.10, n.40, November 26, 1988, p.16, 25.

Subjects: documentation; IRCA; immigration; manager; personnel-management; recruit

Geography: CA; AZ; US

72. Billikopf, Gregory E.; Rosenberg, Howard R. "Who Is Your Workers' Legal Employer?." *California Farmer*, v.267, n.3, September 5, 1987, p.58.

Abstract: The question of a farmer's legal liability for verifying employment eligibility under IRCA when working with farm labor contractors (FLC) is addressed. The Immigration and Naturalization Service (INS) releases the grower from responsibility only when the FLC is independent. Criteria for determining independence are listed.

Subjects: IRCA; laws; contractor; documentation; case; recruit
Geography: US

73. Blakemore, A. E.; Hoffman, D. L. "Hiring Decisions, Labor Flows, and Short-run Productivity." *Southern Economic Journal*, v.50, n.4, April 1984, p.993-1004.

Subjects: recruit; productivity; tasks; labor-requirements
Geography: US

74. Bleweis, Phyllis R.; Reynolds, Richard C.; Cohen, Louis D.; Butler, Neil A. "Health Care Characteristics of Migrant Agricultural Workers in Three North Florida Counties." *Journal of Community Health*, v.3, n.1, Fall 1977, p.32-43.

Abstract: This study examined the health status of 552 farm workers in the St. Johns River

basin agricultural area of northern Florida. These workers that represent 65% of the total migrant labor force in the area, were surveyed in 1973 and 1974 about the health of themselves and their families. The workers were also questioned about their use of professional health care services and facilities. The paper found there were 22 physicians in private practice, 2 hospitals, 3 public health clinics, and 2 health clinics that provided service to these migrants. The majority of health care contacts made by the farm workers were with health care professionals in public facilities, particularly migrant health clinics. Researchers estimated heads of households average 3.5 visits to a physician per year, which was less than the level of 4.9 physician visits per year for the overall U. S. population found in a 1971 National Health Survey. Factors associated with low health care utilization be the migrant workers surveyed were the presence of an acute medical condition and the general perception of being in poor health.

Subjects: health; hazard; housing; seasonal; migration; working-conditions

Geography: FL; US

75. Bokemeier, Janet L.; Garkovich, Lorraine. "Assessing the Influence of Farm Women's Self-Identity on Task Allocation and Decision Making." *Rural Sociology*, v.52, n.1, Spring 1987, p.13-36.

Abstract: This article examines gender allocation of specific farm tasks and farm decision making. The authors present a theory for integrating interpersonal, household economic, and structural perspectives to explain gender roles in farm households. Multivariate analysis of survey data on 880 Kentucky farm women is used to examine the association between women's task performance, self-identity, farm background, farm size, individual characteristics, and off-farm employment as well as other factors. This analysis indicates women's positive self-image is positively associated with participation in farm tasks and farm decision making. In addition, women's participation in farm activities is associated with characteristics of the farm enterprise. In general, women responding to the Kentucky survey report low levels of participation in farm decision making. Other findings are discussed, as are the policy implications of the report's findings.

Subjects: tasks; women; family; careers; family-farm; corporate; nonfarm; manager

Geography: KY; US

76. Bonilla Santiago, Gloria. "A Case Study of Puerto Rican Migrant Farmworkers Organizational Effectiveness in New Jersey." *Dissertation Abstracts*

International, A: The Humanities and Social Sciences, v.47, n.3, September 1986, p.855-A-856-A.

Subjects: union; Hispanic; labor-relations; migration

Geography: NJ

77. Bonilla Santiago, Gloria. *Organizing Puerto Rican Migrant Farmworkers: The Experience of Puerto Ricans in New Jersey*. New York, NY: American University Studies, Anthropology and Sociology, 1988. v.15, 260p.

Subjects: Hispanic; union; labor-relations; migration

Geography: NJ

78. Boucher, R. W.; Huffman, Donald C. *Projected Costs and Returns for Beef Cattle, Dairy Production, Swine Production and Forage Crops in Louisiana*. Baton Rouge, LA: Louisiana State University, Department of Agricultural Economics and Agribusiness, 1984. 70p.

Abstract: Estimates of production practices, costs and returns for 1984 are provided.

Subjects: costs; productivity; income; labor-requirements

Geography: LA

79. Boulding, Elise. "The Labor of U. S. Farm Women: A Knowledge Gap." *Sociology of Work and Occupations*, v.7, n.3, August 1980, p.261-290.

Abstract: Interview data from a survey of 27 women in Oklahoma, Vermont, and Colorado are used to determine the level of participation in farm work and decision making of women in farm households. Interview results suggest farm women tend to be heavily involved in farm work, as well as in related productive enterprises of the farm. A woman's involvement in farm work is not significantly associated with her participation in decision making regarding the farm enterprise. Comparison of the household division of labor in rural and urban families is difficult due to uniformly high reported levels of satisfaction by farm women, and value differences between rural and urban households. The article cautions that Census procedures have the potential to seriously undercount the level of labor effort contributed by farm women.

Subjects: women; hours; productivity; family; careers; nonfarm; family-farm; tasks; housing; manager

Geography: OK; VT; CO; US

80. Bowen, B.E. "Uniting Youth with Agricultural Opportunities." *The Agricultural Education Magazine*, v.61, n.5, November 1988, p.3-4.

Subjects: job-search; careers; year-round; income

Geography: US

81. Bradford, Garnett L. "Relationships of Labor Costs to Selected Variables in Flue-Cured Tobacco Production." *Southern Journal of Agricultural Economics*, v.2, n.1, December 1970, p.109-114.

Abstract: This paper uses regression analysis to improve upon the typical enterprise budgets used for cost-of-production studies. Procedures for estimating the relationships between tobacco labor costs and different production variables are considered. Hypotheses concerning cost-input and cost-output relationships in the production of flue-cured tobacco were tested using regression models. These models provide estimates of labor costs for different production practices.

Subjects: costs; labor-requirements; productivity; tasks

Geography: South; NC; US

82. Brandt, J. A.; French, B. C. "Mechanical Harvesting and the California Tomato Industry: A Simulation Analysis." *American Journal of Agricultural Economics*, v.65, n.2, May 1983, p.265-272.

Abstract: Using an econometric model of the tomato production and processing industry, simulation analysis is used to compare industry performance with and without mechanical harvesting and to examine the effect of differing wage scales on the industry. Production is greater with mechanical harvesting, and mechanical harvesting is accompanied with greater labor input in selected areas. Specifically, industry labor requirements for preharvest, seasonal and off-season cannery, and assembly workers are greater under mechanical harvesting than with continued hand harvest. This increased labor demand offsets much, but not all, of the reduction in seasonal harvest labor. Mechanical harvesting of tomatoes shifted jobs toward those requiring higher skill and pay, according to simulation results. Mechanical harvesting lowers the market price of tomatoes. Measures of economic welfare and consumer and producer surplus suggest consumers are the primary long-run benefactors of the change to mechanical harvesting.

Subjects: wage; seasonal; management; demand; unemployment; costs; intensive; labor requirements; productivity; tasks; technology

Geography: CA; US

83. Bratton, C. A. *Dairy Management Practices and New York Dairy Farm Incomes, 1981*. Ithaca, NY:

Cornell University, Department of Agricultural Economics, 1983. 56p.

Subjects: income; costs; labor-requirements; productivity; manager

Geography: NY

84. Bratton, C. A. "Fringe Benefits for Farm Workers." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.35-36.

Subjects: benefits; personnel-management; programs; labor-relations

Geography: NY

85. Bratton, C. A. *Incentive Plans for Use on Dairy Farms*. Ithaca, NY: Department of Agricultural Economics, Cornell University, 1982. 7p.

Subjects: wage; piece-work; personnel-management; productivity

Geography: NY; US

86. Bratton, C. A. *Management Study of Growing Corn on New York Dairy Farms, 1980*. Ithaca, NY: Cornell University, Department of Agricultural Economics, 1982. 38p.

Subjects: productivity; year-round; tasks; manager; costs

Geography: NY

87. Bratton, C. A. "The 'New Kid' in the Farm Management Family." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.7-8.

Subjects: personnel-management; manager; labor-relations

Geography: NY

88. Bratton, C. A. "The Family Farm and Personnel Management." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.9-10.

Subjects: personnel-management; family-farm; family; labor-relations

Geography: NY; US

89. Bratton, C. A. "Wages: Some Issues and Concerns." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY:

Cornell University, Department of Agricultural Economics, September 1988, p.33-34.

Subjects: personnel-management; wage; seniority

Geography: US

90. Bratton, C. A.; Kwiatkowski, J. A. *Labor Management Practices on New York Dairy Farms*. Ithaca, NY: Cornell University, Department of Agricultural Economics, 1983. 24p.

Subjects: personnel-management

Geography: NY

91. Bratton, C.A.; Eschler, R.E.; Field, G.C.; How, R.B.; Maloney, T.R.; Quinn, W.M. *Farm Labor Management Home Study Course*. Ithaca, NY: Cornell University, Department of Agricultural Economics, 1982. 83p.

Subjects: personnel-management; manager; education

Geography: US; NY

92. Bridges, Patricia S. "Changes in Activities with the Shift to Agriculture in the Southeastern United States." *Current Anthropology*, v.30, June 1989, p.385-94.

Subjects: women; tasks; history; family; hours; labor-requirements; intensive; technology; productivity

Geography: US; Southeast

93. Briggs, Vernon M., Jr. *Immigration Policy and the American Labor Force*. Baltimore, MD: Johns Hopkins University Press, 1984. 294p.

Subjects: immigration; documentation; programs; laws; regulations; supply; demand; labor-relations; wage; seasonal; careers

Geography: US

94. Briggs, Vernon M., Jr. "Non-Immigrant Labor Policy in the United States." *Journal of Economic Issues*, v.17, n.3, September 1983, p.609-30.

Abstract: Reviews nonimmigrant labor programs of the United States from the point of the Contract Labor Act of 1864 through the present time. Includes historic data on nonimmigrant labor programs. Considers nonimmigrant programs as an alternative to illegal immigration, but rejects them as an undesirable approach to the problem.(e)

Subjects: history; documentation; contractor; programs; laws; seasonal; immigration; supply; recruit; labor-requirements; tasks

Geography: US

95. Briggs, Vernon M., Jr. "Nonimmigrant Labor Policy: Future Trend Or Aberration?." In *The*

Unavoidable Issue: U. S. Immigration Policy in the 1980s, ed. Demetrios G. Papademetriou; Mark J. Miller. Philadelphia, PA: Institute for the Study of Human Issues, 1983.

Abstract: Traces the history of nonimmigrant labor programs in the United States from the time of the Contract Labor Act of 1864. Gives particular attention to the West Indies and other agricultural labor programs as well as to immigration proposals.(e)

Subjects: history; labor-relations; seasonal; supply; programs; laws; documentation; immigration

Geography: US

96. Brooke, D. L.; Greene, R. E.L.; Muraro, R. P. *Custom Rates for Farm Operations in Florida, 1974-75*. Gainesville, FL: University of Florida, Food and Resource Economics Department, 1975. 8p.

Subjects: costs; tasks; recruit; technology; productivity

Geography: FL

97. Brown, G.K. *Fruit and Vegetable Mechanization. Migrant Labor in Agriculture: An International Comparison*. Oakland, CA: Giannini Foundation of Agricultural Economics, 1985.

Abstract: Mechanical systems for harvesting U. S. fruit and vegetable crops have been developed steadily since 1940. Progress in mechanization reached its peak during the 1960's, but has continued to today. This paper looks at the current level and status of mechanization in U. S. agricultural production overall and for six major fruit and vegetable crop. An estimated 11% of fruit harvested and 63% of vegetable production are harvested mechanically. The authors estimate that, despite advances in mechanical harvesting, it still takes an average of 120 labor-hour per acre to produce and harvest crops. There is a continued reliance on hand pickers for harvests driven by cost and supply considerations. Past experience in U. S. agriculture with manual labor is reviewed. The level of mechanization is compared across farms of different size and farms growing different crops. The authors predict less innovation in mechanical harvesting technology in the face of continuing declines in government research money, and warn that improvements in the technology may become necessary as production capacity increases in the future.

Subjects: seasonal; programs; intensive; labor-requirements; productivity; tasks; technology; demand

Geography: US

98. Brown, Martin. "Citizenship, Gender, and Work: Social Organization of Industrial Agriculture by Robert J. Thomas." *Industrial and Labor Relations Review*, v.39, July 1986, p.611-12.

Abstract: Review of a book by Robert J. Thomas entitled *Citizenship, Gender, and Work: Social Organization of Industrial Agriculture*.

Subjects: women; income; careers; corporate; personnel-management; manager; tasks
Geography: US; Southwest; CA; NM; AZ;

TX

99. Burkart, John A. *An Analysis of Worker's Compensation Case Data in Agriculture*. Cincinnati, OH: National Institute for Occupational Safety and Health, 1975. 219p.

Abstract: Information from workers compensation sources were analyzed for 84,576 cases of illness and injury experienced by agricultural workers. The majority of accidents or illnesses occurred to males, with younger workers suffering a greater number of injuries, and older workers suffering more serious injuries. The most prevalent disease types were skin diseases from plants, food products, pesticides, and chemicals; systemic effects of pesticides; and eye conditions due to chemicals and pesticides. Being struck by or against objects resulted in the most common injury type.

Subjects: health; hazard; age; tasks;
programs

Geography: PR; TN; VT; CA; NJ; NY; OH

100. Buttel, Frederick H.; Larson, O. W. "Political Implications of Multiple Jobholding in U. S. Agriculture: An Exploratory Analysis Off-farm Labor Market." *Rural Sociology*, v.47, n.2, Summer 1982, p.272-294.

Abstract: The potential political implications of the trend for increasing numbers of farmers and members of farm families to hold nonfarm jobs is examined. Two opposing theories as to the impact have been proposed in the sociological literature. In one, as nonfarm employment among farm families increases, the likelihood of political action or liberal identification by farm family members increases because of the greater number of contacts with unions, the industrial work experience, greater economic insecurity, and reduced identification with rural community. In the second, the opposite effect is predicted: nonfarm jobs lead to greater economic well being and thereby reduce the likelihood of political activity by farmers. This article tests these theories using data from a sample of New York State farmers gathered in 1979. Analysis shows a

small inverse relationship between nonfarm employment/part-time farming and indications of liberal political identification. The level of negative association between nonfarm employment and liberal identification vary systematically depending upon the nature of the nonfarm job held.

Subjects: careers; nonfarm; seasonal; hours; programs; family; manager

Geography: NY; US

101. Buxton, Boyd M.; Homberg, Michael L. *Can Modern Dairy Farms Compete for Hired Labor?*. St. Paul, MN: Agricultural Experiment Station, University of Minnesota, 1972. 25p., 1 chart.

Subjects: supply; demand; wage; hours; recruit; year-round

Geography: US

102. Buzzard, Shirley. "Apples in Yakima County, WA." In *The Effects of the Immigration Reform and Control Act of 1986 on Perishable Crop Agriculture: Case Studies*, ed. Monica L. Heppel; Sandra L. Amendola. Washington, D.C.: The Center for Immigration Studies, .

Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm

Geography: WA

103. California Agricultural Labor Relations Board. *A Handbook on the California Agricultural Labor Relations Law*. Sacramento, CA: California Agricultural Labor Relations Board, July 1990. 72p.

Abstract: Summarizes California laws covering agricultural laborers.

Subjects: laws; labor relations; union

Geography: CA

104. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for Fiscal Years 1975-76 and 1976-77*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1977.

Subjects: labor-relations; union; laws; case: programs

Geography: CA; US

105. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year Ended June 30, 1978*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1978.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

106. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year Ended June 30, 1979*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1979.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

107. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year Ended June 30, 1980*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1980.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

108. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year Ended June 30, 1981*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1981.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

109. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year Ended June 30, 1982*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1982.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

110. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year Ended June 30, 1983*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1983.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

111. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year Ended June 30, 1984*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1984.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

112. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board*

for the Fiscal Year Ended June 30, 1985. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1985.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

113. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year Ended June 30, 1986*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1986.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

114. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year Ended June 30, 1987*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1987.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

115. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year Ended June 30, 1988*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1988.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

116. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year Ended June 30, 1989*. Sacramento, CA: California Agricultural Labor Relations Board, v.14, June 30, 1989.

Subjects: labor-relations; union; laws; case; programs

Geography: CA; US

117. California Agricultural Labor Relations Board. *Annual Report of the Agricultural Labor Relations Board for the Fiscal Year June 30, 1990*. Sacramento, CA: California Agricultural Labor Relations Board, 1990.

Subjects: labor-relations; wage; union; laws; programs

Geography: CA; US

118. California Department of Food and Agriculture. *Pesticide Related Human Illnesses in California, January/December 1975, January/December 1981*. Sacramento, CA: Worker Health and Safety Unit, Division of Pest Management, Environmental

Protection and Worker Safety, California
Department of Food and Agriculture, 1981. v.1-7.

Subjects: hazard; health; seasonal; year-round; working-conditions

Geography: CA; US

119. California Department of Food and Agriculture. *Pesticide Related Human Illnesses Reported as Occurring in California*. Sacramento, CA: California Department of Food and Agriculture, 1982. v.8.

Subjects: hazard; health; working-conditions

Geography: CA; US

120. California Department of Health Services. *Medical Supervision of Pesticide Workers: Guidelines for Physicians*. Sacramento, CA: California Department of Health Services, 1988. v.ii, n.7, 49p.

Subjects: hazard; health; tasks; technology; productivity; working-conditions

Geography: CA; US

121. California Department of Highway Patrol. *Passenger Transportation Safety Handbook*. Sacramento, CA: Department of California Highway Patrol, 1988.

Subjects: hazard; education; regulations; costs

Geography: CA; US

122. California Department of Industrial Relations. *A Farm Safety Checklist*. San Francisco, CA: California Department of Industrial Relations, CAL/Occupational Safety and Health Administration (OSHA) Communications Unit, 1981.

Subjects: hazard; health; working-conditions

Geography: CA; US

123. California Employment Development Department. *For Your Benefit: California's Programs for the Unemployed: Job Service, Unemployment Insurance, Disability Insurance*. Sacramento, CA: Employment Development Department, 1989. DE rev. 40 (10-89).

Subjects: unemployment; income; programs; hazard

Geography: CA; US

124. California Employment Development Department, Employment Data and Research Division. *California Farm Labor Report, Report 881A*. Sacramento, CA: Operation Reports Group, Employment Data and Research, Employment Development Department, 1985.

Abstract: Estimated mid-month employment by county. Summary of agricultural activity and crop condition. Covers period up to January 12, 1985.

Subjects: demand; supply; unemployment; seasonal; tasks; labor-requirements; costs; wage; piece-work; productivity; year-round

Geography: CA; US

125. California Employment Development Department, Job Service Division. *California Weekly Farm Labor Report, Report 881 Supplement*. Sacramento, CA: Employment Development Department, 1989.

Abstract: Summarizes labor supply by six major agricultural areas in California. Published weekly from April through September.

Subjects: demand; supply; unemployment; seasonal; tasks; labor-requirements; costs; wage; piece-work; productivity; year-round

Geography: CA; US

126. California Legislature. *California Agricultural Labor Relations/El Acta de Relaciones del Trabajo Agricola de California*. Sacramento, CA: State of California Agricultural Labor relations Board, 1985. v.ii, 140p.

Subjects: labor relations; union; laws

Geography: CA; US

127. California Legislature, Assembly, Select Committee on Farm Labor Violence. *An Examination of Violence in the Farm Labor Dispute: Part 2, Fresno, CA, October 2, 1973*. Sacramento, CA: Select Committee on Farm Labor Violence, 1973. 141p.

Subjects: union; labor-relations; personnel-management

Geography: CA

128. California Legislature, Senate, Committee of Agriculture and Water Resources. *Hearing on Immigration Reform Act and Foreign Competition in the Farming Industry: Salinas, CA, December 3, 1987*. Sacramento, CA: Senate, California Legislature, 1987. 160p.

Subjects: laws; programs; IRCA; immigration; costs; productivity

Geography: CA; US

129. California Office of the Auditor General. *Agricultural Labor Relations Board: Expenditure of Funds in the Growers Exchange Case and Related Cases: Report*. Sacramento, CA: Office of the Auditor General, 1983. v.iii, 30p.

Subjects: labor relations; laws; union; programs; case

Geography: CA; US

130. California Office of the Auditor General. *The Agricultural Labor Relations Board's Administration of the Agricultural Labor Relations Act: Report*. Sacramento, CA: Office of the Auditor General, 1985. v.iv, n.52, 7p.

Subjects: labor relations; laws; union; programs

Geography: CA; US

131. Callahan, M. A.; Corell, T. E. "Flower Time Trains Its Seasonal Workers Carefully." *American Nurseryman*, v.163, n.7, April 1, 1986, p.67-70, 72-73.

Subjects: seasonal; education; personnel-management

Geography: US

132. Carley, D. H. *Factors Affecting Costs of Producing Milk in Georgia*. Resource Bulletin, 242. Athens, GA: University of Georgia, Agricultural Experiment Station, 1979. 29p.

Subjects: costs; labor-requirements; productivity

Geography: GA

133. Carley, D. H. *Labor Utilization and Costs on Georgia Dairy Farms*. Athens, GA: University of Georgia, Experiment Station, 1979. 23p.

Subjects: costs; labor-requirements; productivity

Geography: GA

134. Carr, L. G.; Menard, R. R. "Land, Labor, and Economies of Scale in Early Maryland: Some Limits to Growth in the Chesapeake System of Husbandry." *Journal of Economic History*, v.69, n.2, June 1989, p.407-418.

Subjects: history; productivity; intensive; technology

Geography: MD

135. Carruthers, Garrey E.; Renner, Kathryn N.; Urquhart, N. Scott. *Expansion of Economic Base Analysis of Labor Availability in North Central New Mexico*. Las Cruces, NM: New Mexico State University, Agricultural Experiment Station, 1973. 44p.

Subjects: supply; recruit; seasonal
Geography: NM

136. Carter, Colin A.; Hueth, Darrell L.; Mamer, John W.; Schmitz, Andrew. "Agricultural Labor Strikes and Farmers' Income." *Economic Inquiry*, v.25, n.1, January 1987, p.121-33.

Abstract: This paper examines the effectiveness of union strikes against agricultural industries, with an application to the 1979 California lettuce strike. Input substitution possibilities create problems for union leaders. The concept of a minimum effective union (MEU) is introduced. MEU means that the union has sufficient power to impose economic damage on the industry through strike action. The union must reduce output by a substantial percentage below competitive levels thus reducing producer profits. Producer profits were actually increased by the lettuce strike.

Subjects: union; labor-relations; income; costs; wage; seasonal; tasks; intensive; labor-requirements

Geography: US; CA

137. Carter, Colin A.; Hueth, Darrell L.; Mamer, John W.; Schmitz, Andrew. *Labor Strikes and Grower Returns: The Case of Lettuce*. Berkeley, CA: Giannini Foundation of Agricultural Economics, 1980. 27p.

Abstract: The Imperial Valley lettuce strike resulted in a substantial increase in profits for producers in aggregate even though some producers may have suffered losses. A relatively large reduction in industry output due to the strike is required before producers in aggregate are made worse off than without a strike and hence would be willing to bargain with the union as a group. Some comparisons are made between the effectiveness of a strike versus a boycott in enhancing the well-being of union lettuce workers.

Subjects: labor-relations; union; costs; income; seasonal; tasks

Geography: CA; US

138. Carter, Colin A.; Hueth, Darrell L.; Mamer, John W.; Schmitz, Andrew. "Labor Strikes and the Price of Lettuce." *Western Journal of Agricultural Economics*, v.6, n.1, July 1981, p.1-14.

Abstract: In 1979 agricultural labor called a strike against lettuce producer-shippers in the Imperial Valley of California. Aggregate increases in revenue were obtained by lettuce producers even though some producers may have had reduced sales. Problems were encountered by agricultural labor unions in obtaining higher wages for farm workers because of their inability to reduce output and profits substantially. A consumer boycott could potentially be more harmful to producers than a strike.

Subjects: wage; labor-relations; union; intensive; tasks; labor-requirements; productivity

Geography: CA; US

139. Chacon, Ramon D. "Labor Unrest and Industrialized Agriculture in California: The Case of the 1933 San Joaquin Valley Cotton Strike." *Social Science Quarterly*, v.65, n.2, June 1984, p.336-353.

Abstract: This article investigates the causes of labor unrest in the San Joaquin cotton harvest during the 1930's through review of relevant literature from the period. The author finds several causes of the labor unrest experienced during the period; poor manager/worker relationship between hired agricultural laborers employed by large farm enterprises, exploitation of a largely Mexican workforce characterized by payment of sub-subsistence wages, and predominant grower ideologies which perceived Mexican workers as inferior to non-Mexican workers. The author contends that the 1933 cotton strike was a conflict that extended beyond growers and workers, and included ginning companies. Cotton ginning companies are cited as providing one of the primary impetus for the 1933 strike through their control of farm credit financing and farm wages.

Subjects: Mexican; wage; labor-relations; history; corporate; working-conditions; union; hours
Geography: CA; US

140. Chandler, Jeff; Hermes, Jack. *California Small Family Farmers: Who They Are, How They Operate and What They Need*. Sacramento, CA: California Energy Commission, 1987. 148p.

Subjects: family-farm; age; education; family; ethnicity; race; hours; nonfarm; manager; costs; productivity

Geography: CA

141. Chavas, Jean Paul; Cox, Thomas L. *A Non-parametric Analysis of Productivity: The Case of U. S. Agriculture*. Madison, WI: University of Wisconsin-Madison, Department of Agricultural Economics, 1988. 26p.

Subjects: productivity; intensive; technology

Geography: US

142. Cheek, J. G.; Curry, T. L. "Inservice Education Designed to Facilitate Using the Project Method With Poultry." *The Agricultural Education Magazine*, v.59, n.4, October 1986, p.13-15.

Subjects: education; manager; technology
Geography: US

143. Cho, Woong K. "Getting a Job in Poor Counties of the Rural South." *Rural Development Perspectives*, v.2, n.2, February 1986, p.29-31.

Abstract: According to more than half of those interviewed in low-income counties in the

rural South, a lack of jobs makes finding work extremely difficult. Over a third said that not knowing the right people and not having enough training or education also were serious obstacles.

Subjects: education; income; job-search

Geography: South

144. Clarke, Sally. "Farmers As Entrepreneurs: Regulation and Innovation in American Agriculture During the Twentieth Century." *Journal of Economic History*, v.48, June 88, p.416-18.

Subjects: history; technology; intensive; productivity; regulations

Geography: US

145. Clauson, Annette L. *Flue-cured Tobacco Labor Use and Availability*. Tobacco: Situation and Outlook Report, TS-206. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, April 1989, p.31-34.

Subjects: labor-requirements; recruit; supply

Geography: US

146. Cloke, Kenneth. *Agricultural Labor Relations Board: The Question of Bias*. California Farm Labor Relations and Law, 41. Los Angeles, CA: Institute of Industrial Relations, University of California, 1985.

Abstract: The Agricultural Labor Relations Board (ALRB) of California has been accused of bias toward farmworkers. This paper defends the ALRB against these attacks. It argues that complete impartiality does not exist. A bias in favor of workers is necessary to offset the bias in favor of employers that has existed in the past and continues today. The ALRB should support improved conditions for farmworkers. These accusations of bias have slowed the bureaucratic process and increased litigation.

Subjects: labor-relations; union; laws; case
Geography: CA

147. Cohen, Irving J. "Productivity and Earnings of Apple-Harvest Workers." *Farm Labor Developments*, September 1967, p.9-19.

Abstract: Reports on a special survey in 1966 of apple harvest workers in six Eastern States employing foreign workers in the harvest. The average production per domestic worker was 8.8 bushels per hour versus 9.1 bushels per hour for foreign workers. Productivity was affected by factors such as the picking method, the variety of the fruit, and the ultimate use of the fruit.(e)

Subjects: seasonal; productivity; tasks
Geography: US; Eastern states

148. Colclough, Glenna. "Industrialization, Labor Markets and Income Inequality Among Georgia Counties: 1970-1980." *Research in Rural Sociology and Development*, v.4, 1989, p.207-222.

Abstract: This article examines recent industrialization in the sunbelt states by looking at labor markets in one state—Georgia. Increasing industrial employment and corresponding declines in agricultural jobs, migration of other regions of the country that characterize employment trends in Georgia are disaggregated across different segments of the state's population. The author finds the level of income inequality in Georgia declined slightly during the 1970's. The highest rates of inequality were found in counties with the greatest levels of industrialization, had large white populations, rural counties, and high levels of employment in white collar occupations. The author finds support for the industrialization thesis which predicts industrialization will tend to increase income inequality, in his research. In general, economic development is found to be uneven in Georgia.

Subjects: education; personnel-management; benefits; income; nonfarm; programs; migration; unemployment; technology

Geography: GA; US

149. Cole, L.; Gathercoal, F.; Stern, S. "Legal Issues: Supervised Occupational Experience Programs." *The Agricultural Education Magazine*, v.61, n.2, August 1988, p.22-23.

Subjects: education; laws; regulations; age; hazard

Geography: OR

150. Colman, Gould; Elbert, Sarah. "Farming Families: The Farm Needs Everyone." *Research in Rural Sociology and Development*, v.1, 1984, p.61-78.

Abstract: Findings from a fifteen year panel study of 33 New York farm households support the household model of farm decision making. Similarities are found in the decision making processes of the farm families studied and the processes examined in development studies in less developed countries. Farm family decision making is characterized as male dominated due to male control of information networks. Great flexibility and the ability to reach decisions quickly regarding input and output choices is evidenced by the panel study data, according to researchers. The author compare their qualitative findings with quantitative research results from other studies.

Subjects: family; family-farm; hours; income; productivity; costs; manager; careers; intensive; technology

Geography: NY; US

151. Coltrane, Robert. "Immigration Reform Affects Farm Hiring." *Rural Development Perspectives*, v.1, n.1, October 1984, p.21-25.

Subjects: immigration; laws; wage; recruit; demand

Geography: US

152. Conrad, J. M. "Management of a Multiple Cohort Fishery: The Hard Clam in Great South Bay Long Island, New York." *American Journal of Agricultural Economics*, v.64, n.3, August 1982, p.463-474.

Abstract: A "reasonably" general multiple cohort model for fishery harvests is derived in this paper. The conditions for optimal harvest and age structure of fishery output are examined based on a discrete time control problem in which the present value of net revenues is maximized subject to labor recruitment and spawning constraints. Once outlined, model is applied to the hard clam crop in Great South Bay, Long Island, New York. Under the model, the steady state optimum calls for harvesting of the younger clams and more valuable "littleneck" breed cohorts exclusively; leaving the older, and less valuable, "cherrystone" and "chowder" breed cohorts to specialize in regeneration.

Subjects: other-farm; manager; recruit; labor-requirements; tasks

Geography: NY; US

153. Conway, Frederick. "Fresh Market Tomatoes in San Diego County, CA." In *The Effects of the Immigration Reform and Control Act of 1986 on Perishable Crop Agriculture: Case Studies*, ed. Monica L. Heppel; Sandra L. Amendola. Washington, D.C.: The Center for Immigration Studies, .

Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm

Geography: CA

154. Cooper, Jesse G. *Solving Your Farm Labor Problems*. Special Circular, 88. University Park, PA: Pennsylvania State University, College of Agriculture, Extension Service, 1968. 11p.

Subjects: personnel-management

Geography: US

155. Coppock, Marjorie L. *Legislative Concerns of the Texas Farmworker: Historic Perspective*. Ames, IA: Rural Sociological Society, 1984. 38p.

Abstract: Migrant and nonmigrant farmworkers have the lowest annual income of all occupational groups and are concerned about their powerlessness. They are not covered at the federal

and state levels by protective legislation covering minimum wage standards, unemployment insurance, child labor protection, and the benefits of the National Labor Relations Act which guarantees labor the right to organize and bargain for wages. They are beginning to shake off apathy and a sense of powerlessness in Texas, using strikes, marches, and organizational efforts.

Subjects: income; laws; labor-relations; union; Hispanic; working-conditions
Geography: TX

156. Cornell University, Department of Agricultural Economics. "Farm Labor Management Home Study Course: Instructor's Manual." In *Agricultural Economics Extension Handbook*. Ithaca, NY: Department of Agricultural Economics, New York State College of Agriculture and Life Sciences, Cornell University, 1982. 1 v. (various pagings).

Subjects: personnel-management; manager; costs; labor-requirements; recruit; labor-relations
Geography: US

157. Cornell University, Department of Agricultural Economics. *New York Economic Handbook, 1983, Agricultural Situation and Outlook*. Agricultural Economics Extension Handbook, 82-37. Ithaca, NY: Department of Agricultural Economics, Cornell University, 1982. 123p.

Subjects: productivity; wage; costs; supply; demand; seasonal; labor-requirements
Geography: NY

158. Cornell University, Department of Agricultural Economics. "New York Economic Handbook, 1984, Agricultural Situation and Outlook." In *Agricultural Economics Extension Handbook*. Ithaca, NY: Department of Agricultural Economics, Cornell University, 1983. 116p.

Subjects: productivity; wage; costs; supply; demand; seasonal; labor-requirements
Geography: NY

159. Corzine, Jay; Huff Corzine, Lin; Creech, James C. "The Tenant Labor Market and Lynching in the South: A Test of Split Labor Market Theory." *Sociological Inquiry*, v.58, 1988, p.261-78.

Subjects: history; labor-relations; other-farm; supply; demand
Geography: South

160. Cottle, Rex L.; Macaulay, Hugh H.; Yandle, Bruce. *Labor and Property Rights in California Agriculture: An Economic Analysis of the CALRA*. 1st Ed. Economics Series, 6. College Station, TX: Texas A & M University Press, 1982. xvii, 116p.

Subjects: laws; labor-relations
Geography: CA

161. Coughenour, C. Milton. "Farmers and Farm Workers: Perspectives on Occupational Complexity and Change." *Research in Rural Sociology and Development*, v.1, 1984, p.1-35.

Abstract: The occupational structure of the U. S. farming industry is examined, beginning with a historical overview of agriculture in the U. S., starting from simple commodity production and progressing to today's relatively industrial mode of production. The role of farmers and hired farm labor as a variable production input is highlighted as an important characteristic of industrialized agriculture. There is increasing product specialization, which led to the separation of farm businesses and farm households and made farming an occupation. The number of labor force participants employed in agriculture has declined steadily due to market expansion, new farming techniques, and commodity tax programs. Despite the primarily male composition of the farm labor force, there is variation across farm occupations. Women in the farm labor force tend to be younger and have lower incomes than males. Farm operators have lower incomes than do farm managers or foremen because of the lower educational attainment of farm operators.

Subjects: family; income; personnel-management; unemployment; intensive; technology; demand; women; age; education; programs; family-farm; corporate; manager
Geography: US

162. Covey, C. D. *1986 Handbook of Regulations Affecting Florida Farm Employers and Employees*. Gainesville, FL: Florida Cooperative Extension Service, 1986. 59p.

Subjects: regulations; personnel-management
Geography: FL

163. Covey, C. D. *Handbook of Regulations Affecting Florida Farm Employers and Employees*. Gainesville, FL: University of Florida, Cooperative Extension Service, 1978. 30p.

Subjects: regulations; personnel-management
Geography: FL

164. Coye, M. J.; Barnett, P.; Midtling, J.; Lowry, L. *Health Hazard Evaluation Report HETA 81-301-1467, United Farm Workers of America, AFL-CIO, Salinas, California*. Cincinnati, OH: National Inst. for Occupational Safety and Health, 1984. 23p.

Subjects: health; hazard; labor-relations;
working-conditions; union
Geography: CA

165. Coye, M. J.; Belanger, P. L. *Health Hazard Evaluation Report HETA 83-361-1463, Amsfac Garden Perry's, Carpinteria, California*. Cincinnati, OH: National Inst. for Occupational Safety and Health, 1984. 15p.

Subjects: health; hazard; labor-relations;
working-conditions; union
Geography: CA

166. Crosson, Pierre R.; Rosenberg, Norman J. "Strategies for Agriculture." *Scientific American*, v.261, n.3, September 1989, p.128-35.

Abstract: Changes in agricultural methods in response to population growth in terms of world food production, changes in farmland, and use of fertilizer are discussed.

Subjects: education; technology;
productivity
Geography: US

167. Cunningham, D. L.; Lowry, A. C. *Poultry Farm Business Summary 1983*. Ithaca, NY: Cornell University, Department of Agricultural Economics, 1984. 24p.

Subjects: costs; labor-requirements; income;
productivity
Geography: NY; US

168. Cuskaden, Charles M. *An Analysis of Worker Productivity in Apple Picking*. Ann Arbor, MI: University Microfilms, 1971. 197 leaves.

Subjects: tasks; productivity
Geography: NY; WA

169. Daberkow, Stan G.; Fritsch, C. F. "Agricultural Workplace Safety: A Perspective on Research Needs." *American Journal of Agricultural Economics*, v.61, n.4, pt.2, November 1979, p.824-835.

Abstract: This paper provide a summary examination of the causes of agricultural workplace accident. A definition of the nature of policy alternatives to impact the level of workplace safety is offered. The paper explains how the types of workplace accident prevention policies are applied in the agricultural sector. Finally, the paper identifies research required to provide information to aid policy makers to weigh the costs and benefits of various agricultural workplace safety policies.

Subjects: hazard; benefits; laws; programs;
costs
Geography: US

170. Daniels, L. George, III. ".And Firing." *California Farmer*, v.260, n.9, May 5, 1984, p.7, 28.

Abstract: For an employer to avoid termination problems and liabilities s/he should follow the guidelines listed in this article. It is important to hire the right person for the job. Company forms should be reviewed for terms such as "permanent status." Supervisors need to follow company procedures and document disciplinary actions. Documentation is important for all employment related actions, employee misconduct, company rules and regulations, etc. Suspend a worker before terminating.

Subjects: personnel-management; recruit;
labor-relations; regulations; unemployment
Geography: US

171. Dawson, George R. *Value of Perquisites for Hired Domestic Farm Labor*. Las Cruces, NM: Agricultural Experiment Station, New Mexico State University, 1965. 13p., 1 map.

Subjects: recruit; personnel-management;
tasks
Geography: NM

172. De Janvry, Alain; LeVeen, E. Philip. "Historical Forces That Have Shaped World Agriculture: A Structural Perspective." In *New Directions for Agriculture and Agricultural Research: Neglected Dimensions and Emerging Alternatives*, ed. Kenneth A. Dahlberg. Totowa, NJ: Rowman & Allanheld, 1986, p.83-104.

Subjects: demand; supply; history;
technology; recruit; unemployment
Geography: US; International

173. De Janvry, Alain; LeVeen, E. Phillip.; Runsten, David. *Mechanization in California Agriculture: The Case of Canning Tomatoes*. Berkeley, CA: University of California, Department of Agricultural and Resource Economics, 1980. 212p.

Subjects: technology; unemployment;
productivity; seasonal; migration; tasks
Geography: CA; US

174. De Janvry, Alain; LeVeen, E. Phillip; Runsten, David. *The Political Economy of Technological Change: Mechanization of Tomato Harvesting in California*. Berkeley, CA: Giannini Foundation of Agricultural Economics, 1981. 38p.

Subjects: technology; unemployment;
productivity; seasonal; migration; tasks
Geography: CA; US

175. De Janvry, Alain; Vandeman, A. *Patterns of Proletarianization in Agriculture: An International*

Comparison. Berkeley, CA: Giannini Foundation of Agricultural Economics, 1983. 38p.

Abstract: The patterns of industrialization and the proletarianization of agricultural laborers is studied in California, India, Chile, and Egypt. In each country, various forces are common to capitalist agricultural development across all counties. The authors synthesize these forces into a paradigm of structural determinants of proletarianization. An exploration and discussion the qualitative and quantitative aspects of these structural causes is the primary focus of this paper.

Subjects: labor-relations; manager; unemployment; wage; hours; income; seasonal; year-round

Geography: CA; US; India; Egypt; Chile

176. de la Torre, Adela. *Campeños and the State: Control of the California Harvest Labor Market, 1950-1970*. Berkeley, CA: University of California, 1982. 224p.

Subjects: tasks; seasonal; supply; demand; history; labor-relations; wage

Geography: CA

177. Dellenbarger, Ann Z. *The Social Structure of American Agriculture*. Ames, IA: Rural Sociological Society, 1986. 13p.

Subjects: family-farm; corporate; wage; benefits; manager; other-farm

Geography: US

178. Dellon, Howard N. "Geographic Variation in Productivity of Apple-Harvest Workers." *Farm Labor Developments*, December 1967, p.19-24.

Abstract: Examines variations in the productivity of apple-harvest workers between states. Gives particular attention to a comparison of a survey of Michigan apple pickers done by the Rural Manpower Center at Michigan State University in comparison with the Bureau of Employment Security surveys done in the Northeastern States. Considers differences in working conditions, survey methodology, type of workers, and supervision.(e)

Subjects: productivity; personnel-management; tasks; working-conditions

Geography: US; MI; Northeast

179. DeWitt, Howard A. *Violence in the Fields: California Filipino Farm Labor Unionization During the Great Depression*. Saratoga, CA: Century Twenty One Publications, 1980. xii, 139p.

Subjects: history; union; labor-relations; ethnicity

Geography: CA

180. Dougherty, Roger M. "Apple Harvest Productivity and Earnings in 1967." *Farm Labor Developments*, September 1968, p.21-27.

Abstract: Reports a summary of a Bureau of Employment Security special survey of six Northeastern States for apple harvest workers, which found that the average productivity of foreign and domestic workers was about the same. Productivity increased from 1966, and the increase was attributed to better yields in 1967.(e)

Subjects: documentation; productivity; seasonal

Geography: NY; MA; VT; CT; NH; ME; Northeast; US

181. Dovring, Folke. *Productivity of Labor in Agricultural Production*. Urbana, IL: University of Illinois Agricultural Experiment Station, 1967. 73p.

Subjects: productivity; intensive

Geography: US

182. Drummond, H. Evan; White, Fred C. "A Predictive Model for Manpower Requirements in Georgia Agriculture." *Southern Journal of Agricultural Economics*, v.6, n.1, July 1974, p.199-204.

Abstract: This paper develops a model of labor requirements that can be used to estimate future structural patterns of agricultural labor needs. Agricultural labor requirements for Georgia in 1980 are projected. The number of retained and new workers that will be available for the farm labor market are estimated. The anticipated occupational structure and educational attainment of new entrant requirements is examined.

Subjects: labor-requirements; demand; unemployment; wage; intensive; productivity; education

Geography: GA

183. Duffield, James; Coltrane, Robert. *Farm Labor Inputs*. Rockville, MD: U. S. Department of Agriculture, Economic Research Service, 1989, p.42-46.

Abstract: Labor-saving technologies and higher nonfarm wages reduced total labor input on U. S. farms from about 19.3 billion hours in 1950 to 5.5 billion hours in 1986. But farm wages have risen at a greater rate than the price of other farm inputs, such as agricultural chemicals, making them cheap substitutes for labor. Nevertheless, labor expenditures still make up a significant proportion of total cash operating expenses, accounting for 10.7% in 1986. The large declines in farm labor tapered off by the 1980's when the production of many commodities had become completely mechanized. However, the harvesting of most fresh

fruit and vegetables still is not mechanized and requires large amounts of seasonal labor. The Immigration Reform and Control Act of 1986 (IRCA) has the potential of significantly reducing illegal immigration, historically the main source of season farm labor. The IRCA will have the greatest effect on farmers who depend upon large amounts of labor. Data from the 1986 Farm Costs and Returns Survey show that large farms, farms specializing in vegetables, fruit and tree nuts, and horticultural specialty crops, and farms in the Pacific and Southeast may be most affected by IRCA.

Subjects: documentation; Mexican; wage; hours; seasonal; year-round; IRCA; demand; immigration; supply; unemployment; costs; intensive; productivity; technology
Geography: U. S.

184. Dunn, L. F. "Nonpecuniary Job Preferences and Welfare Losses Among Migrant Agricultural Workers." *American Journal of Agricultural Economics*, v.67, n.2, May 1985, p.257-265.

Abstract: The paper examines the effects of the lack of job benefits and undesirable working conditions on the welfare of Mexican-American and undocumented migrant agricultural workers. The welfare impact of these characteristics of migrant agricultural employment are investigated empirically using survey data from a sample of Mexican-American and illegal alien migrant agricultural workers. Researchers identify welfare losses from absent benefits that have an estimated monetary value to workers that is greater than the cost to farm employers of providing the benefits. This implies positive welfare gains could possibly be achieved through policies which facilitate provision of the non-wage benefits. The paper also examines preferences for nonpecuniary benefits among migrant laborers. Contrary to some expectations, this comparison of benefit demands across workers with varied socioeconomic characteristics indicates undocumented workers exhibit equal or greater preference for fourteen of the fifteen nonpecuniary benefits considered.

Subjects: documentation; Mexican; benefits; housing; income; wage; seasonal; working-conditions; programs; migration; immigration; productivity; costs

Geography: US; CA; Mexico

185. Durost, D. D.; Black, E. T. *Changes in Farm Production and Efficiency, 1977*. Washington, D.C.: U. S. Department of Agriculture, 1978. 70p.

Subjects: productivity; technology; labor-requirements

Geography: US

186. Dutton, Edward P. "Voluntary Organizations As Agent of Social Change: The Case of the Farm Workers Prior to the Grape Strike of 1965." *California Sociologist*, v.7, n.2, Summer 1984, p.181-196.

Subjects: history; union; labor-relations
Geography: CA

187. Eastman, Clyde. *Participation of Undocumented Workers in New Mexico Agriculture, 1983*. Las Cruces, New Mexico: Department of Agricultural Economics and Agricultural Business, New Mexico State University, 1983.

Abstract: The impact of a reduction in the number of undocumented workers in New Mexico on agriculture in the state is investigated based on interviews with roughly 50 farm producers and others about farm practices and employment. Undocumented workers are important to New Mexico's agricultural production. The undocumented workers provide lower cost labor and are willing to perform many tasks domestic workers are reluctant to complete. Significant disruption is anticipated were the supply of undocumented workers to be cut sharply as a result of changes in federal immigration policy or enforcement. Before any changes, we should allow a significant transition period to permit agricultural producers to adjust to the change and thereby reduce disruptions to the farm economy.

Subjects: documentation; Mexican; housing; wage; seasonal; laws; programs; immigration; demand; supply; recruit; costs; tasks

Geography: NM

188. Eberle, W. M.; Ward, S. L. "Farm Crisis Response in Kansas." *Farm Crisis Response: Extension and Research Activities in the North Central Region*, 1986, p.22-25.

Subjects: income; education; productivity; careers; income; family-farm

Geography: KS

189. Egan, Daniel L.; Martin, Philip L.; Vaupel, Suzanne. *Unfulfilled Promise: Collective Bargaining in California Agriculture*. Westview Special Studies in Agriculture Science and Policy. Boulder, CO: Westview Press, 1988. 217p.

Abstract: The book provides an overview of the history of labor relations in California. Unique aspects of commercial agriculture in California are highlighted including its high reliance on large pools of seasonal laborers. Laws to regulate the farmworker-employer relationship are the primary focus of the book. The Agriculture Labor Relations Act of 1975, and enforcement of the

law's unfair labor practice, representation election, and other provisions by the Agricultural Labor Relations Board (ALRB) are reviewed. Book contains numerous tables which summarize trends in unionization, ALRB activities, and employment trends.

Subjects: Mexican; seasonal; corporate; labor-relations; union; case; laws
Geography: CA

190. Egan, Daniel; Luce, Stephanie; Martin, Philip L. *The Wages and Fringe Benefits of Unionized California Farmworkers*. Berkeley, CA: Giannini Foundation of Agricultural Economics, 1988. 43p.

Subjects: wage; benefits; union; labor-relations
Geography: CA

191. Ely, L.; Jordan, D. "Adjusting to New Facilities." *Dairy Herd Management*, v.22, n.3, March 1985, p.50, 52-53.

Subjects: labor-requirements; productivity; technology
Geography: US

192. Embrey, K. *Discipline and Discharge of Employees*. Human Resource Management on the Farm: A Management Letter Series, 88-22. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.43-44.

Subjects: personnel-management; manager; labor-relations; regulations
Geography: NY

193. Embrey, K. "Seasonal and Temporary Workers: Special Considerations." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.45-46.

Subjects: personnel-management; seasonal; recruit; crew; labor-relations
Geography: US

194. Emerson, Robert D. "Farm Labor in the United States." In *Agriculture, Change and Human Values: Proceedings, Multidisciplinary Conference* [Oct 18-21, 1982]. Gainesville, FL: University of Florida, v.1, 1983, p.127-148.

Subjects: migration; working-conditions; race; productivity; ethnicity
Geography: US; FL

195. Emerson, Robert D. "Migratory Labor and Agriculture." *American Journal of Agricultural Economics*, v.71, n.3, August 1989, p.617-629.

Abstract: Farm workers are shown to respond strongly to economic incentives to seasonally migrate for work. The economic model is specified with separate earnings structures for migratory and nonmigratory work, and reservation wage for migration is specified to reflect the choice between migratory and nonmigratory work. The empirical model adjusts for the self-selectivity in the sample and demonstrates that domestic farm workers sort themselves into migratory and nonmigratory workers in a manner consistent with the theory of comparative advantage. Implications for immigration and government employment and training programs are considered.

Subjects: wage; seasonal; programs; supply; migration; recruit
Geography: US

196. Emerson, Robert D.; Mehra, Rekha. "Monopsony and the Foreign Worker Program in Agriculture." *American Journal of Agricultural Economics*, v.67, n.5, December 1985, p.1282.

Abstract: This paper analyzes the H-2 foreign worker program in agriculture within the context of the theory of monopsony in accordance with program regulations. Empirical results for the Florida sugarcane industry are presented. Authors consider the implications of income distribution for alternative levels of the adverse-effect wage rates.(e)

Subjects: ethnicity; income; seasonal; corporate; programs; migration; supply; recruit
Geography: FL; US; Caribbean

197. Emerson, Robert D.; Walker, Thomas S.; Andrew, Chris O. "The Market for Citrus Harvesting Labor." *Southern Journal of Agricultural Economics*, v.8, n.1, July 1976, p.149-54.

Abstract: Reports on an econometric model of the Florida citrus-harvesting labor market including the period when H-2 workers were employed in the harvest. The model including a domestic labor supply equation, foreign and domestic labor demand equation, and a wage equation suggested a highly elastic domestic supply of labor. A qualitative variable (for the termination of the Bracero Program and the change in governmental attitude toward foreign workers) suggested that the more restrictive stance against foreign worker certification after the termination of the Bracero Program shifted wages above what they would have been.(e)

Subjects: programs; demand; supply; wage; immigration; tasks; costs; productivity; seasonal; documentation

Geography: FL; US

198. Erickson, S. P.; Taylor, W. J. *Indiana Agribusiness Compensation Survey, 1981*. West Lafayette, IN: Purdue University, Department of Agricultural Economics, 1982. 22p.

Abstract: Based on a survey of Indiana grain, fertilizer, chemical and farm supply firms, compensation and benefits are reported by firm size and six employee types: manager, assistant manager, department manager, elevator employee, typical employee, and outside salesperson.

Subjects: wage; benefits; manager
Geography: IN

199. Erickson, S.; Taylor, W. "Compensation of Agribusiness Employees." *Purdue Farm Management Report*, April 1982, p.4-7.

Subjects: wage; benefits; manager
Geography: US

200. Erven, Bernard L. *Impact of Labor Laws and Regulations on Agricultural Labor Markets*. Seasonal Agricultural Labor Markets in the United States. Ames, IA: Iowa State University Press, 1984.

Abstract: The major federal programs that affect agricultural labor markets are discussed including the Fair Labor Standards Act, Occupational Safety and Health Act, unemployment insurance, workman's compensation, and others. The author reviews the legislative histories behind these laws, and examines ways in which the laws impact the employer-employee contractual relationship in agriculture. Five policy issues emerge from the author's review: 1) coverage, 2) record-keeping and reporting, 3) cost impacts, 4) treatment of migrant farm laborers under current law, 5) and the information available to employers and employees about the laws.

Subjects: documentation; benefits; hazard; wage; seasonal; labor-relations; working-conditions; laws; migration

Geography: US

201. Erven, Bernard L. *Program Needs in Farm Personnel Management: Can Cooperative Extension Respond to Farmers' Needs?*. Columbus, OH: Ohio State University, Department of Agricultural Economics and Rural Sociology, 1989. 4p.

Subjects: personnel-management; programs
Geography: US

202. Esposito, C. "Supervisory Techniques for Stimulating Employee Motivation." *American Nurseryman*, v.166, n.3, August 1, 1987, p.65-67, 70-73.

Subjects: personnel-management; manager; education; productivity
Geography: US

203. Evans, John S.; James, Dilmus D. "Conditions of Employment and Income Distribution in Mexico As Incentives for Mexican Migration to the United States: Prospects to the End of the Century." *International Migration Review*, v.13, Spring 1979, p.4-24.

Abstract: Factors contributing to undocumented entry of Mexican workers are examined. A review of historical trends in undocumented migration reveals such migration involves a great number of workers each year, and has been an enduring activity. Key factors identified are slow growth and poor economic opportunities, income inequalities, and rapid population growth in Mexico. Analysis of trends in these factors lead the authors to conclude that undocumented entry of Mexican workers into the U. S. is likely to continue as the incentives to emigrate persist. The effect of U. S. policy toward undocumented immigration on future immigration is not discussed, although the ability of the U. S. to restrict undocumented immigration without addressing the underlying factors accounting for the immigration is questioned.(e)

Subjects: Mexican; income; migration; immigration; seasonal; wage; careers; personnel-management; unemployment

Geography: US; Mexico

204. Evenson, R. E. "Productivity Growth in U. S. Agriculture: An Historical Perspective on Causes, Consequences, and Prospects." *Increasing Understanding of Public Problems and Policies*, 1980, p.25-39.

Subjects: history; productivity; technology; intensive

Geography: US

205. Falk, William W. "Current Research At USDA/ERS on Rural Labor Markets, and Industrialization." In Public Use Sample and Rural Labor Markets Conference. Mississippi State, MS: Southern Rural Development Center, April 1983, p.15-17.

Subjects: supply; demand; women; technology; migration; productivity
Geography: US

206. Falk, William W.; Lyson, Thomas A. "Introduction: Perspectives on Rural Labor Markets." *Research in Rural Sociology and Development*, v.4, 1989, p.ix-xiv.

Abstract: This paper is an introduction to a volume on rural labor markets. The sociology of labor markets are discussed in broad terms and prior research efforts are quickly summarized. The authors conclude with an overview of the papers that comprise the volume.

Subjects: women; ethnicity; family; income; careers; personnel-management; demand; supply; unemployment; productivity

Geography: US

207. *Farm Labor in the United States*. New York, NY: Columbia University Press, 1967.

Subjects: education; supply; demand; careers; programs; migration; technology; intensive; unemployment; seasonal; wage; laws; productivity
Geography: US

208. Figurski, Leo.; Whipps, Loren E. *Managing Hired Farm Labor*. Manhattan, KS: Kansas State University, Distribution Center, 1972. 12p.

Abstract: This guide to the management of farm labor covers gross income and labor costs, competition, Social Security, employer rating, and employing young people.

Subjects: programs; costs; personnel-management

Geography: US

209. Fineberg, Richard A. *Green Card Workers in Farm Labor Disputes: A Study of Post-Bracero Mexican National Farm Workers in the San Joaquin Valley, 1968*. Ann Arbor, MI: University Microfilms, 1971. 118p.

Subjects: Mexican; programs; immigration; documentation; labor-relations

Geography: CA

210. Fisher, Dennis U. "Labor Productivity of Apple Harvest Workers." *Journal of the Northeastern Agricultural Economics Council*, v.7, n.2, October 1978.

Abstract: The apple harvest labor force in New York's Champlain Valley has been made up of local and migrant workers as well as temporary Jamaican workers. This paper uses regression analysis to look at changes in labor productivity over six seasons for the three major groups of harvest workers. Hourly productivity of migrant workers declined significantly over the period. Local workers make up the bulk of the labor force and their harvesting capacity remained relatively constant. Productivity of Jamaican workers declined.

Apple producers are expected to request additional foreign workers.

Subjects: supply; productivity; tasks; labor-requirements; costs; immigration

Geography: NY

211. Flora, Cornelia B. "Farming-systems Research and Farm-management Research: What's the Difference." *The Rural Sociologist*, v.3, n.5, September 1983, p.292-297.

Subjects: manager; family-farm; nonfarm
Geography: US

212. Fluck, R. C. "Net Energy Sequestered in Agricultural Labor." *Transactions of A. S. A. E.*, V.24, n.6, November/December 1981, p.1449-1455.

Subjects: supply; productivity; tasks
Geography: US

213. Fogel, Walter A. *California Farm Labor Relations and Law*. Monograph and Research Series, 41. Los Angeles, CA: University of California, Institute of Industrial Relations, 1985. 225p.

Subjects: laws; labor-relations; union
Geography: CA

214. Foner, Nancy; Napoli, Richard. "Jamaican and Black-American Migrant Farm Workers: A Comparative Analysis." *Social Problems*, v.25, June 1978, p.491-503.

Abstract: Contrasts the experiences of Jamaican H-2 workers harvesting apples on a New York farm with the experiences of domestic black migrant workers (as related by Friedland and Nelkin). Based on the personal experiences and observations of one of the authors who lived and worked in the camp with the Jamaican workers, the Jamaicans were indeed more motivated and industrious. Foner and Napoli attribute the difference primarily to the relative position in society of the two groups. The Jamaicans see the employment as an opportunity for advancement whereas black domestic migrants see it as no opportunity for advancement. The relative value of the wages is substantially different to the two groups.(e)

Subjects: tasks; productivity; programs; wage; seasonal; migration; race; careers

Geography: NY

215. French, A. T. "Immigration Reform: The First Year." In *Agricultural Outlook Conference*. Washington, D.C.: U. S. Department of Agriculture, February 1988, p.312-316.

Subjects: IRCA; laws; labor-relations; supply; demand; immigration; documentation

Geography: US

216. Friday, P. "Incentives for Thinning and Harvesting Quality Peaches." *Annual Report - Michigan State Horticultural Society*, 1986, p.109.

Subjects: tasks; education; wage; piece-work; other-farm; productivity; personnel-management

Geography: MI

217. Friedland, William H. "Commodity Systems Analysis: An Approach to the Sociology of Agriculture." *Research in Rural Sociology and Development*, v.1, 1984, p.221-235.

Abstract: This paper develops a commodity system approach for analysis of agricultural labor markets and development of a sociology of agriculture. The author discusses implications of the commodity approach and its advantages and disadvantages.

Subjects: technology; intensive; labor-relations; personnel-management; supply; productivity; union

Geography: CA; US

218. Friedland, William H. "Seasonal Farm Labor and Worker Consciousness." *Research in the Sociology of Work*, v.1 1981, p.351-380.

Subjects: seasonal; union; corporate; labor-relations

Geography: US

219. Frisbie, Parker. "Illegal Migration from Mexico to the United States: A Longitudinal Analysis." *International Migration Review*, v.9, n.1, Spring 1975, p.3-13.

Abstract: Findings from a regression analysis of changes in the rates of undocumented immigration from Mexico to the United States from 1946 to 1965 are presented. Several factors account for changes in the level of migration and in the origin and destination of migrants. The level of undocumented immigration by Mexican workers is significantly associated with changes in the relative level of economic activity in the two countries. Roughly half of the variation in the level of migration are explained by changes in the following variables: wages paid to farm workers and agricultural productivity in the United States and Mexico, Mexican farm prices and agricultural capital investment, after inflation is controlled for econometrically. The author divides factors associated with differing level of migration into push and pull factors, and concludes that the "push" factors are of greater importance in varying level of migration than "pull" factors.

Subjects: documentation; Mexican; wage; income; seasonal; programs; demand; supply; unemployment; immigration; migration; technology; intensive; productivity

Geography: US; Mexico

220. Frisvold, George B. *Farm Organization and Productivity in the Presence of Imperfect Factor Markets*. Berkeley, CA: University of California, Department of Agricultural and Resource Economics, 1988. 14p.

Subjects: productivity; supply; demand; corporate; family-farm

Geography: US

221. Frisvold, George; Mines, Richard; Perloff, Jeffrey M. "The Effects of Job Site Sanitation and Living Conditions on the Health and Welfare of Agricultural Workers." *American Journal of Agricultural Economics*, v.70, n.4, November 1988, p.875-885.

Abstract: The impact of working and living conditions of agricultural workers on the workers' health is estimated using data from Tulare, California. The probability of agricultural worker reporting gastrointestinal disorders is 60% higher among employees of farms that lack field sanitation on agricultural job sites. The probability that workers experience gastrointestinal, respiratory, and muscular problems are significantly higher among workers facing adverse living conditions. These health problems do not significantly increase the likelihood that a worker's family receives welfare payments or earns a lower income. However, the probability that a worker receives unemployment compensation is substantially increased if the worker suffers respiratory problems.

Subjects: health; income; hours; seasonal; working-conditions; programs; housing; unemployment; productivity

Geography: CA; US

222. Fuke, R. P. "Planters, Apprenticeship, and Forced Labor: the Black Family Under Pressure in Post-emancipation Maryland." *Agricultural History*, v.62, n.4, Fall 1988, p.57-74.

Subjects: history; race; supply; family; laws; labor-relations

Geography: MD

223. Fuller, Varden. "Farm Manpower Policy." In *Farm Labor in the United States*, ed. Charles E. Bishop. New York, NY: Columbia University Press, 1967.

Subjects: migration; unemployment; supply; demand; careers; education; income; wage; technology; productivity; seasonal; race; programs; history; laws

Geography: US

224. Fuller, Varden; Mamer, John W. "Constraints on California Farm Worker Unionization." *Industrial Relations*, v.17, n.2, May 1978, p.143-155.

Abstract: This article examines barriers to unionization under the California Agricultural Labor Relations Act of 1975. Under the Act, farm workers in the state can organize and collectively bargain with growers. The Act laid a groundwork for marked increases in unionization of agricultural laborers. Various constraints to unionization are outlined in the paper. The authors develop an analytical model to compare union activity in seeking to organize farm laborers to that of commercial enterprises providing services. Individual characteristics of farm laborers, and the costs and uncertainties of unionization act as economic constraints on unions seeking to organize California farm workers. Other barriers to successful organizing identified are ethnic factors, primitive employment practices, and logistical barriers associated with forming hiring halls. The authors doubt that a majority of California farm workers will be unionized in light of the constraints to unionization identified.

Subjects: ethnicity; Mexican; personnel-management; seasonal; labor-relations; union; laws; costs

Geography: CA; US

225. Gale, Hazen F. *Industry Output, Labor Input, Value Added, and Productivity Associated With Food Expenditures*. Washington, D.C.: Marketing Economics Division, Economic Research Service, U. S. Department of Agriculture, 1968, p.113-133.

Subjects: labor-requirements; productivity
Geography: US

226. Gamon, J.; Burton, L. D. "An Evaluation of Horticulture Inservice Instruction in Fruit and Vegetable Production for Vocational Agriculture Teachers." *Journal of the American Association of Teacher Educators in Agriculture*, v.28, n.3, Fall 1987, p.2-6, 15.

Subjects: education; programs; other-farm; personnel-management; productivity
Geography: US

227. Ganguly, Pradeep. "Technological Change and the Relative Share of Labor: The Case of Tobacco Production in the U. S." *Southern Journal of Agricultural Economics*, v.12, n.2, December 1980, p.105-110.

Abstract: This article estimates the decline in labor's relative share in U. S. tobacco production

for the period 1949-1976. This decline was due to a high elasticity of substitution of capital for labor and a labor-saving bias in technological changes. A comparison of these findings with those of similar studies is made.

Subjects: intensive; technology; labor-requirements; tasks; productivity

Geography: NC; US

228. Gardner, Bruce D. *Seasonal Farm Labor and U. S. Farm Policy*. Seasonal Agricultural Labor Markets in the United States. Ames, IA: Iowa State University Press, 1984.

Abstract: Paper looks at the effect of federal commodity price support policies on farm labor. The author concludes programs such as deficiency payments, price supports, supply management, and other commodity policies neither help nor hurt farm laborers significantly. The programs have opposing effects which tend to cancel one another, although positive and negative effects are found when programs are looked at separately.

Subjects: wage; programs; demand; supply; technology; productivity; unemployment

Geography: US

229. Gavett, Earle E. "Can We De-Mechanize Agriculture?." *Journal of the Northeastern Agricultural Economics Council*, v.4, n.2, October 1975, p.47-57.

Abstract: To answer critics of the environmental effects and energy use of U. S. agriculture, this paper looks at the feasibility of de-mechanizing agriculture. A switch from tractors to workstock is considered, along with the increased need for human labor. Pesticide needs, fertilizer needs, and crop drying needs are examined in an organic versus inorganic context. Although fuel conservation should be undertaken, the current technology should not be abandoned at great cost to farm production, food prices, and the economy.

Subjects: demand; hours; labor requirements; intensive; productivity; technology; wage

Geography: Northeast

230. Gempler, M. "Growers As Employers in 1987." In *Proceedings - Washington State Horticultural Association*. Wenatchee, WA: Washington State Horticultural Association, 1987, p.62, 64, 66, 68, 70, 72-73.

Subjects: supply; demand; seasonal; laws; labor-relations; other-farm

Geography: US

231. Geschwender, James A.; Levine, Rhonda F. "Rationalization of Sugar Production in Hawaii, 1946-1960: A Dimension of the Class Struggle." *Social Problems*, v.30, n.1, February 1983, p.352-68.

Abstract: Prior to World War II the sugar industry was labor intensive. Unionization drove up the cost of labor and led to mechanization of the sugar industry. The authors use a case study to challenge the assumption that mechanization is primarily initiated by management to gain control over workers. They disagree with the idea that mechanization inevitably leads to deskilling of the labor force. Rationalization of production is only one aspect of the continuing class struggle. The outcome of rationalization is determined by the given historical context.

Subjects: union; intensive; costs; labor-requirements; productivity; technology; history
Geography: HI; US

232. Gilles, J. L.; Dalecki, M. "Rural Well-Being and Agricultural Change in Two Farming Regions." *Rural Sociology*, v.53, n.1, Spring 1988, p.40-55.

Abstract: This article examines the relation between socio-economic well being and the organization of agricultural production of several agricultural counties. The relation is studied in two counties in an attempt to control for regional effects on the association. Data for the study cover the period 1949 to 1970. Changes in agricultural production during the 1949 to 1969 are used to gauge the socio-economic well being of counties in the Corn Belt and central Great Plains states. The researchers conclude that there are significant regional effects of the link between changes in agricultural production and socio-economic well being. In addition, increases in the proportion of farm labor hired rather than coming from family or operator sources is associated with reduced well being. Increases in the scale of production (i. e., size of farms) is also negatively associated with socio-economic well being of the counties studied, although this effect is considerably less strong than the effect of increases in hired labor. Other variables considered by the author include population change, tenant farms, and type of farm. These are compared with changes in an index of socio-economic well being using regression techniques.

Subjects: family-farm; income; careers; productivity; technology; history; corporate; personnel-management; housing

Geography: US; Northern Region; Central Region

233. Glover, Robert W. "Ethical Value and Farm Labor Market Institutions: Prospects and Strategies for Change." In *Agriculture, Change and Human Values: Proceedings, Multidisciplinary Conference*. Gainesville, FL: University of Florida, 1983, v.1, p.317-336.

Subjects: migration; supply; demand; working-conditions; labor-relations
Geography: US

234. Glover, Robert W. "Immigration and Agricultural Labor Policies." *Increasing Understanding of Public Problems and Policies*, 1983, p.144-155.

Subjects: immigration; laws; programs; supply; demand; personnel-management
Geography: US

235. Glover, Robert W. *Unstructured Labor Markets and Alternative Labor Market Forms*. Seasonal Agricultural Labor Markets in the United States. Ames, IA: Iowa State University Press, 1984.

Abstract: This paper characterizes agricultural labor markets as secondary/casual labor markets. The author points to several key features of casual labor markets that are present in agricultural labor markets, including; an absence of unions, impersonal relationships between laborers and employers, largely unskilled labor, compensation by unit of product (piece-work) rather than by unit of time (hourly wages), and low level of use of capital or machinery. The author concludes that public policy should aim to decasualize agricultural labor markets. Mechanisms for formalizing labor markets and benefits from decasualization are discussed.

Subjects: documentation; benefits; wage; piece-work; seasonal; labor-relations; regulations; technology; history

Geography: US; CA; South

236. Good, Darrel; LaDue, Eddy; Davey, Lance. "Economics of Mechanical Tree Fruit Harvesters." *Journal of the Northeastern Agricultural Economics Council*, v.6, n.1, April 1977.

Abstract: The difficulty of obtaining harvest labor has increased interest in mechanical harvesters. Cost and harvester performance data for apples and cherries were gathered from 15 New York growers. Mechanical harvester costs were compared to costs of hand harvesting of apples and custom harvesting of cherries. Machine harvest rates were calculated. They are important for determining the total quantity of apples that can be harvested and the savings that can result (when compared to hand harvesting). Harvest rates depend on type of

apple, size of tree, trees per acre, and management of orchard. Lower harvest costs resulted from half of the harvesters analyzed.

Subjects: seasonal; costs; productivity; tasks; technology

Geography: NY

237. Goodwin, H. L., Jr.; Polopolus, Leo; Martin, Philip; Gunter, Lewell F.; Coltrane, Robert. "Perspectives in Agricultural Labor: Status, Trends, Policies, and Implications." *American Journal of Agricultural Economics*, v.68, n.5, December 1986, p.1365.

Abstract: This article is the summary of a symposium held at the July 1986 American Agricultural Economics Association annual meeting. Participants presented information and exchanged ideas on the agricultural labor market. Martin presented research on the three major farm labor issues in western agriculture, mechanization, immigration reform, and collective bargaining. Gunter focused on Georgia's efforts aimed at establishing a task force to address farm labor problems. Goodwin examined the wage and benefit structure of, and demand for, hired agricultural labor in the lower Rio Grande Valley. Coltrane summarized policies, trends, and patterns relating to hired farm labor.

Subjects: benefits; wage; seasonal; corporate; laws; programs; demand; supply; immigration; migration; costs; intensive; technology; labor-requirements; productivity

Geography: US; GA; TX

238. Goodwin, H. L., Jr.; Thomas, John K. "Agricultural Employment in the Texas Lower Rio Grande Valley Labor Market Area, 1978-1984." *Research in Rural Sociology and Development*, v.4, 1989, p.123-135.

Abstract: This article examines employment in the Lower Rio Grande Valley of Texas during 1978-1984. This period is characterized as one of transition, with a rise in service sector employment, and changes in the types of farms employing workers in the agricultural sector. The region experienced an acceleration of an earlier trend toward greater industrialization during the period studied. Cotton farming, once the dominant crop in the areas has given way to citrus and vegetable farming, which is more labor intensive. Another important trend highlighted in the paper is the expansion of documented and undocumented Mexican laborers into the region in response deteriorating economic conditions in Mexico. The characteristics of the regions labor force are summarized. Problems apparent from a decline in

the demand for unskilled agricultural laborers in the region are discussed.

Subjects: Mexican; income; seasonal; migration; immigration; supply; demand; technology; productivity; documentation

Geography: TX; US

239. Gould, B. W.; Saupe, W. E. "Off-farm Labor Market Entry and Exit." *American Journal of Agricultural Economics*, v.71, n.4, November 1989, p.960-969.

Abstract: Using longitudinal data set, the factors associated with nonfarm labor market entry by members of farm households are examined. These factors are compared with factors affecting departure from the nonfarm labor market for these same workers. The model of labor market entry and exit developed considers the effects of changes in key economic variables over a four-year period. Labor allocation decisions among home production, farm production, and off-farm employment of women in farm families in Wisconsin are examined using probit analysis of panel data covering four years. Labor market decisions of these women are important factors in the well-being of the families involved and for the communities in which the women reside. The authors discuss these welfare implications. The nonfarm labor participation by women in the survey increased over the course of the data collection period.

Subjects: women; family; income; family-farm; supply; productivity; tasks

Geography: WI; US

240. Gray, James. *The American Civil Liberties Union of Southern California and Imperial Valley Agricultural Labor Disturbances, 1930, 1934*. San Francisco, CA: R and E Research Associates, 1977. 155p.

Subjects: history; labor-relations

Geography: CA

241. Griffith, David C. "Peasants in Reserve: Temporary West Indian Labor in the U. S. Farm Labor Market." *International Migration Review*, v.20, Winter 1986, p.875-98.

Abstract: This article discusses experience under the British West Indies Temporary Alien Labor Program during the late 1970's and early 1980's. The program permitted agricultural workers from the British West Indies to enter the United States on a seasonal basis to perform agricultural harvesting labor. The chief use of the program were by the apple growers in the Northeast and the sugar cane growers in Florida. Legal disputes over the program have occurred between the growers, who argue the imported labor is required to supplement

insufficient domestic labor, and representative of domestic agricultural workers who criticize the program of depressing wages and promoting poorer working conditions. The relationship between legal issues, the U. S. farm labor market, and the Jamaican peasantry. The author finds the program is jeopardized by its use in times of high domestic unemployment. The author argues that the import of labor from the British West Indies is best understood as resulting from a historical perspective that considers the labor market conditions of relevant countries internationally rather than by focusing solely upon to labor needs of a particular country in a single year.

Subjects: documentation; ethnicity; seasonal; programs; immigration; laws; unemployment; union; labor-relations; personnel-management; housing; working-conditions; history; case

Geography: US; FL; NY

242. Grise, Verner N. "Costs of Producing Burley Tobacco: 1980 and 1981 and Projected 1982." *Tobacco Situation*, December, 1981, p.27-33.

Abstract: This report analyzes variable and total costs per acre of producing burley tobacco rose in 1981. Authors estimated that costs rose 11% in 1981. Projections indicate that the cost of production of both crops will continued to increase by about 6% in 1982. Cost of tobacco inputs are also estimated. The costs of petroleum-based inputs and labor are forecasted to rise at a slower rate in 1982 than they did in 1981. Estimates were generated using 1977 survey data from a sample of 790 burley tobacco producers in the Bluegrass and south-central regions of Kentucky, and north-central and eastern Tennessee.

Subjects: intensive; costs; productivity
Geography: KY; TN; US

243. Grisley, William; Gitu, Kangethe W. "The Production Structure of Pennsylvania Dairy Farms." *Northeastern Journal of Agricultural and Resource Economics*, v.13, n.2, October 1984, p.244-253.

Abstract: This paper uses selected 1981 data from family owner-operated Pennsylvania dairy farms to model the structure of production using a translog variable cost function. Own-price and cross-price elasticities are estimated, as well as elasticities of scale and input substitution. Constant returns to scale are implied by an elasticity of scale parameter of 1.00. All feeds except pasture were considered substitutes for hired labor. The own-price elasticities of hired labor were inelastic.

Subjects: costs; productivity; labor-requirements; tasks; technology

Geography: PA

244. Grodin, Joseph R. "California Agricultural Labor Act: Early Experience." *Industrial Relations*, v.15, n.3, October 1976, p.275-294.

Abstract: The California Agricultural Labor Relation Act of 1975 (CALRA) was the first comprehensive statute in the United States creating a legal structure for selection of bargaining representatives and collective bargaining by agricultural laborers. The agency charged with overseeing the implementation of the Act collected information from participant-observation regarding a number of issues during the first year under the act. This article discusses the following issues: (1) bargaining unit determinations, (2) identification of the employing enterprise, (3) worker eligibility to vote in elections for union representatives, (4) election timing, (5) calculation of a "show of interest" in unionization by workers, and (6) application of National Labor Relations Act election procedures to CALRA. Specific factual questions relating to policy choices confronting the agency implementing CALRA are outlined. The author discusses alternative means by which the agency could acquire information and develop expertise in administering CALRA. The author argues the agency should initiate the collection of factual data by consulting with labor relation experts, and sponsoring relevant research.

Subjects: union; labor-relations; seasonal; personnel-management; programs
Geography: CA; US

245. Gwynn, Douglas. *The Role of Women in Farming: An Exploratory Study of the Relative Impact Women Have on the Farm Enterprise in Yolo County, California*. Davis, CA: University of California, Department of Applied Behavioral Sciences, 1986. 125p.

Subjects: women; hours; family-farm; family; nonfarm; manager; age; education
Geography: CA

246. Halsell, Grace. "With Farm Workers, Part I: California." *AGENDA*, v.8, July/August 1978, p.18-21.

Subjects: working-conditions; seasonal; migration
Geography: CA

247. Harper, Dean; Babigian, Haroutun M.; Parris, Ronald; Mills, Bobby. "Migrant Farm Workers: Social Conditions, Adaptive Belief Systems, and Psychiatric Care." *Psychiatric-Quarterly*, v.51, n.1, Spring 1979, p.28-38.

Abstract: One hundred and four farm laborers at 2 migrant labor camps were studied for evidence of psychopathology from self-reports of various symptoms of mental disorder. Those surveyed showed an overriding concern with exploitation by their crew boss, the farm owner, and by other workers. There were reports of numbness about life and place in society, pervasive feelings of fear and anxiety, distrust of others, and self-criticism.

Subjects: migration; working-conditions; health; labor-relations; manager
Geography: US

248. Harper, Michael C.; Ostrer, Mitchel. "Aliens and the Apple Harvest." *New Leader*, v.60, September 12, 1977, p.7-9.

Abstract: Chronicles the use of H-2 workers in the Eastern apple harvest. Presents primarily the labor viewpoint arguing against the program. Argues that the work should be done by domestic workers and that organization is necessary to protect the workers.(e)

Subjects: supply; demand; tasks; seasonal; labor-relations; programs
Geography: US; East

249. Hathaway, Dale E. "Occupational Mobility from the Farm Labor Force." In *Farm Labor in the United States*, ed. Charles E. Bishop. New York, NY: Columbia University Press, 1967.

Subjects: migration; unemployment; supply; demand; careers; education; income; wage; technology; productivity; seasonal; race; programs; age; women

Geography: US

250. Hawkes, Glenn R.; Guagnano, G. A.; Smith, J. W.; Forest, M. K. "The Influence of Work and Nonwork Factors on Job Satisfaction for Mexican-American Male Workers." *Rural Sociology*, v.49, n.1, Spring, 1984, p.117-126.

Abstract: This article examines the determinants of job satisfaction among a sample of Mexican-American laborers from four southwestern states. The relationship between non-work satisfaction and reported job satisfaction (termed the spillover effect) is a particular focus of the study. Data for the study were obtained from a survey of 245 workers. Researchers find substantial spillover effects exist based on partial correlation analysis of survey data. Seven variables that measure worker satisfaction with non-work life were all found to be significantly related to job satisfaction after controlling for job and worker characteristics. These results were generally true across both rural and

urban subsamples of the data, although some differences were detected. The paper concludes with a discussion of the findings in light of the effect of residing in urban areas, the cultural background of Mexican-Americans, and area of residence. The authors explain that the results show the importance of including non-work variables in measures of job satisfaction.

Subjects: Mexican; age; education; family; housing; income; manager
Geography: US; Mexico

251. Hayes, Sue E. *The California Agricultural Labor Relations Act and National Agricultural Labor Relations Legislation*. Seasonal Agricultural Labor Markets in the United States. Ames, IA: Iowa State University Press, 1984.

Abstract: Chapter examines the history and effect of the California Agricultural Labor Relations Act (CALRA). The author discusses effect of the law on unionization of agricultural laborers, employee and employer behavior, agricultural wage rates, and related topics. The effectiveness of the law in achieving its objectives is favorably reviewed. The applicability of the CALRA to other states in the U. S. is investigated, and a comparison between the CALRA and the National Labor Relations Act (NLRA) is carried out.

Subjects: wage; labor-relations; union; working-conditions; laws
Geography: CA; US

252. Heady, Earl O. "The Agriculture of the U. S." *Scientific American*, v.235, n.3, September 1976, p.106-123,126-127.

Subjects: history; productivity; technology; intensive; costs; programs
Geography: US

253. Henrico County Public Schools, Glen Allen, VA. Virginia Vocational Curriculum Center. *Agricultural Production: Task Analyses*. Competency-Based Education. Glen Allen, VA: Virginia Vocational Curriculum and Resource Center, 1988. 253p.

Subjects: tasks; labor-requirements; education; personnel-management; productivity
Geography: VA; US

254. Henrico County Public Schools, Glen Allen, VA. Virginia Vocational Curriculum Center. *Agricultural Production: Task Analysis for Livestock Production*. Competency-Based Education. Glen Allen, VA: Virginia Vocational Curriculum and Resource Center, 1985. 214p.

Subjects: tasks; labor-requirements;
education; productivity
Geography: VA; US

255. Heppel, Monica L. "Apples and Tomatoes in Berrien County, MI." In *The Effects of the Immigration Reform and Control Act of 1986 on Perishable Crop Agriculture: Case Studies*, ed. Monica L. Heppel; Sandra L. Amendola. Washington, D.C.: The Center for Immigration Studies, .

Subjects: IRCA; immigration; seasonal;
wage; working-conditions; income; costs;
documentation; other-farm
Geography: MI

256. Heppel, Monica L. "Apples in Wayne County, NY." In *The Effects of the Immigration Reform and Control Act of 1986 on Perishable Crop Agriculture: Case Studies*, ed. Monica L. Heppel; Sandra L. Amendola. Washington, D.C.: The Center for Immigration Studies, .

Subjects: IRCA; immigration; seasonal;
wage; working-conditions; income; costs;
documentation; other-farm
Geography: NY

257. Heppel, Monica L. "Fresh Market Tomatoes in Dade and Collier Counties, FL." In *The Effects of the Immigration Reform and Control Act of 1986 on Perishable Crop Agriculture: Case Studies*, ed. Monica L. Heppel; Sandra L. Amendola. Washington, D.C.: The Center for Immigration Studies, .

Subjects: IRCA; immigration; seasonal;
wage; working-conditions; income; costs;
documentation; other-farm
Geography: FL

258. Heppel, Monica L. *Harvesting the Crops of Others: Migrant Farm Labor on the Eastern Shore of Virginia*. Anthropology Department, The American University, Washington, D.C. Ann Arbor, MI: University Microfilms International, 1982.

Abstract: Based on participant-observation research during 1978-1979 on the Eastern Shore of Virginia, this is a study documenting the system of harvest labor and the living and working conditions of migrant farm workers on the Eastern Shore of Virginia. The labor force was composed of migrant crews from Florida, supplemented with local workers and others "shanghaied" from nearby urban areas. Crews were segregated into Mexican/Mexican American and American Black workers. The author lived with six different crews, interviewing workers and crew leaders. She also interviewed farmers employing migrant labor crews. The focus of the research was to compare the experiences, values,

and attitudes of both of these types of crews, as well as the attitudes of others toward them.

Subjects: Hispanic; Mexican; Race;
seasonal; working-conditions; migration; crew;
housing
Geography: VA

259. Heppel, Monica L. "Raisins and Fresh Market Tomatoes in Fresno County, CA." In *The Effects of the Immigration Reform and Control Act of 1986 on Perishable Crop Agriculture: Case Studies*, ed. Monica L. Heppel; Sandra L. Amendola. Washington, D.C.: The Center for Immigration Studies, .

Subjects: IRCA; immigration; seasonal;
wage; working-conditions; income; costs;
documentation; other-farm
Geography: CA

260. Heppel, Monica L. *The Effects of the Immigration Reform and Control Act of 1986 on Perishable Crop Agriculture: Compliance or Circumvention?*. Washington, D.C.: Center for Immigration Studies, 1991.

Abstract: The study provides a legislative history of the agricultural components of IRCA and their intents. It then evaluates the success of the law and examines the impact of IRCA on the agricultural industry, focusing on its effects on seasonal farm workers. The study looks at changes in numbers of workers and potential workers and changes (or lack of changes) in wages, benefits and working conditions, as well as changes in farm operations and the overall industry of perishable crop agriculture.

Subjects: documentation; working-conditions; IRCA; laws; immigration; seasonal;
supply; wage; benefits
Geography: US

261. Herman, Joseph E. "Labor Costs: Learning from Others' Mistakes." *California Farmer*, v.254, n.6, March 21, 1981, p.33-35.

Abstract: This paper looks at labor contracts in industry and their effects on inflation. Agriculture can learn from industry's labor problems. The U. S. can learn from Germany and Japan, and should eliminate automatic cost-of-living pay increases. A common expiration date for major contracts might help restructure collective bargaining.

Subjects: productivity; union; technology;
intensive; history; labor-relations; personnel-
management; wage
Geography: US

262. Herman, Joseph E. *The Agricultural Labor Relations Act*. California Farm Labor Relations and Law, Monograph and Research Series. Los Angeles, CA: Institute of Industrial Relations, University of California, 1985.

Abstract: This paper reviews the Agricultural Labor Relations Act (ALRA) since its passage in 1975. Different cases are cited as evidence of the failure of the ALRA. Agricultural workers should instead be covered under the National Labor Relations Act (NLRA). The NLRA has proved itself to be a balanced law over the past forty years. Conforming the ALRA to the NLRA would create a stable legal framework for collective bargaining in the agricultural sector. Making the ALRA identical to the NLRA would lessen the political nature of the Agricultural Labor Relations Board's (ALRB) operations by settling disputes over the unique provisions of the ALRA.

Subjects: Labor-relations; union; laws; case
Geography: CA

263. Herren, Ray. "Controversy and Unification: The Passage of the Smith-Hughes Act." *Journal of the American Association of Teacher Educators in Agriculture*, v.27, n.1, Spring 1986, p.39-44.

Abstract: The article presents a legislative history of the Smith-Hughes Act. The positions of industry, labor, agriculture groups regarding the legislation are analyzed. The alignment of these organizations that shaped and permitted the passage of the Smith-Hughes Act are reviewed. The author considers what the passage of the Act implies regarding future legislation in this policy area. The article discusses in detail the organization and role of the National Society for the Promotion of Industrial Education in the legislation.

Subjects: education; laws; programs;
productivity
Geography: US

264. Hodge, I. D. "Employment Expectations and the Costs of Migration." *Journal of Rural Studies*, v.1, n.1, 1985, p.45-57.

Subjects: migration; job-search; supply;
wage
Geography: ID

265. Hodne, Carol. "Women's Strategic Role in the Farm Movement." *North American Farmer*, v.6, n.1, January 1989, p.4.

Subjects: women; labor-relations; union
Geography: US

266. Holt, James S. "Labor Management & the Bottom Line." *American Vegetable Grower and Greenhouse Grower*, v.30, n.10, October 1982, p.37-40.

Subjects: personnel-management; costs;
productivity; income
Geography: US

267. Holt, James S.; Burton, L.; Covey, C. D. *Management and Housing of Migrant Labor in Florida Vegetables: A Case Study*. Gainesville, FL: University of Florida, Food and Resources Department, 1985. 81p.

Subjects: seasonal; personnel-management;
housing; income
Geography: FL

268. How, R. B. "The Hiring Process." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.31-32.

Subjects: personnel-management; recruit
Geography: US

269. How, R. B.; Maloney, T. R. "The Job Description: A Personnel Management Tool." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.21-22.

Subjects: personnel-management; tasks;
labor-requirements
Geography: US

270. Howard, W. H.; Shumway, C. R. "Dynamic Adjustment in the U. S. Dairy Industry." *American Journal of Agricultural Economics*, v.70, n.4, November 1988, p.837-847.

Abstract: Using a dual model, this paper examines the dynamic structure of the U. S. dairy industry. Applying the properties of the theory of the competitive firm to independent adjustment of two quasi-fixed inputs, the authors test and do not reject the theory for labor and herd size. However, when the model is used to test instantaneous adjustment of labor and herd size, instantaneous adjustment is rejected for these quasi-fixed inputs. The authors estimate adjustment to optimal levels of inputs requires about two years for labor and ten for cows. Qualitative input adjustments of the labor and cow are found to not fully capture technological change in the dairy industry that took place over the period from which data for the study was obtained.

Subjects: demand; costs; intensive; labor-requirements; productivity; technology
Geography: US

271. Howell, Frances Baseden. "A Split Labor Market: Mexican Farm Workers in the Southwest." *Sociological Inquiry*, v.52, n.2, Spring 1982, p.132-140.
Subjects: Mexican; migration; supply; demand; laws; technology; corporate; labor-relations; union
Geography: Southwest

272. Hudson, R. S. "The Cost-competency Leader Livestock Management, Labor." In *Principles of Health Maintenance*, ed. P.R. Schnurrenberger; R.S. Sharman. New York, NY: Praeger, 1983, p.139-143.
Subjects: manager; personnel-management; costs; labor-requirements; tasks
Geography: US

273. Huffman, Wallace E. *Some Analytical Approaches for Human Resource Issues of Seasonal Farm Labor*. Seasonal Agricultural Labor Markets in the United States. Ames, IA: Iowa State University Press, 1984.

Abstract: The implications of micro-economic theory on seasonal farm labor are discussed. The results from existing empirical studies covering a range of issues related to seasonal agricultural labor are presented.

Subjects: wage; benefits; seasonal; working-conditions; migration; union; demand; supply; unemployment

Geography: US

274. Ing, G.; Fleming, D.; Doornink, J.; Gibson, D. "Is It Slipping Through Your Hands? A Symposium Discussing Management Efficiency With Particular Emphasis on Labor Management." In Washington State Horticultural Association Proceedings. Wenatchee, WA: Washington State Horticultural Association, 1985, p.8, 10, 12.

Subjects: personnel-management; wage; productivity

Geography: WA

275. Ingersoll, Bruce. "Perilous Profession: Farming Is Dangerous, But Fatalistic Farmers Oppose Safety Laws." *Wall Street Journal*, Thursday, July 20, 1989, p.1, Col.1; p.A11, Col.1-6.

Subjects: hazard; laws

Geography: US

276. Irwin, J. R. "Exploring the Affinity of Wheat and Slavery in the Virginia Piedmont." *Explorations in Economic History*, v.25, n.3, July 1988, p.295-322.

Subjects: history; technology; productivity; intensive; race
Geography: VA

277. Jacobs, C. E. "What Employers Look for When Hiring Horticultural Graduates." *American Nurseryman*, v.151, n.12, June 15, 1980, p.24, 28, 30, 32.
Subjects: other-farm; recruit; personnel-management
Geography: US

278. Jedlicka, Davor. "Opportunities, Information Networks and International Migration Stream." *Social Networks*, v.1 February 23, 1979, pp.277-84.
Subjects: migration; immigration; job-search; recruit
Geography: US

279. Jenkins, J. Craig. "The Demand for Immigrant Workers: Labor Scarcity Or Social Control?." *International Migration Review*, v.12, Winter 1978, p.514-35.

Abstract: Recent analyses of the economic function served by immigrant workers from Mexico have tended to highlight two perspectives; the role of these workers in addressing labor shortages in the U. S., and use of Mexican immigrant workers by farm operators in retarding political action by domestic farmworkers. This article argues that labor scarcity has had little to do with the influx of foreign workers for unskilled labor based on a review of Immigration and Naturalization Statistics. Instead, review of the data reveal the social control function has been of greater importance in peripheral sectors of the U. S. economy. The researcher finds that Mexican immigrants do not form a simple upward curve as would be necessary for the scarcity argument to be valid; the level of immigration has been continually high. Rather, the immigration is a result of social control through desire by employers in the United States for a highly dependable labor force. The argument is illustrated with a review of the history of braceros in Southwestern agriculture.

Subjects: Mexican; documentation; seasonal; manager; personnel-management; union; laws; programs; demand; immigration; supply

Geography: Southwest region; CA; AZ; NM; TX; US

280. Jenkins, J. Craig. *The Politics of Insurgency: The Farm Worker Movement in the 1960s*. New York, NY: Columbia University Press, 1985. xvi, 261p.

Subjects: labor-relations; union; working-conditions; wage

Geography: US; CA

281. Jenkins, J. Craig; Perrow, Charles. "Insurgency of the Powerless: Farm Worker Movements (1946-1972)." *American Sociological Review*, v.42, n.2, April 1977, p.249-268.

Subjects: labor-relations; union; working-conditions; wage

Geography: US

282. Jennings, Paul. "Class and National Division in South Texas: The Farmworker Strike in Raymondville." *Humanity and Society*, v.4, n.1, February 1980, p.52-69.

Subjects: Mexican; union; labor-relations; Hispanic

Geography: TX

283. Jensen, Helen H. "Analysis of Fringe Benefits for Nonmetropolitan Versus Metropolitan Employee Compensation." *American Journal of Agricultural Economics*, v.64, n.1, February 1982, p.124-128.

Abstract: This paper reports on empirical research looking at the management structure and practices within the nonagricultural labor markets in rural areas. The study found significant differences in fringe benefit payments for insurance programs between metropolitan and non-metropolitan employers using a national survey of firms. Several factors were found to be important in accounting for the differences. Factors associated with lower payments for fringe benefits by employers included: employment in a non-manufacturing industry, work in medium and small firms, firm location in Southern states, and the absence of unions. The authors offer an additional explanation for the differences, pointing out that differences between metropolitan and non-metropolitan areas are consistent with the presence of a more homogeneous labor market in rural areas.

Subjects: benefits; wage; nonfarm; year-round; personnel-management; union

Geography: US; South

284. Johnson, A. K. *Community and the Migrant Farmworker: The Interface of Farmer, Migrant, and Provider in a Western New York Community*. Buffalo, NY: State University of New York, 1983. 251p.

Subjects: migration; seasonal; labor-relations

Geography: NY

285. Johnson, D. Gale. "International Trade and Agricultural Labor Markets: Farm Policy as Quasi-adjustment Policy." *American Journal of Agricultural Economics*, v.64, n.2, May 1982, p.355-361.

Abstract: This paper investigates policies aimed at increasing the incomes of the farm population. Policies considered to achieve this objective include international trade policy for agricultural products. The paper hypothesizes that if farm incomes are increased, declines in the size of the farm labor force and rural population would be slowed. The policy intervention used to influence positively the number of persons working in agriculture should focus on increasing the demand for resources that are used in agriculture.

Subjects: income; careers; programs; demand; supply; unemployment; productivity

Geography: US

286. Johnson, George E. "The Labor Market Effects of Immigration." *Industrial and Labor Relations Review*, v.33, n.3, April 1980, p.331-41.

Abstract: Presents a theoretical examination of the effects of continued large-scale illegal immigration of low-skilled labor into the United States. Concludes that domestic low-skilled workers would lose through lower wages rather than through unemployment. High-skilled workers and owners of capital would gain. Considers potential effects on the supply of skilled labor and capital.(e)

Subjects: documentation; immigration; unemployment; wage; intensive; Mexican; personnel-management; programs; technology

Geography: US

287. Johnson, Roger G.; Ditalban, E. C. "Farm Size Economies in Northwest Central North Dakota." *North Dakota Farm Research*, v.40, n.2, September/October 1982, p.14-17.

Subjects: costs; intensive; productivity; labor-requirements

Geography: ND

288. Johnson, Roger G.; Hvinden, Steven C. "Labor and Management Components in Economies of Farm Size Studies." *Western Journal of Agricultural Economics*, v.3, n.2, December 1978, p.205-210.

Abstract: Data was gathered from interviews with North Dakota farmers. Regression equations were developed that estimate seasonal use of farm operator labor and management time by farm size. How farmers allocate their management time among activities was examined. The time needed to coordinate and supervise labor increases at an increasing rate with the amount of labor needing supervision leading to diseconomies of size.

Subjects: seasonal; labor-requirements; tasks; manager; hours

Geography: ND

289. Johnston, Helen J. "An Overview of the Growth and Development of the U. S. Migrant Health Program." *Migration Today*, v.12, n.4-5, 1984, p.8-14.

Abstract: This article begins by presenting a legislative history of the Migrant Health Act of 1962 and related legislation. The organizations important to passage of the Act are outlined, and the key issues which led to the Act's acceptance are discussed. The article also explains the administrative structure of agencies charged with implementation of the Act. The author argues that further policies are necessary to adequately provide required health care for migrants and other seasonal farm workers.

Subjects: Hispanic; working-conditions; programs; history; health; hazard
Geography: US

290. Johnston, Robert L. "Study Urges Church to Stress Migrant Empowerment, Self Determination." *Migration World*, v.16, n.3, 1988, p.35-36.

Abstract: The conclusions and recommendations of a 1988 study of migrant farm workers in Illinois by Charles Kyle and others entitled "Una Vida Dura" (English "A Hard Life") are summarized in this article. The study reviewed was critical of the services provided by the Catholic Church to migrant farm workers in Illinois. The study recommended that the Church place greater emphasis on political organizing and personal empowerment in the Church's services to the segment of the population.

Subjects: union; migration; working-conditions; family; housing; seasonal
Geography: IL; US

291. Jordan, Brenda; Tweeten, Luther. *Public Perceptions of Farm Problems*. Stillwater, OK: Oklahoma State University, Agricultural Experiment Station, 1987. 10p.

Subjects: labor-relations; income; family-farm
Geography: US

292. Kearney, Michael. *Integration of the Mixteca and the Western U. S.-Mexican Border Region via Migratory Wage Labor*. San Diego, CA: Center for U. S.-Mexican Studies, University of California San Diego, 1986, p.71-102.

Subjects: migration; Mexican; wage; labor-relations
Geography: West

293. Kearney, Michael. *Mixtec Political Consciousness: From Passive to Active Resistance*.

Rural Revolt in Mexico and U. S. Intervention. San Diego, CA: Center for U. S.-Mexican Studies, University of California San Diego, 1988.

Subjects: union; immigration; labor-relations
Geography: US

294. Killian, M. S.; Hady, T. F. "The Economic Performance of Rural Labor Markets." In *Rural Economic Development in the 1980's: Preparing for the Future*. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, Agriculture and Rural Economy Division, 1987, p.8/1-8/23.

Subjects: supply; demand; education; income; productivity
Geography: US

295. Killingsworth, M. L.; Kliebenstein, J. B. "Estimation of Production Cost Relationships for Swine Producers Using Different Levels of Confinement." *Journal of American Society of Farm Managers and Rural Appraisers*, v.48, N.2, October 1984, p.32-36.

Subjects: costs; productivity; labor-requirements
Geography: US

296. Kislev, Y.; Peterson, W. "Induced Innovations and Farm Mechanization." *American Journal of Agricultural Economics*, v.63, n.3, August 1981, p.562-565.

Abstract: This is a brief discussion of the theory of induced innovation as an explanation for mechanization in agriculture. The relation of the induced innovation theory to alternative explanations of machine-labor substitution in agriculture are examined.

Subjects: personnel-management; unemployment; technology; tasks; intensive; productivity
Geography: US

297. Kliebenstein, J. B. *Labor, Machinery, and Stress Management: What Are the Alternatives, August 1, 1981*. Columbia, MO: University of Missouri, Department of Agricultural Economics, 1981. 31p.

Subjects: technology; health; hazard; productivity
Geography: US

298. Knoblauch, W. A.; Putnam, L. D. *Dairy Farm Business Summary: Central Plain Region 1984*. Ithaca, NY: Cornell University, Department of Agricultural Economics, 1985. 26p.

Subjects: costs; labor-requirements; tasks; productivity

- Geography: NY
299. Knowles, G. J. "Forecasting Four Aggregates of Oklahoma Agriculture." *Current Farm Economics, Oklahoma*, v.57, n.2, June 1984, p.3-12.
Subjects: costs; productivity; supply; demand
Geography: OK
300. Kohl, D. M.; McGilliard, M. L. *What's New in Farm Labor Management*. Blacksburg, VA: Virginia Polytechnic Institute and State University, Cooperative Extension Service, 1979. p.1-3.
Subjects: personnel-management; labor-relations; manager
Geography: US
301. Kohl, Seena B. "Farm Work and Fieldwork: American Agriculture in Anthropological Perspective by Michael Chibnik." *American Anthropologist*, v.90, September 1988, p.707-8.
Subjects: ethnicity; seasonal; working-conditions; history; technology; family
Geography: US
302. Korsching, P. F.; Lasley, P. "Increasing Employment Opportunities in Rural Areas Through Improved Labor Information." In *Human Resources Development in Rural America: Myth Or Reality*, ed. Thomas T. Williams. Tuskegee, AL: Tuskegee University, Human Resources Development Center, 1986, p.47-55.
Subjects: unemployment; recruit; job-search; demand; nonfarm; seasonal; year-round
Geography: US
303. Kras, Eva Simonsen. *Management in Two Cultures: Bridging the Gap Between U. S. and Mexican Managers*. Yarmouth, ME: Intercultural Press, 1988. vii, 98p.
Subjects: personnel-management; Mexican; manager; labor-relations
Geography: US
304. Krause, Kenneth R. *Indirect Farm Labor and Management Costs*. Washington, D.C.: U. S. Department of Agriculture, Economics Research Service, 1982. 65p.
Subjects: costs; personnel-management; manager
Geography: US
305. Krenz, Ronald D.; Heid, Walter G., Jr.; Sitler, Harry. *Economics of Large Wheat Farms in the Great Plains*. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, 1974. 52p.
Subjects: costs; productivity; labor-requirements
Geography: US; Great Plains
306. Lang, S. "Middle-aged Farmers Are Most Efficient." *Ag Impact*, v.10, n.10, October 1983, p.14-15.
Subjects: age; productivity
Geography: US
307. Lavergne, D. R.; Hinson, R. A.; Boudreaux, J. E. *Projected Costs for Selected Louisiana Vegetables Crops - 1990 Season*. Baton Rouge, LA: Louisiana State University, Agricultural Experiment Station, 1990. p.G-1-G-89.
Subjects: costs; productivity
Geography: LA
308. Lazarus, Sheryl S.; White, Gerald B. "Economic Impact of Introducing Rotations on Long Island Potato Farms." *Northeastern Journal of Agricultural and Resource Economics*, v.13, n.2, October 1984, p.221-228.
Abstract: Environmental concerns have raised questions about the continuous growing of potatoes on Long Island farms. An integrated pest management technique, crop rotations, could reduce total pesticide use. This paper uses a farm-level linear programming model to investigate the economic impacts of crop rotations. Pesticide use would go down as potato acreage decreased but a strong economic incentive remains for farmers to continue to grow potatoes intensively. A potato-cauliflower rotation has high returns, if growers can overcome managerial problems of using seasonal labor.
Subjects: costs; productivity; technology
Geography: NY
309. Lee, David R. *Explaining Labor Market Changes in the U. S. Food Sector*. Ithaca, NY: Department of Agricultural Economics, Cornell University, 1984. 17p.
Subjects: supply; demand; wage; productivity; technology; family-farm; costs
Geography: US
310. Lee, David R. "Labor Market Dynamics in the U. S. Food Sector." *American Journal of Agricultural Economics*, 1988, p.90.
Abstract: Food prices and wages, employment, productivity, and other labor market characteristics of the U. S. manufacturing and retail food industry are examined within a simultaneous equation model. In general, the food price determination process is found to be more

complicated than previously thought. Simulation results show that endogenizing input costs in a fully-specified model of mark-up pricing produces a complex pattern of food price determination. Estimation of pricing models other than simple market pricing models lead to significant new insights. Key variables linking general price level to price level in the food industry include wages and energy prices. The food sector labor productivity declines were in response to exogenous commodity price shocks. The results of this study highlight the importance of labor market developments in the food industry as well as macroeconomic changes on food pricing.

Subjects: wage; productivity; costs; demand

Geography: U. S.

311. Lee, David R. *Wages, Productivity, and Prices: Defining the Structure of Food Price Inflation*. Ithaca, NY: Department of Agricultural Economics, Cornell University, 1983. 14p.

Subjects: wage; productivity; costs; demand; technology

Geography: US

312. Lee, J. S. "How Technical and Academic Courses Compare." *The Agricultural Education Magazine*, v.60, n.9, March 1988, p.21-22.

Subjects: programs; education; productivity

Geography: MS

313. Leitz, F. "Incentives for Removing Rotten Strawberry Fruit from the Field." *Annual Report - Michigan State Horticultural Society*, 1986, p.131-132.

Subjects: tasks; wage; manager; personnel-management

Geography: MI

314. Lester, J. *Lettuce Harvest Mechanization, April/May Economic and Social Issues*. Davis, CA: University of California, Cooperative Extension Service, 1979. 4p.

Subjects: technology; tasks; Unemployment; productivity

Geography: US

315. Lichter, Daniel T. "Race and Underemployment: Black Employment Hardship in the Rural South." In *The Rural South in Crisis: Challenges for the Future*, ed. Lionel J. Beaulieu. Boulder, CO: Westview Press, 1988, p.181-197.

Subjects: race; unemployment; supply; demand; income; job-search

Geography: South

316. Littlefield, Carla; Stout, Charles L. "A Survey of Colorado's Migrant Farmworkers: Access to Health Care." *International Migration Review*, v.21, n.3, Fall 1987, p.688-708.

Abstract: Interview and dental exam data from a sample of Colorado adult migrant agricultural workers are used to ascertain the health care needs, level of use, and accessibility of health care services. Data on 503 adult migrant workers (331 males and 172 females) were collected in 1986. Researchers develop several indices of medical, dental, nutritional, and reproductive health to generate an overall profile workers state of health. The paper concludes with recommendations regarding the funding and delivery of health care services to migrant farmworkers.

Subjects: age; family; women; health; benefits; hazard; seasonal; programs

Geography: CO; US

317. Logan, S. H. *An Annual Planning Model for Food Processing: An Example of the Tomato Industry*. Berkeley, CA: Giannini Foundation of Agricultural Economics, 1984. 55p.

Subjects: personnel-management; nonfarm; year-round

Geography: US; CA

318. Long, G. A.; Banks, S. "Is Education Necessary for Agricultural Employees." *Utah Science - Utah Agricultural Experiment Station*, v.44, n.4, Winter 1983, p.104-105.

Subjects: education; productivity; personnel-management

Geography: UT

319. Lord, G. "Changing Conceptualizations of Labor." In Public Use Sample and Rural Labor Markets Conference. Mississippi State, MS: Southern Rural Development Center, April 1983, p.13-14.

Subjects: labor-relations; seasonal; year-round; nonfarm

Geography: US

320. Lorentz, Jeffrey Lane. *An Evaluation of the Tennessee Valley Authority Manpower Training and Development Demonstration Project*. Ann Arbor, MI: University Microfilms, 1971. ix, 104 leaves.

Subjects: education; programs; productivity

Geography: TN; Appalachia

321. Loughran, Charles S. *Negotiating a Labor Contract: a Management Handbook*. Washington, D.C.: Bureau of National Affairs, 1984, xxv, 473 p. : forms.

Subjects: union; labor-relations; wage;
benefits

Geography: US

322. Lovell, A. C.; Edwards, R. A.; Metzger, R. B.
"The Economics of Alternative Cotton Picker and
Stripper Utilization." In Proceedings - Beltwide
Cotton Production Research Conference. Memphis,
TN: National Cotton Council and The Cotton
Foundation, 1987, p.463-465.

Subjects: technology; intensive;
productivity; demand; costs

Geography: South; US

323. Lyson, Thomas A. "Husband and Wife Work
Roles and the Organization and Operation of Family
Farms." *Journal of Marriage and the Family*, v.47, n.3,
August 1985, p.759-64.

Subjects: family; women; manager; family-
farm

Geography: SC

324. Lyson, Thomas A. "Migration Selectivity and
Early Adult Attainments." *Rural Sociology*, v.51, n.3,
Fall 1986, p.328-342.

Abstract: Background characteristics and
personnel attributes are associated with migration,
as shown by a regression analysis of National
Longitudinal Survey of the High School Class of
1972. Based on this analysis, migration is
significantly related to individual characteristics and
early economic and social experiences. Among
males, the most important distinction between
migrants and non-migrants from rural farming areas
are their background characteristics. Compared to
non-migrating men, males migrating from rural
areas are less likely to come from farm backgrounds
or to have career intentions to pursue farming.
Migration by women also was significantly related
to background characteristics; however, a
significantly larger proportion of women from farm
families was found. The analysis points to
significance between the pattern of early adult social
and economic attainments. These differences were
also found to be significantly related to migration
decisions in predicted directions.

Subjects: migration; income; careers; age;
nonfarm; supply; job-search; family-farm; education;
women; family

Geography: US

325. Lyson, Thomas A. "Notes on a Sectoral Model
of the Agricultural Labor Market." *Rural Sociology*,
v.47, n.2, Summer 1982, p.317-332.

Abstract: An introduction to situs (group)
analysis for use in sociological studies of agricultural

labor markets is presented. When applied to
nonhierarchical differentiation of occupations in the
agricultural sector, situs is operationalized as two or
more internally consistent, mutually exclusive,
occupational families. A three-category situs
classification is proposed comprised of production
agriculture, agribusiness, and agricultural
education/research. Each occupational situs is
made up of a number of jobs that are hierarchically
ranked according to social status. Overall, the
proposed classification scheme represents three
distinct, parallel, status ladders for agricultural
occupations. The proposed classification scheme is
then applied using data from the United States
Census. The paper divides 70 agricultural
occupations according to their proposed situs
location. Then each situs is looked at with respect
to worker socioeconomic characteristics. The paper
also outlines an earnings determination model for
each occupational group. Results from the Census
data support the validity of the situs, showing
they differ in the socioeconomic and demographic
composition of workers making up the situs differ,
as do incomes.

Subjects: education; income; careers;
corporate; family-farm; manager

Geography: US

326. Lyson, Thomas A. "Pathways Into Production
Agriculture: The Structuring of Farm Recruitment
in the United States." *Research in Rural Sociology and
Development*, v.1, 1984, p.79-103.

Abstract: The association between farm
ownership and personal characteristics and
government policies is analyzed using a cross-
tabulation analysis of National Longitudinal Survey
data. Chief findings of the paper include: entry to
farming is restricted in the U. S. by the small
amount of farm land that changes ownership each
year, tax policy generally restricts the availability of
farm land, credit policies favor expansion of existing
farms into large scale enterprises over starting new
enterprises, and credit policies also facilitated the
entry of non-farm investors into farming.
Comparing entering farmers to established farm
enterprises, the study found entering farmers are
more likely to rent land, be involved in a small scale
enterprise, have a higher per acre investment in the
farm, and to work off-farm to supplement their
income. The backgrounds of newly entering farmers
are compared with the nonfarm population. New
farmers are more likely to come from farm
backgrounds, be male, rent or purchase land from a
relative, and to have formal training in agriculture.

Subjects: family-farm; recruit; corporate; nonfarm; careers; year-round; training; programs; costs; intensive

Geography: US

327. Lyson, Thomas A. "Sex Differences in Recruitment to Agricultural Occupations Among Southern College Students." *Rural Sociology*, v.46, n.1, Spring 1981, p.85-99.

Abstract: Questionnaires were mailed to a sample of junior and senior college students (899 males and 286 females) in agricultural programs at universities in 15 southern states. Data on three sets of variables relating to social background, social factors, and prior agricultural experiences are collected. Data are used to identify characteristics and conditions associated with pursuit of agricultural degrees in college. Students' were also asked about their anticipated careers, incomes, and ultimate educational goals. Data are analyzed to generalize about sex-based differences in perceived job opportunities and reward structures. Male respondents had significantly more prior agricultural work and educational experience than women. Male and female agricultural students perceive qualitatively different sets of labor market rewards and opportunities.

Subjects: education; family; income; women; recruit

Geography: South; TX; FL; GA; AL; MS; LA; AK; SC; NC; VA; US

328. Lyson, Thomas A. "Stability and Change in Farming Plans: Results from a Longitudinal Study of Young Adults." *Rural Sociology*, v.47, n.3, Fall 1982, p.544-556.

Abstract: This article examines labor recruitment by U. S. farms. Two distinct questions are addressed; 1) what is the relationship between the working in an agricultural job and individuals' stated intention to pursue agricultural employment, and 2) what individual characteristics and social conditions are associated with temporal sequencing of plans to pursue farm employment, being hired on farm jobs, and the decision abandon farm employment and pursue non-agricultural jobs. These questions are analyzed through regression analysis of panel data from the National Longitudinal Survey of the High School Class of 1972. The author finds that stated occupational intentions of high school seniors are poor indicators of actual employment in agriculture. The majority of individuals working in agriculture four years after high school graduation did not express an intent to do so prior to graduation. Prior family exposure or job experience in agriculture are the

best predictors of youth's attainment of agricultural employment.

Subjects: age; family; education; women; careers; family-farm; migration; recruit
Geography: US

329. Maddox, S. "Milking Management Is People Management." In Annual Meeting - National Mastitis Council. Arlington, VA: National Mastitis Council, Inc., 1988, p.87-88.

Subjects: personnel-management; labor-relations; year-round
Geography: US

330. Maddy, Keith T.; Lowe, John; Fredrickson, A. Scott. *Inhalation exposure of commodity handlers to methylbromide in Yolo county, June 4, 1984* Sacramento, CA: California Department of Food and Agriculture, 1984. 8p.

Subjects: hazard; working-conditions; health; tasks

Geography: CA; US

331. Maddy, Keith T.; Lowe, John; Fredrickson, A. Scott. *Inhalation exposure of commodity handlers to methylbromide in Yolo county, June 4, 1984* Sacramento, CA: California Department of Food and Agriculture, 1984. 8p.

Subjects: hazard; working-conditions; health; tasks

Geography: CA; US

332. Mahanna, W. C.; Harrison, B. E. "How to Pay and Keep Hired Help Dairy Farms, Labor Needs." *Dairy Herd Management*, v.19, n.2, May 1982, p.46, 48, 51.

Subjects: wage; recruit; labor-requirements; hours

Geography: US

333. Majka, Linda C. "Labor Militancy Among Farm Workers and the Strategy of Protest: 1900-1979." *Social Problems*, v.28, n.5, June 1981, p.533-547.

Abstract: Discusses the growth of organized unions and the use of strikes over control issues (with reference to Marxian theory) as well as wages.

Subjects: history; union; labor-relations; wage; working-conditions

Geography: CA

334. Majka, Theo J.; Majka, Linda C. "Power, Insurgency, and State Intervention: Farm Labor Movements in California." *Research in Social Movements, Conflicts and Change*, v.6, 1984, p.195-244.

Subjects: union; programs; labor-relations
Geography: CA

335. Maloney, T. R. "Conducting a Successful Job Interview." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.29-30.

Subjects: personnel-management; recruit; manager

Geography: US

336. Maloney, T. R. "Recruiting Qualified Job Applicants." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.25-26.

Subjects: personnel-management; recruit; manager; labor-relations

Geography: US

337. Maloney, T. R.; Bratton, C. A.; Embrey, K.; Petzen, J. S. *Human Resource Management on the Farm: A Management Letter Series*. Ithaca, NY: Cornell University, Department of Agricultural Economics, 1988. 52p.

Subjects: personnel-management; manager; recruit; labor-relations

Geography: US

338. Mamer, John W.; Bennett, Donald G.; Rosenberg, Howard R. "Personnel Management Research and Training Program in the Growing Handling and Shipping of Iceberg Lettuce." *Iceberg Lettuce Research Program Annual Report*, April 1, 1981/March 31, 1982. p.107-115.

Abstract: Education and training needs perceived by managers in lettuce industry are examined.

Subjects: manager; personnel-management
Geography: CA; US

339. Mamer, John W.; Glover, R. W. "Innovative Approaches Improve Farm Labor." *California Agriculture*, v.38, n.3/4, March/April 1984, p.7-8.

Subjects: education; crew; personnel-management; productivity

Geography: CA

340. Mann, S. A. "Sharecropping in the Cotton South: A Case of Uneven Development in Agriculture." *Rural Sociology*, v.49, n.3, Fall 1984, p.412-429.

Abstract: This article applies Marxist theory to an analysis of sharecropping in the deep south in an effort to gauge the theory's usefulness for understanding uneven rural development and the obstacles which impeded development of capitalist agriculture in that region. A second purpose of the paper to analyze historical data documenting uneven capitalist development in cotton production in the American South during the period from 1870-1930. The authors summarizes some of the social, historical, and technical factors that accounted for this uneven development through a comparative regional examination of the data.

Subjects: race; income; other-farm; labor-relations; migration; supply; unemployment; technology; productivity; history

Geography: South; TX; AL; MS; LA; GA; US

341. Maram, Sheldon L.; Long, Stewart ; Berg, Dennis. "Labor-Intensive Agriculture." *Scientific American*, v.249, October 1983, p.54-59.

Subjects: intensive; productivity; tasks
Geography: US

342. Maram, Sheldon L.; Long, Stewart; Berg, Dennis; Mines, R. "Farm Labor Issues and Policies: Discussion." *American Journal of Agricultural Economics*, v.64, n.5, December 1982, p.1007-08.

Subjects: supply; demand; costs; productivity; unemployment
Geography: US

343. Marchant, B. "A Budgeting System for Controlling Labor Costs Nurseries." *American Nurseryman*, v.156, n.5, September 1, 1982, p.92-95.

Subjects: costs; personnel-management; manager
Geography: US

344. Marchant, B. "How Garden Centers Can Reduce Labor Costs Without Cutting Service." *American Nurseryman*, v.156, n.5, September 1, 1982, p.83-89.

Subjects: costs; productivity; personnel-management
Geography: US

345. Martin, G. "Latins [Mexican Workers in Vineyards, Manual Labor]." *Wine-West*, v.39, n.2, March/April 1984, p.30-32.

Subjects: Mexican; personnel-management
Geography: US

346. Martin, M. E. *Facts for California Agricultural Employees About Agricultural Labor Relations Act*

(*Labor Relations on the Job*), *Unemployment Insurance (When Out of a Job)*. Berkeley, CA: University of California, 1980. 3p.

Subjects: labor-relations; laws; union; manager

Geography: CA

347. Martin, Marshall A.; Havlicek, Joseph, Jr. "Technological Change and Labor's Relative Share: The Mechanization of U. S. Cotton Production." *Southern Journal of Agricultural Economics*, v.9, n.2, December 1977, p.137-141.

Abstract: This paper shows why elasticity of factor substitution and bias of technical change must be known in order to determine labor's relative share of output value. These two parameters are estimated for the case of mechanization of U. S. cotton production using data from 1952-1969. Labor's relative share in the U. S. cotton industry has declined since World War II, as cotton production was rapidly mechanized.

Subjects: intensive; technology; demand; unemployment; tasks; labor-requirements; productivity

Geography: US

348. Martin, Philip L. "Counting Heads: Is There a Labor Shortage Or Isn't There? Here's How the Numbers Add Up in California." *California Farmer*, v.268, n.1, January 2, 1988, p.12, 24-25.

Abstract: The University of California at Davis surveyed California farm employers in 1987 to collect employment and wage data and to ask growers how the Immigration Reform and Control Act of 1986 affected them. This paper presents the survey results.

Subjects: supply; demand; immigration; documentation; wage; seasonal; piece-work; tasks; recruit; labor-requirements

Geography: CA

349. Martin, Philip L. "Farm Labor and Production Efficiency." In *Symposium on Sustainability of California Agriculture*. Sacramento, CA; 1986, p.224-232.

Subjects: productivity; intensive
Geography: US

350. Martin, Philip L. *Labor in California Agriculture. Migrant Labor in Agriculture: An International Comparison*. Oakland, CA: Giannini Foundation of Agricultural Economics, University of California, 1985.

Abstract: A brief overview of the structure of the farm economy in California is presented. The state's reliance of migrant laborers composed of

mainly Mexicans and Mexican-Americans is discussed. Other distinguishing features of California farming include the great number of large corporate vegetable farms; the use of farm labor contractors to secure laborers; technological changes in farming which have reduced some farm jobs while creating others. The demographic characteristics of the state's farm workers and farms are surveyed. Success of unionization in selected agricultural markets and the increasing dominance of Central Valley farms are seen as segmenting the state's farm market. Past policy and policing efforts to improve wages and working conditions of farm laborers are characterized as unsuccessful. The author sees little prospect that policy makers will make the tough decisions required to address the state's labor problems, and accordingly, the continued reliance on low paid migrant labor is likely to continue.

Subjects: age; Mexican; ethnicity; women; wage; nonfarm; seasonal; contractor; corporate; manager; union; regulations; demand; immigration; supply; intensive; technology

Geography: CA

351. Martin, Philip L. *Labor Migration and Economic Development*. Davis, CA: University of California, Department of Agricultural Economics, 1988, 28p.

Subjects: migration; income; immigration; productivity

Geography: US

352. Martin, Philip L. "Labor-intensive Agriculture." In *Immigration: Process and Policy*, ed. T. A. Aleinikoff; D. A. Martin. St. Paul, MN: West Publishing Company, 1985, p.822-826.

Subjects: immigration; intensive; technology; labor-requirements; productivity

Geography: US

353. Martin, Philip L. "Migrant Labor in Agriculture: An International Comparison." *International Migration Review*, v.19, Spring 1985, p.135-43.

Abstract: This article summarizes discussions of 22 papers presented by labor experts from 12 countries at the Conference on Migrant Agriculture in May 1984 at the University of California at Davis. International comparisons of public and private policies to supply labor required in labor intensive agriculture are presented. Countries whose policies are discussed include France, Israel, South Africa, and the United States. Trends in the levels of migrant labor forces of these countries are summarized. Countries have varied between accepting foreign workers to supply needed

workers and adopting policies intended to formalize the agricultural labor force and to integrate the agricultural and non-agricultural labor forces. The characteristics of manpower for labor-intensive agriculture for several countries are discussed. The author explains various policies that have been used to reduce reliance on foreign workers.

Subjects: documentation; seasonal; corporate; other-farm; intensive; personnel-management; laws; programs; migration; supply; demand; technology; immigration

Geography: US; Europe; Israel

354. Martin, Philip L. "Network Recruitment and Labor Displacement." In *U. S. Immigration in the 1980s*, ed. D. E. Simox. Boulder, CO: Westview Press, 1988, p.67-91.

Subjects: recruit; supply; unemployment; immigration

Geography: US

355. Martin, Philip L. *The California Farm Labor Market*. Paper prepared for the Conference on Farm Labor and Rural Poverty, May 7, 1988, Fresno, CA. Davis, CA: University of California, Department of Agricultural Economics, 1988.

Abstract: The paper presents a review of issues with regard to the California agricultural labor market in the 1980's. Overall, the market is characterized as highly decentralized and segmented, with continued heavy reliance on undocumented workers, a large role of farm labor contractors and foremen in hiring and managing workers, and which generally serves as the job of last resort of workers. The diversity of employment arrangements, working and living conditions, and characteristics of workers employed in California agriculture is emphasized. The effect of immigration reform on California agriculture is discussed, particularly the SAW program. The paper includes summaries of other research carried out on the California agricultural labor market, and has several tables of employment and wage data during the 1980's. The author considers four possible scenarios for the future of the California agricultural labor market, and concludes public policies can have a significant effect on which scenario is realized.

Subjects: benefits; piece work; wage; undocumented; contractor; manager; labor-relations; union; personnel management; working-conditions; laws; programs; hours; demand; supply; unemployment; immigration; search; recruit; crew; productivity; seasonal

Geography: CA; USA

356. Martin, Philip L. "The Outlook for Agricultural Labor in the 1990's." *U.C. Davis Law Review*, v.23, n.3, Spring 1990.

Abstract: Serious problems in the U. S. farm labor market include inadequate wages and impoverished living conditions of many workers, farmer uncertainty over the availability of sufficient workers during harvest, and continued dependence on undocumented workers. Efforts to remedy the situation through a variety of programs designed to decasualize farm labor have failed in the face of large labor surpluses which leave farmers with little incentive to hire smaller numbers of longer term workers. The paper traces farm labor shortages the U. S. agricultural sector had experienced in the past, and reviews government policies which impacted farm labor. The paper considers the effect of the Immigration Reform and Control Act (IRCA) on farm labor, focusing on the RAW and SAW programs in the Act. Technological and other non-labor changes that could effect the farm labor market in the 1990's are also discussed.

Subjects: documentation; Mexican; wage; seasonal; contractor; corporate; family-farm; manager; working-conditions; laws; IRCA; programs; immigration; migration; supply; recruit; technology

Geography: CA

357. Martin, Philip L. "The Outlook for Farm Labor and Mechanization." In *Farm Machinery Conference*. Davis, CA: University of California, Department of Agricultural Engineering, January 10, 1989, p.5-10.

Subjects: technology; tasks; productivity; intensive; unemployment; income

Geography: US

358. Martin, Philip L.; Egan, Daniel L. "The Makewhole Remedy in California Agriculture." *Industrial and Labor Relations Review*, v.43, n.1, October 1989, p.120-30.

Subjects: labor-relations; laws; union

Geography: US;CA

359. Martin, Philip L.; Mamer, John W. "The Farm Labor Market." In *Proceedings - Academic Political Science*. New York, The Academy of Political Science, v.34, n.3, 1982, p.223-234.

Subjects: supply; demand; unemployment; labor-relations; union

Geography: US

360. Martin, Philip L.; Mines, Richard. "Farm Labor Issues and Policies: Discussion." *American Journal of*

Agricultural Economics, v.64, n.5, December 1982, p.1007-1008.

Subjects: supply; demand; working-conditions; unemployment
Geography: US

361. Martin, Philip L.; Olmstead, Alan L. "The Agricultural Mechanization Controversy." *Science*, February 1985, v.227, p.601-606.

Abstract: Article evaluates the effects of California funded mechanization research on farm workers, rural lifestyle, small farms, consumers, and collective bargaining in agriculture. Authors discuss lawsuit filed against the University of California for carrying out publicly funded agricultural mechanization research and conclude the existing evidence does not support the negative impacts alleged. The issue of researcher and university liability for failure to carry out all legislative mandates included in public research funds is highlighted as an important one that extends beyond the case discussed in the article.

Subjects: technology; productivity; unemployment; family-farm; labor-requirements; laws; programs
Geography: CA

362. Martin, Philip L.; Taylor, J. Edward; Hardiman, Philip. "California Farm Workers and the SAW Legalization Program." *California Agriculture*, v.42, n.6, November/December 1988, p.4-6.

Subjects: Mexican; immigration; seasonal; laws; IRCA; union; unemployment
Geography: CA

363. Martin, Philip L.; Vaupel, Suzanne. *Agricultural Labor Relations in California*. California Farm Labor Relations and Law, Monograph and Research Series 41. Los Angeles, CA: Institute of Industrial Relations, University of California, 1985.

Abstract: California's labor intensive fruit, vegetable, and horticulture farms depend on hired workers, and have thus been the target of farm labor union organizers. Collective bargaining agreements were reached in the 1960s. California farmworkers are represented by seven unions. The United Farm Workers Union has the most members and has successfully organized in the Coastal and Imperial Valleys. The Agricultural Labor Relations Act (ALRA) was passed by the California legislature in 1975. The Agricultural Labor Relations Board (ALRB) was created to administer this law. The ALRB has supervised elections and decided charges brought by workers, unions, and employers. Farmworker strikes have not been successful because illegal immigration has provided an

abundant agricultural labor supply. Strikes have also resulted in higher prices and profits for growers. Boycotts and political action against corporate farms have had the most success, especially against farm subsidiaries of conglomerates.

Subjects: Labor-relations; union; programs; corporate; immigration; history; laws
Geography: CA

364. Martin, Philip L.; Vaupel, Suzanne; Amaya, W.; Fish, C.; Amon, R. "The Fragmented California Farm Labor Market." *California Agriculture*, v.39, n.11/12, November/December 1985, p.14-16.

Subjects: union; personnel-management; seasonal; year-round; education; Mexican; unemployment
Geography: CA

365. Martin, Philip L.; Vaupel, Suzanne; Egan, Daniel L. "Farmworker Unions: Status and Wage Impacts." *California Agriculture*, v.40, n.7/8, July/August 1986, p.11-13.

Subjects: union; wage; seniority; benefits; labor-relations
Geography: CA

366. Martin, R. A. "Linking Formal Education to Work." *The Agricultural Education Magazine*, v.56, n.9, March 1984, p.4-5.

Subjects: Education; personnel-management; tasks
Geography: US

367. Martin, William E. "Alien Workers in United States Agriculture: Impacts on Production." *Journal of Farm Economics*, v.48, December 1966, p.1137-45.

Abstract: Analyzes the effects of the reduced number of foreign workers employed in U. S. agriculture as a result of the termination of the Bracero Program and the apparent change in attitude by the Government toward the importation of workers under P.L. 414. Examines the changes in production and acreage of crops where foreign workers were employed, and finds little reduction in output in the aggregate, although location of production changed somewhat. Found only modest changes in the employment of domestic workers in agriculture, suggesting that the reduction in foreign workers was compensated for by the substitution of capital for labor, in addition to other technological and location changes. Concludes that the abrupt termination of the Bracero Program only hastened changes already taking place.(e)

Subjects: intensive; productivity; demand; unemployment; Mexican; technology
Geography: US

368. Mason, John D. *The Aftermath of the Bracero: A Study of the Economic Impact on the Agricultural Hired Labor Market of Michigan from the Termination of Public Law 78*. East Lansing, MI: Michigan State University, 1969. 273p.

Abstract: Analyzes the effect of the termination of the Bracero Program on the labor market for the Michigan pickle industry. Contrary to the industry predictions, domestic workers accepted employment harvesting pickles in 1965. Wages did rise, and employment conditions did improve. The farm wage rate for all hired farmworkers in Michigan significantly increased from 1964 to 1965. Although the acreage in pickles fell somewhat for 1965 and 1966, 1967 acreage returned to the 1964 level partly because of mechanization.(e)

Subjects: programs; immigration; seasonal; wage; benefits; working-conditions

Geography: MI

369. Mason, Robert. *Productivity Estimates for Alien and Domestic Strawberry Workers and the Number of Farm Workers Required to Harvest the 1988 Strawberry Crop*. Agricultural Experiment Station, Oregon State University, Special Report, 828. Corvallis, OR: Agricultural Experiment Station, Oregon State University, 1988.

Abstract: Oregon strawberry growers were surveyed to determine the number of 1987 acres in production, total pounds of berries harvested and left unharvested, number of worker-days needed, age and legal status of workers, and planting and harvesting intentions for 1988. Size and productivity of the workforce was estimated. Age and legal status, as well as length of time spent working on one farm, were found to affect the productivity of the workers. Farmers planned to reduce 1988 strawberry acreage due to uncertainty over labor supply.

Subjects: Age; Documentation; Seasonal; Demand; Supply; Labor-requirements; Productivity; Tasks

Geography: OR

370. Matta, Benjamin N. Jr. *The Off-Farm Work of Hired Farm Laborers*. Seasonal Agricultural Labor Markets in the United States. Ames, IA: Iowa State University Press, 1984.

Abstract: Paper discusses the importance of off-farm work as a supplement to farm worker income historically, the earnings and employment tenure of agricultural laborers on off-farm jobs, and the determinants of which farm workers obtain off-farm jobs. The author begins with a summary of existing research on off-farm jobs by agricultural

laborers. An overview of historical data on off-farm labor is presented. Next, the paper outlines a model of off-farm labor, which is tested using OLS regression techniques. One finding of the study are that among workers that depend upon farm work as their primary source of income, the earnings of workers who concentrate on farm employment only are not significantly different from the earnings of workers who combine farm and nonfarm employment. However, nonfarm work remains important to those in the hired farm worker market as a way of increasing incomes in the face of underemployment and unstable incomes. The author recommends the adoption of public policies to promote nonfarm employment by agricultural workers.

Subjects: nonfarm; income; recruit
Geography: US

371. McCarthy, Kevin F.; Valdez, R. Burciaga. *Current and Future Effects of Mexican Immigration in California*. Santa Monica, CA: Rand Corporation, 1986. 104p.

Subjects: Mexican; documentation; immigration; seasonal; wage; union; unemployment
Geography: CA

372. McDowell, S.; Lesser, W. "The Effect of Unions on Productivity: An Analysis of the Cattle Kill Floor." *Agribusiness*, v.3, n.3, Fall 1987, p.273-280.

Subjects: union; productivity; manager; tasks

Geography: US

373. McGranahan, D. A. "Rural Workers At a Disadvantage in Job Opportunities." *Rural Development Perspectives*, v.4, n.3, June 1988, p.7-12.

Subjects: job-search; careers; nonfarm; year-round; education; income

Geography: US

374. McIntosh, W. A.; Picou, J. S. "Manpower Training and the Political Economy of Agriculture: CETA and the Texas Agricultural Environment." *Social Science Quarterly*, v.66, n.2, June 1985, p.330-345.

Subjects: education; unemployment; programs; demand; job-search

Geography: TX

375. Mehler, Louise. *Guide to the California Pesticide Illness Surveillance Program, 1988*. California Department of Food and Agriculture, HS-1575, April 30, 1990. Sacramento, CA: California Department of Food and Agriculture, Division of Pest

Management, Environmental Protection and Worker Safety, Worker Health and Safety Branch, 1990.

Subjects: hazard; manager; programs; health

Geography: CA; US

376. Metzler, William Herman; Loomis, Ralph A.; LeRay, Nelson L. *The Farm Labor Situation in Selected States, 1965-66*. Agricultural Economic Report, 110 n1. Washington, D.C.: Economic Research Service, U. S. Department of Agriculture, 1967. ii, 62p.

Subjects: unemployment; income; family-farm; corporate-farm; productivity

Geography: US

377. Miller, H. N. "H-2A: a Hiring Option." *Western Fruit Growers*, v.108, n.4, April 1988, p.32-33.

Subjects: recruit; contractor; immigration; seasonal; programs

Geography: US

378. Miller, Lawrence W.; Polinard, Jerry L.; Wrinkle, Robert D. "Attitudes Toward Undocumented Workers: The Mexican American Perspective." *Social Science Quarterly*, v.65, n.2, June 1984, p.482-94.

Subjects: Mexican; documentation; case; labor-relations

Geography: US

379. Miller, Michael V. *Mexican-American and Mexican National Farm Workers: A Literature Review*, August 23, 1975. Ames, IA: Rural Sociological Society, 1975. 25p.

Subjects: history; union; labor-relations; Mexican; immigration; seasonal; documentation

Geography: US

380. Miller, S. H. "Just a Farmer." *Iowa Agriculture*, v.86, n.2, Spring 1985, p.24-25.

Subjects: education; technology; careers; personnel-management

Geography: US

381. Mines, Richard A. *Employers and Workers in California Agriculture*. California Farm Labor Relations and Law, Monograph and Research Series 41. Los Angeles, CA: Institute of Industrial Relations, University of California, 1985.

Abstract: This paper looks at the different types of employers and farmworkers in California agriculture. Data were gathered in a 1983 survey by the California State Employment Development Department (EDD). Workers hired by farm labor contractors (FLC) were found to have lower wages and poorer working conditions than workers hired

by growers. FLCs were more likely to pay piece-rates and to concentrate on harvest tasks. They also hired workers with less union exposure. FLCs are on the rise in California, although there are regional variations. Demographics of farmworkers from the 1983 survey are compared to 1965 data. Age, ethnicity, and sex of farmworkers is compared. Educational levels of the children of farmworker families are considered. Since 1965, the farmworker population is made up of more Mexicans, more families, more women, and fewer old men and children. It is more settled with less reliance on migration with crop harvests. Unemployment rates are still high for farmworkers. Technological changes have lightened some tasks allowing for more women workers and less seasonal demand for workers, encouraging more long-term employment.

Subjects: Working-conditions; contractor; tasks; piece-work; wage; family; Mexican; women; ethnicity; education; age; seasonal; documentation
Geography: CA

382. Mines, Richard A.; Anzaldua, Ricardo. *New Migrants Vs. Old Migrants: Alternative Labor Market Structures in the California Citrus Industry*. San Diego, CA: University of California, Program for U. S.-Mexico Studies, 1982. 119p.

Subjects: seniority; migration; seasonal
Geography: CA

383. Mines, Richard A.; Martin, Philip L. "Immigrant Workers and the California Citrus Industry." *Industrial Relations*, v.23, n.1, Winter 1984, p.139-149.

Abstract: The citrus harvest in Ventura County, California, has been characterized by use of Mexican immigrant labor since the 1960's, when shortages of labor led growers to hire Mexican immigrants. Helped by employers, undocumented Mexican workers obtained citizenship and permanently resided in Ventura county, providing growers with a stable pool of seasonal labor. The article relates that settlement of workers led them to demand higher wages and improved working conditions. Ultimately, the workers sought assistance in pursuing their demands from the United Farm Workers union. Another change associated with permanent settlement was a rise in farm labor contracting activity when contractors hired the most recent Mexican immigrants and grew by taking advantage of not paying negotiated benefits and thereby were able to undercut union workers costs by up to 25% by not paying benefits. This increase caused the displacement of many more senior migrant Mexican workers. Policies to address the situation in Ventura Co. are discuss.

Subjects: Mexican; immigration; seasonal; costs; benefits; wage; contractor; labor-relations; working-conditions; programs; unemployment; crew; documentation; union

Geography: CA; Ventura County; US

384. "Ministry of the Dispossessed: Learning from the Farm Worker Movement by Pat Hoffman." *Human Rights Quarterly*, v.11, February 1989, p.170-2.

Subjects: labor-relations; housing; union; Mexican; seasonal; migration; immigration

Geography: CA

385. Monfils, Greg. "Children in the Fields: If They're Out There, Farmers are Liable." *California Farmer*, v.273, n.5, October 6, 1990, p.14-16, 57-E.

Abstract: The law states that a child under the age of 12 cannot work at all. From 12 to 18 varied restrictions apply. California labor laws are the toughest in the country. Opinions vary as to whether child labor is increasing or declining in California. According to recent court decisions concerning child labor law violations, farmers are liable for penalties even if a labor contractor is used. An outline of federal and state child labor laws is presented.

Subjects: age; Mexican; laws; regulations; hazard; contractor; IRCA; case

Geography: CA; US

386. Mongelli, R. C.; Anthony, J. P. Jr.; Kindya, W. G.; Perry, A. *Costs of Watermelon Handling from Grower to Retailer*. Washington, D.C.: U. S. Department of Agriculture, 1984. 18p.

Subjects: tasks; seasonal; costs; productivity

Geography: US

387. Montejano, David. "The Demise of 'Jim Crow' for Texas Mexicans, 1940-1970." *Aztlan: A Journal of Chicano Studies*, v.16, n.1-2, 1985, p.27-69.

Subjects: Mexican; laws; programs; labor-relations

Geography: TX

388. Mooney, Patrick H. "Class Relations and Class Structure in the Midwest." In *Studies in the Transformation of U. S. Agriculture*, ed. A. Eugene Havens; Gregory Hooks; Patrick H. Mooney; Max J. Pfeffer. Boulder, CO: Westview Press, 1986, p.206-251.

Subjects: other-farm; nonfarm; family-farm; labor-relations; corporate; careers

Geography: Midwest

389. Mooney, Patrick H. "Farm Work and Fieldwork: American Agriculture in

Anthropological Perspective by Michael Chibnik." *American Journal of Sociology*, v.94, July 1988, p.160-2.

Subjects: ethnicity; seasonal; working-conditions; history; technology; family

Geography: US

390. Mooney, Patrick H. *My Own Boss? Class, Rationality, and the Family Farm*. Rural Studies Series. Boulder, CO: Westview Press, 1988. 306p.

Subjects: manager; family-farm; union

Geography: US

391. Mooney, Patrick H. "Toward a Class Analysis of Midwestern Agriculture." *Rural Sociology*, v.48, Winter 1983, p.562-584.

Abstract: This paper applies recently developed neo-Marxist class theory to a class analysis of midwestern agricultural production. The author integrates prior work by Braverman and Wright in identifying four indicators of class status of agricultural laborers. The author develops three "pure" class indicators using the relation between the four indicators. Contradictions between the pure indicators result from imperfect coincidence in the characterization of simple commodity and capitalist production systems, and support Wright's concept of "contradictory class location." The paper argues this concept is particularly relevant to the analysis of class in agricultural production. The paper also examines five social relations in agricultural production with respect to the specified indicators of class location.

Subjects: education; family; race; income; family-farm; manager

Geography: Midwest; IL; IW; IN; OH; MI; MN; WI; US

392. Morefield, K. R. "Understand the Risks of Using Independent Contractors." *American Nurseryman*, v.166, n.12, December 15, 1987, p.53-55.

Subjects: contractor; costs; productivity

Geography: US

393. Morgan, Larry C.; Gardner, Bruce L. "Potential for a U. S. Guest-Worker Program in Agriculture: Lessons from the Braceros." In *The Gateway: U. S. Immigration Issues and Policies*, ed. Barry R. Chiswick. Washington, D.C.: American Enterprise Institute for Public Policy Research, 1982, p.361-411.

Abstract: Presents an empirical model of farm labor markets for southwestern states employing Bracero workers. Estimates the program's effect on wages and employment and on economic welfare of the U. S. and Mexico. Suggests that the United States and Mexico gained by the free flow of labor under the program.(e)

Subjects: documentation; Mexican; wage; income; hours; seasonal; programs; immigration; supply; unemployment; recruit; tasks; productivity
Geography: US; Southwest

394. Mueller, A. G.; Hollis, G.; Johnson, L.; Waldo, M. *Employer-employee Relationships on Hog Farms*. Pork Industry Handbook. West Lafayette, IN: Purdue University, Cooperative Extension Service, 1978. 2p.

Subjects: labor-relations; year-round; other-farm; manager
Geography: US

395. Muller, Thomas; Espanshade, Thomas J. *The Fourth Wave: California's Newest Immigrants*. Washington, D.C.: The Urban Institute Press, 1985. 30p.

Abstract: The latest group of immigrants, which arrived in the United States during the 1970's and 1980's, was one of the largest in U. S. history. This book looks at the impact of this immigration on the U. S. economy, society, and government, focusing on immigration to the state of California and the Los Angeles Metropolitan area. A historical review of immigration to the U. S. is followed by an analysis of the demographic, economic, and social characteristics of recent immigrants, including estimates of the total numbers of immigrants to the U. S. during the 1970's and 1980's. The experiences of new immigrants, the effects of immigration on government expenditures, and the impact of immigration on employment of native workers and on wage levels are discussed. The presence of Mexican and other immigrants in the Los Angeles area has depressed wages for both immigrant and native workers in manufacturing and some service industries and that Mexican immigrant households receive government services and assistance that cost more than the taxes paid by these same families. The book concludes with projections of labor demand in California.

Subjects: documentation; education; family; ethnicity; Hispanic; Mexican; women; housing; income; wage; programs; demand; immigration; migration; supply; unemployment; recruit; history
Geography: CA; US

396. Muniac, V. "Training Program Helps Stimulate U. S. Agricultural Trade." *Foreign Agriculture*, v.23, n.12, December 1985, p.18-19.

Subjects: education; income; productivity
Geography: US

397. Murray, Douglas L. "The Abolition of El Cortito, the Short-handled Hoe: A Case Study in

Social Conflict and State Policy in California Agriculture." *Social Problems*, v.30, n.1, October 1982, p.26-39.

Abstract: This paper looks at the 1975 administrative ruling by the state of California banning the use of the short-handled hoe, el cortito, after it was declared an occupational hazard to farm workers. The historical development of this occupational hazard is presented. The litigation and policy formation process is examined in the context of the social and political situation of the late 1960s and early 1970s. The use of legal institutions as a means for resolving social conflict issues is questioned.

Subjects: Mexican; history; laws; regulations; hazard; labor-relations; working-conditions; tasks; case

Geography: US; CA

398. Naismith, Rachael. "Field Work: Outreach to Migrants." *RQ*, v.22, n.1, Fall 1982, p.33-35.

Subjects: recruit; migration; seasonal; programs

Geography: US

399. National Rural Health Care Association. *The Occupational Health of Migrant and Seasonal Farmworkers in the United States*. Report Summary. Second Edition. Kansas City, MO: National Rural Health Care Association, 1986. 17p.

Subjects: housing; health; working-conditions; seasonal; migration

Geography: US

400. Nelson-Cisneros, Victor B. "UCAPAWA and Chicanos in California: The Farm Worker Period, 1937-1940." *Aztlan: A Journal of Chicano Studies*, v.7, n.3, Fall 1976, p.453-477.

Subjects: Mexican; history; union

Geography: CA

401. New Jersey Department of Labor. *Commission to Study the Hiring, Employment, and Compensation of Agricultural Labor in New Jersey: Final Report*. Trenton, NJ: Department of Labor, 1987. 28, 40 leaves.

Subjects: recruit; supply; demand; hours; seasonal; wage; income; labor-relations

Geography: NJ

402. Nolan, R. C. "A Motivational Climate: Prerequisite for Success." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.15-16.

Subjects: personnel-management; labor-
relations; benefits; wage
Geography: US

403. Nolan, R. C. "Evaluating for Growth." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.41-42.

Subjects: personnel-management; seniority;
labor-relations
Geography: US

404. Nolan, R. C. "Training Makes a Lot of Sense." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.39-40.

Subjects: education; personnel-management
Geography: US

405. Norris, C. A. "How Four Growers Are Implementing the Piecework System." *American Nurseryman*, v.159, n.7, April 1, 1984, p.61-63.

Subjects: piece-work; tasks; wage;
personnel-management
Geography: US

406. North American Congress on Latin America. "The Cane Contract: West Indians in Florida." *NACLA Report on the Americas*, v.11, November/December 1977, p.11-17.

Abstract: Describes the British West Indies workers who cut sugarcane in Florida. Describes the contracting process between the employers and the home government and some terms of these contracts. Briefly overviews the H-2 program as it applies to the Florida sugarcane industry.(e)

Subjects: programs; seasonal;
documentation; immigration; ethnicity; labor-
relations
Geography: FL

407. Nott, S. B.; Schwab, G. D.; Kelsey, M. P.; Hilker, J. H.; Shapley, A. E. *Estimated Crop and Livestock Budgets from Michigan, 1984*. East Lansing, MI: Michigan State University, Department of Agricultural Economics, 1984. 28p.

Subjects: costs; other-farm; productivity
Geography: MI

408. Olsen, L. "The Supervisor—a State Perspective." *The Agricultural Education Magazine*, v.57, n.12, June 1985, p.7-9.

Subjects: manager
Geography: US

409. Osborne, E. "Industry Experience to Update Competencies." *The Agricultural Education Magazine*, v.62, n.2, August 1989, p.19, 22-23.

Subjects: education; tasks; productivity
Geography: US

410. Osburn, D. D.; Ziuzat, Y. *Agribusiness Employment in Missouri*. Columbia, MO: University of Missouri, Department of Agricultural Economics, 1982. 80p.

Subjects: corporate; manager; nonfarm;
seasonal; year-round
Geography: MO

411. Overall, I.; Thompson, J. F. *Changing Burley Tobacco Allotments and Optimum Resource Use on Kentucky Inner Bluegrass Farms*. Lexington, KY: Agricultural Experiment Station, 1966. 24p.

Subjects: costs; productivity
Geography: KY

412. Padfield, Harland; Martin, William E. *Farmers, Workers and Machines: Technological and Social Change in Farm Industries of Arizona*. Tucson, AZ: The University of Arizona Press, 1965.

Abstract: Studies the interplay of social, economic, and technological systems pertaining to harvesting agricultural crops in Arizona. Presents observations on workers based on primary survey data. Although the emphasis is on the harvesting system rather than on the Bracero Program, makes observations about the program.(e)

Subjects: programs; seasonal; technology;
history; intensive; tasks; productivity
Geography: US; AZ

413. Parker, T. S.; Whitener, L. A. "Farmers and Their Search for Off-farm Employment." *Rural Development Perspectives*, v.5, n.2, February 1989, p.27-32.

Subjects: nonfarm; family; farm; income;
job-search
Geography: US

414. Parker, W. N. "Quantification in American Agricultural History, 1850-1910: A Re-examination." *Agricultural History*, v.62, n.3, Summer 1988, p.113-132.

Subjects: history; demand; supply;
productivity
Geography: US

415. Parliament, Claudia; Tsur, Yacov; Zilberman, David. "Cooperative Labor Allocation Under Uncertainty." *Journal of Comparative Economics*, v.13, December 1989, p.539-52.

Subjects: other-farm; productivity; crew
Geography: US

416. Patrick, George F.; Loehman, Edna T.; Fernandez, Adriela. "Estimation of Risk-Income and Labor-Income Trade-offs With Conjoint Analysis." *North Central Journal of Agricultural Economics*, v.6, n.2, July 1984, p.151-156.

Abstract: Farm operators attitudes toward risk are studied using conjoint analysis of farmer survey data. Conjoint analysis is a technique in which part-worths or "utilities" are assigned to prespecified levels of attributes in an effort to minimize differences between actual and predicted ranking of multiattribute alternatives. This analysis is used to derive trade-offs between alternative economic outcomes and associated risks. For the survey used in the study, farmers were asked to rank alternative production plans with defined levels of net income, risks of bankruptcy, and required level of operator labor effort. From this simulation, researcher estimated trade-offs between risk and income, and between labor effort and income. Trade-offs vary widely among farmers. Variance in trade-offs between farmers were not significantly associated with differences between farmers suggested by common socio-economic theory.

Subjects: hours; income; supply; wage; productivity; labor-requirements; costs
Geography: US

417. Pedersen, D. B.; Dahl, D. C.; Grant, W. W. *Minnesota Farm Labor Regulations*. St. Paul, MN: University of Minnesota, Agricultural Extension Service, 1982. 6p.

Subjects: laws; programs; wage; hours; age; hazard

Geography: MN

418. Pederson, D. B.; Dahl, D. C. *Agricultural Employment Law and Policy*. St. Paul, MN: Agricultural Experiment Station, North Central Regional Research Publications, 1981. 194p.

Subjects: laws; programs; wage; hours; age; hazard

Geography: US

419. Pennsylvania State University Cooperative Extension Service. *State and Federal Laws That Apply to Farm Labor [Pennsylvania]*. Special Circular, 295.

University Park, PA: Pennsylvania State University, Cooperative Extension Service, 1983. 8p.

Subjects: laws; programs; health; working-conditions; wage; hours; unemployment; seasonal
Geography: PA; US

420. Perkinson, Leon B.; Hoover, Dale M. "University Involvement in Social Impact Analysis of Changing Agricultural Technologies: Tobacco Harvest Mechanization in the Southeast." In *The Social Consequences and Challenges of New Agricultural Technologies*, ed. Gigi M. Berardi; Charles C. Geisler. Boulder, CO: Westview Press, 1984, p.163-180.

Subjects: technology; intensive; labor-requirements; tasks; productivity
Geography: US; NC

421. Perloff, Jeffrey M. *Union and Demographic Wage, Hours and Earnings Differentials in the Agricultural Labor Market*. Berkeley, CA: Department of Agricultural and Resource Economics, Agricultural Experiment Station, 1986. 28p.

Subjects: wage; hours; age; education; race; ethnicity; women; income; piece-work; union
Geography: CA; US

422. Perloff, Jeffrey M. *Union and Demographic Wage, Hours, and Earnings Differentials Among Californian and Other U. S. Agricultural Workers*. California Farm Labor Relations and Law, Monograph and Research Series 41. Los Angeles, CA: Institute of Industrial Relations, University of California, 1985.

Abstract: Union and demographic variations in wage and hours of agricultural production workers are used to explain earnings differentials. California agricultural production workers' wages and incomes are higher than elsewhere, but the benefits from being a union member, although substantial in California, are less than elsewhere. There are few differences in wages by sex, race, ethnicity, or citizenship throughout the country. Foremen in California do not earn more than laborers in contrast to other states. Although managers elsewhere earn no more than laborers and work more hours, they earn more in California and work fewer hours.

Subjects: wage; age; documentation; education; ethnicity; women; manager; union; hours; supply

Geography: CA; US

423. Pershing, D.; Bache, D.; Carson, E.; Barnard, F.; Atkinson, J. H.; Doster, H. "What the Farm Records

Show." *Cooperative Extension Service Paper*, June 1983, p.9-10.

Subjects: manager; costs; productivity
Geography: US

424. Petty, Gregory C.; Stewart, Bob R. "Affective Work Competencies of Agriculture Workers As Compared by Age." *Journal of the American Association of Teacher Educators in Agriculture*, v.24, n.4, Winter 1983, p.51-58.

Abstract: This article presents results of a study of agricultural laborers job competencies. Researchers compare competency attainment across workers of different groups in an attempt to measure differences between affective competencies exhibited by production agriculture and agribusiness workers of different ages.

Subjects: age; education; year-round; corporate; personnel-management; programs; labor-requirements; tasks; productivity
Geography: US

425. Petzen, J. S. "The Critical Match: Labor Needs and Resources." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.19-20.

Subjects: personnel-management; labor-requirements; tasks; seasonal
Geography: US

426. Petzen, J. S. "The Employment Application." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.27-28.

Subjects: personnel-management; recruit
Geography: US

427. Pfeffer, Max J. "Farm Work and Fieldwork: American Agriculture in Anthropological Perspective by Michael Chibnik." *Human Ecology*, v.17, March 1989, p.121-4.

Subjects: history; ethnicity; family; technology; seasonal; working-conditions
Geography: US

428. Pfeffer, Max J. "Immigration Policy and Class Relations in California Agriculture." In *Studies in the Transformation of U. S. Agriculture*, ed. A. Eugene Havens; Gregory Hooks; Patrick H. Mooney; Max J. Pfeffer. Boulder, CO: Westview Press, 1986, p.252-286.

Subjects: immigration; programs; history; migration; working-conditions; documentation
Geography: CA

429. Pfeffer, Max J. "Social Origins of Three Systems of Farm Production in the United States." *Rural Sociology*, v.48, Winter 1983, p.540-562.

Abstract: Agricultural development is a multi-linear process. Differences in farm structure are associated with different economic, social, and political factors, which differ over time and place. Farm labor management represents distinct problems due to natural conditions inherent in agricultural production. The characteristics of farm structure in a particular area results from the interaction of personnel management constraints due to natural conditions of production and particular economic, social, and political conditions. A historical analysis of three production structures is used to explain and consider this position. The three are the development of corporate farming in California, sharecropping in the South, and family farming on the Great Plains. Each of these systems of production initially arose under conditions of concentrated ownership of land, but differences between the regions in the available farm work force led to radically different systems of farm production.

Subjects: seasonal; year-round; corporate; family-farm; other-farm; personnel-management; programs; supply; costs; intensive; labor-requirements; productivity; tasks; history
Geography: US

430. Pfeffer, Max J. "The Labor Process and Corporate Agriculture: Mexican Workers in California." *Insurgent Sociologist*, v.10, n.2, Fall 1980, p.25-44.

Abstract: The role of Mexican workers in California fruit and vegetable production is examined. A key characteristic of fruit and vegetable labor is the great seasonality in demand: large numbers of laborers are only required during harvests. This seasonality of employment restricts the ways employers can manage their labor. Three systems of control are outlined: technological, bureaucratic, and personal. Farm labor management is typically personal—control stemming from the direct authority of the grower or foremen. The production process also limits the types of workers for whom employment in the industry is attractive. Workers must be willing to accept short-term employment, easy to hire on short notice, able to work until harvest is complete, and willing to accept low wages. Political control of harvest workers through state agents is also important in this labor

market. Because braceros represent a captive workforce due to U. S. entry requirements, successful unionization requires rejection of the bracero system. Gains by braceros have been undermined by employment of undocumented workers who are unable to demand higher wages and improved living conditions.

Subjects: Mexican; seasonal; migration; programs; benefits; wage; corporate; manager; union; personnel-management; recruit; productivity; documentation

Geography: CA; US

431. Pfeffer, Max J.; Gilbert, J. "Federal Farm Programs and Structural Change in the 1980s: A Comparison of the Cornbelt and the Mississippi Delta." *Rural Sociology*, v.54, n.4, Winter 1989, p.551-567.

Abstract: Using data from surveys of farms in two heavily agricultural counties, typical of many Cornbelt and Mississippi Delta areas, the impact of participation in federal agricultural support programs on farm structure is analyzed.

Examination of the two socioeconomically distinct regions enables researchers to analyze program effects in different environments. Two distinct questions are addressed in the paper: 1) how farmers use the federal agricultural support programs in conjunction with other inputs as part of an overall strategy to sustain a farm and 2) specific outcomes associated with program participation are examined. Regression results show farmers in both regions use receipts from federal farm support programs to expand farm operations. Important regional differences associated with the implementation of this strategy were found. Authors attribute these regional differences to varied levels of enrollment in farm programs in the past across the two regions, and to variations in farm organization. Farm reliance on household or hired labor is highlighted as an important organizational difference.

Subjects: family; income; family-farm; corporate; programs; costs; productivity; technology
Geography: IA; MS; US

432. Pilgrim, D. A.; Williams, D. L. "The Contribution of Agribusiness Placement SOE [Supervised Occupational Experience] in Developing the Occupational Ability of Vocational Agriculture Students." *Journal of the American Association of Teacher Educators in Agriculture*, v.25, n.3, Fall 1984, p.52-59.

Subjects: job-search; recruit; corporate; education

Geography: US

433. Poli, Bonnie; Fluker, Sam S. *Pesticide Safety for Farmworkers + Uso Seguro De Pesticidas Para Los Trabajadores Del Campo*. Washington, D.C.: Pesticide Farm Safety Staff, Office of Pesticide Programs, U. S. Environmental Protection Agency, 1985. 29p.

Subjects: hazard; health; tasks

Geography: US

434. Pollack, Susan L. *The Hired Farm Working Force of 1979*. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, 1981. 59p.

Subjects: supply; demand; age; education; race; women; seniority

Geography: US

435. Pollack, Susan L. *The Hired Farm Working Force of 1983: A Statistical Profile*. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, 1986. 52p.

Subjects: supply; demand; age; education; race; seniority; women

Geography: US

436. Pollack, Susan L.; Jackson, William R., Jr. *The Hired Farm Working Force of 1981*. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, 1983. 70p.

Subjects: supply; demand; age; seniority; women; family

Geography: US

437. Polopolus, Leo C. "Florida's Agricultural Workforce: FFVA Digest." *Citrus and Vegetable Magazine*, November 1989, p.59.

Subjects: demand; seasonal; seniority; ethnicity; race

Geography: FL

438. Polopolus, Leo C. "Impact of Labor Laws and Regulations on Agricultural Labor Markets: Discussion." In *Seasonal Agricultural Labor Markets in the United States*, ed. Robert D. Emerson. Ames, IA: Iowa State University Press, 1984, p.406-411.

Subjects: documentation; hazard; wage; benefits; seasonal; labor-relations; working-conditions; migration; laws

Geography: US

439. Polopolus, Leo C. "Labor Productivity and Agribusiness." *Agribusiness*, v.2, n.3, Fall 1986, p.269-277.

Subjects: corporate; productivity; personnel-management

Geography: US

440. Porterfield, R. A. "Labor Management on Dairy Farms." *Arizona Dairy Newsletter*, September 1984, p.1-4.

Subjects: labor-relations; manager; other-farm

Geography: US

441. Portes, Alejandro. "Illegal Immigration and the International System: Lessons from Recent Legal Mexican Immigrants to the United States." *Social Problems*, v.26, n.4, April 1979, p.425-38.

Abstract: Interviews were conducted with documented Mexican immigrants at the point of arrival in the United States. The data indicate that an important segment of this population has nonrural origins, comparatively high levels of education, industrial and service occupational backgrounds, and most are headed for urban areas and jobs. These results support the idea that this immigration is an outgrowth of capitalist development in Mexico and not a consequence of rural backwardness. U. S. government policies for dealing with illegal immigration are analyzed.(e)

Subjects: Mexican; documentation; immigration; education; careers; programs; laws; supply; job-search

Geography: US;CA

442. Poveda, Juan A. *Earnings Differentials Among Florida Male Farm Workers*. Gainesville, FL: University of Florida, 1977.

Subjects: income; seniority; piece-work; wage; hours

Geography: FL

443. Preston Anderson, Andrea; Weseman, Marcus. "Breaking the Cycle of Poverty Among Farmworkers." *Human Services in the Rural Environment*, v.8, n.2, 1983, p.14-21.

Subjects: income; productivity; seasonal; migration; benefits

Geography: US; South

444. Pryor, Alton. "Spelling Out Secondary Boycotts." *California Farmer*, v.271, n.5, October 7, 1989, p.58.

Abstract: The Agricultural Labor Relations Board (ALRB) found that the United Farm Workers (UFW) violated several provisions of the Agricultural Labor Relations Act (ALRA) in its 1986 dispute with Egg City. The ALRB ruled that the UFW's secondary boycott of Egg City customers did not comply with the ALRA, and that the Union might have to pay compensation to Egg City.

Subjects: union; labor-relations; laws; case
Geography: CA

445. Pryor, P. D.; Thoburn, T. W.; Weis, W. *Health Hazard Evaluation Report HETA 81-463-1477, Colorado River Indian Reservation, Parker, Arizona*. Cincinnati, OH: National Inst. for Occupational Safety and Health, 1984. 50p.

Subjects: health; hazard; tasks

Geography: AZ

446. Pudasaini, S. P. *The Contribution of Education to Allocative and Technical Efficiency in Sugarcane Production*. St. Paul, MN: University of Minnesota, Department of Agricultural and Applied Economics, 1982. 21p.

Subjects: education; productivity; manager

Geography: US

447. Quinn, P. H. "U. S. Agricultural Labor Policy." In *Proceedings - Agricultural Outlook Conference - USDA*. Washington: U. S. Government Printing Office, 1984, p.661-668.

Subjects: programs; costs; union; income; family-farm

Geography: US

448. Rathge, Richard W.; Swenson, Cynthia L. *An Evaluation of Use Value Production of Farm Women in an Agricultural State*. Ames, IA: Rural Sociological Society, 1985. 30p.

Subjects: women; productivity; unemployment

Geography: ND

449. Reda Wilson, K.; Burton, R. O. Jr.; Baker, B. S. *Hiring Seasonal Labor: an Analysis of Potential Returns on West Virginia Farms*. Morgantown, WV: West Virginia University, Agricultural and Forestry Experiment Station, 1986. 12p.

Subjects: costs; seasonal; migration; productivity; unemployment

Geography: WV

450. Reed, W. D.; Flores, B. "A Time to Increase Management Level Minorities." *The Agricultural Education Magazine*, v.60, n.6, December 1987, p.15-17.

Subjects: manager; race; personnel-management; seniority

Geography: US

451. Regional Farm Policy Conference. *Labor & Agriculture: 1966 Regional Farm Policy Conference*. Roanoke, VA: Regional Farm Policy Conference, 1966. 136p.

Abstract: Report on Proceedings of the 1966 Regional Farm Policy Conference. Conference focused on various issues of farm labor.

Subjects: wage; benefits; seasonal;
corporate; family-farm; labor-relations; demand;
supply; labor-requirements
Geography: South; VA

452. Reichert, Josh; Massey, Douglas S. "History and Trends in U. S. Bound Migration from a Mexican Town." *International Migration Review*, v.14, n.4, Winter 1980, p.475-491.

Abstract: This paper presents results from field research in Guadalupe, Mexico. Twenty-six informants representing a cross-section of the town of 2,621 inhabitants were studied to construct historical migration trends from a representative rural Mexican town. Researchers analyzed successive migrant cohorts over 1940-1978 to characterize changes in the impetus and demographic composition of Mexican migrants. This analysis shows that migration before 1965 was composed primarily of males working as braceros (day laborers) in the United States. After 1965, a trend toward increasing numbers of women and youth migrants, and a growing share of migrants entering the U. S. legally as permanent resident aliens. The authors hypothesize that the recent trend may indicate a permanent change in U. S.-Mexican migration. Changes in the size and composition of migrant cohorts over the 1940-1978 period were generally associated with shifts in U. S. immigration policies. The authors qualify their findings, stating that continued mechanization of agriculture could severely curtail U. S. demand for Mexican migrant labor and end current seasonal migration patterns.

Subjects: age; documentation; family;
Mexican; women; seasonal; laws; programs;
immigration; migration; demand; supply; recruit;
technology

Geography: US; Mexico

453. Reid, J. D., Jr. "Notes Toward a Geography of Farm Tenure Choice." In *Rents and Rental Practices in U. S. Agriculture: Proceedings of a Workshop on Agricultural Rents*. Washington, D.C.: The Farm Foundation, 1983, p.19-30.

Subjects: other-farm; costs; productivity
Geography: US

454. Reisch, K. W. "Recruiting and Retention." *N A C T A Journal*, v.28, n.3, September 1984, p.27-31.

Subjects: recruit; age; manager; personnel-
management

Geography: OH

455. Reisler, Mark. *By the Sweat of Their Brow: Mexican Immigrant Labor in the United States,*

1900-1940. Westport, CT: Greenwood Press, 1976. 298p.

Subjects: history; immigration; Mexican;
supply; income; working-conditions
Geography: US

456. Rich, R. E. "Delegation: Key to Effective Management." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.11-12.

Subjects: manager; personnel-management
Geography: US

457. Robinson, D. "Nurserymen Vs. Unions—a Battle of Principles." *American Nurseryman*, v.167, n.1, January 1, 1988, p.15, 17.

Subjects: income; union; labor-relations;
benefits; wage; manager
Geography: US

458. Robinson, M. L. "Video Value: Videotaped Horticultural Programs Produced by a Cooperative Extension Service and Available in a Retail Nursery Please Nursery Employees and Customers." *American Nurseryman*, v.168, n.10, November 15, 1988, p.94-95, 97.

Subjects: education; costs; productivity
Geography: US

459. Roche, Frank White. *An Investigation of the Personnel Management Practices of Large Scale Dairy Operations*. Ann Arbor, MI: University Microfilms, 1971. vi, 248 leaves.

Subjects: other-farm; corporate; year-round;
personnel-management
Geography: US

460. Roche, G. B. "Training Supervisors for a Large Apple Harvest." *Horticultural News*, v.61, n.3, Summer 1980, p.3-10.

Subjects: manager; education; seasonal
Geography: US

461. Rochin, Refugio I. *'New World' and Mexican Contributions to California Agriculture*. Davis, CA: University of California, Department of Agricultural Economics, 1989. 17p.

Subjects: Mexican; productivity; ethnicity;
supply
Geography: CA

462. Rochin, Refugio I. *Farm Worker Service and Employment Programs*. Seasonal Agricultural Labor

Markets in the United States. Ames, IA: Iowa State University Press, 1984.

Abstract: The author outlines federal policies to train and assist farm workers. The programs discussed in greatest detail are Title III of the Comprehensive Employment and Training Act (CETA), and programs of the United States Employment Service. The specific target groups of federal training and assistance programs for farm workers are reviewed. The author considers the effectiveness of these federal programs and makes recommendations for improving policies to assist farm workers.

Subjects: income; programs; unemployment; seasonal; education; benefits; job-search

Geography: US

463. Rochin, Refugio I. "The Conversion of Chicano Farm Workers Into Owner-Operators of Cooperative Farms, 1970-1985." *Rural Sociology*, v.51, n.1, Spring 1986, p.97-115.

Abstract: This paper summarizes 10 case studies of the performance of Chicano farmer cooperatives in California. A historical review of Chicano efforts to become farm owners during the 1970's and 1980's is provided. Such ownership was initially stimulated by the availability of federal anti-poverty money, but later drew its support from networks of community support when federal funding ebbed in the early 1980's. Efforts in the 1970's were largely unsuccessful, a fact the author links with internal and external conflict resulting from cooperative dependence on outside support. The efforts of the 1980's are characterized as more successful. Several factors are identified as keys to success: the strength of members' aspirations to achieve independence as farm producers, specialization/concentration of production into labor-intensive crops (e.g. cherry-tomatoes, strawberries), and the existence of a solid support network within community where the cooperative is located. External/internal factors affecting coop success are discussed. Factors associated with failure include high attrition rates and "free riders," lack of social cohesion, financial instability, and hostility.

Subjects: Mexican; Hispanic; income; year-round; other-farm; programs; costs; intensive; productivity; technology

Geography: CA; US

464. Rochin, Refugio I. *The Conversion of Hired Farmworkers Into Owner-operators of Farms: California Cases and Experiences*. Davis, CA: University of

California, Department of Agricultural Economics, 1982. 13p.

Subjects: manager; education; other-farm
Geography: CA

465. Rochin, Refugio I.; Kooi, Rick; Marston, Patricia; Knight, Heidi S.; and Cauchois, Scott. *California Farm Labor Statistics: Sources, Uses and Limitations*. Davis, CA: Kellogg Program of the University of California, Davis, 1979.

Abstract: This book summarizes data collected on farm labor and farm employers in the state of California. The book includes detailed descriptions of the data sources, the contents of the data, and highlights weaknesses in the data. Nineteen data sources are summarized in the book, these include; the Farm Labor Report--Employment by County, Agricultural Employment Estimates, the Hired Farm Labor Force, Agricultural Employment Estimates by Type of Worker, Annual Report of Employment Estimates, Statement to the State Board of Food and Agriculture, California Employment and Payrolls; California Labor Market Bulletin, Area Labor Market Bulletin, California Unemployment Insurance data, Migrant Family Housing Center data, and Work Injuries and Illnesses in California Agriculture. The authors suggest ways researchers and others can use available data. The history of collection of data on agriculture and farm laborers in California is surveyed. The book concludes with suggestions for improving data collection on farm labor in California.

Subjects: income; wage; seasonal; year-round; programs; demand; immigration; migration; supply; unemployment; productivity

Geography: California

466. Rogers, D. R. "Human Resource Management Practices in Action." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.47-48.

Subjects: personnel-management; manager; labor-relations

Geography: US

467. Rogers, D. R. "Who Makes an Effective Supervisor." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.13-14.

Subjects: manager; personnel-management
Geography: US

468. Rosenberg, Howard R. "A Grower's Guide to Hiring." *California Farmer*, v.260, n.9, May 5, 1984, p.6,7,21.

Abstract: Before hiring an employee, it is important to have a written description of the job. This allows the employer to be clear about the qualifications needed for the position. A potential employee's job-relevant characteristics can be obtained from written biographical data forms, employment tests, interviews, reference checks, and physical examinations. Employees may also be chosen for their potential to learn on the job.

Subjects: personnel-management; recruit; productivity; tasks

Geography: US

469. Rosenberg, Howard R. "Ag Personnel Manager Profile." *The Harvester*, v.5, n.3, June 1985, p.2.

Subjects: personnel-management
Geography: US

470. Rosenberg, Howard R. "Beyond the Laziness Diagnosis: an Employer Can Make a Difference in How Hard Employees Work." *Growers' Review Quarterly*, v.1, n.1, Spring 1986, p.38-41.

Subjects: manager; productivity; working-conditions

Geography: US

471. Rosenberg, Howard R. "Constructing Valid and Reliable Appraisal Instruments." In Proceedings of the 1983 Turf and Landscape Institute. Riverside, CA: University of California, Cooperative Extension, 1983, pp.14-26.

Subjects: personnel-management
Geography: US

472. Rosenberg, Howard R. "Discipline Is More Than Punishing Offenders." *American Nurseryman*, v.158, n.11, December 1, 1983, p.79-81.

Subjects: manager; personnel-management; labor-relations

Geography: US

473. Rosenberg, Howard R. "Employees Can Help Nurserymen Make Difficult Decisions." *American Nurseryman*, v.158, n.8, October 15, 1983, p.59-67.

Abstract: Most management decisions in nursery businesses can benefit from information or rationality provided by employees. The extent and form of worker participation in management should vary with the characteristics of the employees, managers, and the given situation. Models of participation are outlined.

Subjects: manager; productivity; personnel-management

Geography: US

474. Rosenberg, Howard R. *Farm Personnel Management for Effectiveness, Part I: Beyond the Compliance Perspective, July 3, 1984* Trends in Human Resource Management. Berkeley, CA: University of California, Cooperative Extension, 1984. 7p.

Subjects: personnel-management; laws
Geography: US

475. Rosenberg, Howard R. *Following the Bouncing Rule: Prospective RAWs Must Act Soon.* Trends in Human Resource Management. Berkeley, CA: University of California, Cooperative Extension, 1989. 4p.

Subjects: personnel-management; programs; laws; regulations; seasonal; labor-requirements

Geography: US

476. Rosenberg, Howard R. "Getting Work Done: Labor Issues in the Food and Fiber System." *The Farm and Food System in Transition, Emerging Policy Issues*, n.52, p.12.

Subjects: personnel-management; labor-relations

Geography: US

477. Rosenberg, Howard R. "Hasty Firing Can Hinder Employee Discipline." *California Farmer*, v.258, n.6, March 19, 1983, p.15-16.

Abstract: How to set up a disciplinary system for employees is the topic of this article. The two major components are a list of standards that indicate what performance is expected and what offenses will trigger discipline and, a set of procedures that will be put into effect when offenses occur. A system of progressive discipline specifies actions that will increase in severity in response to unacceptable behavior on the job. An appeals process for the employee is important. A written record should be kept of all action taken.

Subjects: personnel-management; labor-relations; union; regulations; unemployment

Geography: US

478. Rosenberg, Howard R. "Help Wanted: Select Farm Employees As Though They Mattered: Part I. Choosing to Hire a Capable Workforce." *The Harvester*, v.5, n.4 and 5, August and October 1985, p.12-15.

Subjects: recruit; personnel-management
Geography: US

479. Rosenberg, Howard R. "Help Wanted: Select Farm Employees As Though They Mattered: Part III. Getting to Know About Applicants." *The Harvester*, v.6, n.1, February 1986, p.5-6.
Subjects: recruit; personnel-management
Geography: US
480. Rosenberg, Howard R. "Help Wanted: the Job of Hiring--choose the Best Selection Approach." *American Nurseryman*, v.163, n.5, March 1, 1986, p.65-70.
Subjects: recruit; personnel-management
Geography: US
481. Rosenberg, Howard R. "Help Wanted: the Job of Hiring--get to Know About Applicants." *American Nurseryman*, v.163, n.5, March 1, 1986, p.79-83.
Subjects: recruit; personnel-management
Geography: US
482. Rosenberg, Howard R. "Help Wanted: The Job of Hiring--learn How to Use Job Descriptions." *American Nurseryman*, v.163, n.5, March 1, 1986, p.73, 76.
Subjects: recruit; personnel-management
Geography: US
483. Rosenberg, Howard R. "Help Wanted: The Job of Hiring--maximize Tests and Interviews." *American Nurseryman*, v.163, n.5, March 1, 1986, p.85-92.
Subjects: recruit; personnel-management
Geography: US
484. Rosenberg, Howard R. *Hiring and Working Legally under The Immigration Reform and Control Act of 1986*. Trends in Human Resource Management. Berkeley, CA: University of California, Cooperative Extension, 1987. 7p.
Subjects: IRCA; programs; documentation; personnel-management; recruit
Geography: US
485. Rosenberg, Howard R. "How Do I Not Love Thy Work?." *People in Ag: Personnel Management and Safety*, May 1986, p.1-5.
Subjects: personnel-management; labor-relations; working-conditions
Geography: US
486. Rosenberg, Howard R. "It Takes two to Tango. Who's to Blame When Workers Goof Off?." *California Farmer*, v.264, n.10, May 17, 1986, p.8B-C.
Abstract: This article looks at why a worker might not perform up to expectations, or might not work more than the necessary minimum.
Some ideas for encouraging employees to work harder are presented. Perhaps more training or incentives are needed.
Subjects: personnel-management; manager; labor-relations; working-conditions
Geography: US
487. Rosenberg, Howard R. "Management Development of Crew Foremen." *Iceberg Lettuce Research Program, Annual Report*, 1986, pp.75-86.
Subjects: manager; personnel-management
Geography: US
488. Rosenberg, Howard R. "Management of Harvest Crew Foremen." *Iceberg Lettuce Research Program, Annual Report*, 1987, p.153-159.
Subjects: manager; personnel-management; labor-relations; tasks
Geography: US
489. Rosenberg, Howard R. "Management of Harvest Crew Personnel and Foremen." *Iceberg Lettuce Research Program, Annual Report*, 1985, p.111-117.
Subjects: personnel-management; manager; labor-relations; tasks
Geography: US; CA
490. Rosenberg, Howard R. "Managing the Supervisor's Turf." In Proceedings of the 1984 Turf and Landscape Institute. Riverside, CA: University of California, Cooperative Extension, 1984, pp.13-24.
Subjects: manager; personnel-management
Geography: US
491. Rosenberg, Howard R. "Nine Ways of Handling Problems with Workers." *California Farmer*, v.266, n.3, February 1, 1987, p.12D-E.
Abstract: Nine methods for dealing with employee performance problems are presented. They are: 1) penalty imposition, 2) specific warning, 3) vague threat, 4) emphasis of authority, 5) avoidance, 6) humoring or cajoling, 7) explanation, 8) appeal to values, and 9) problem solving. The first four are more likely to cause defensiveness, anger, or alienation. The last four tend to result in further two-way discussion between supervisor and worker.
Subjects: personnel-management; manager; labor-relations
Geography: US
492. Rosenberg, Howard R. "Participative Management: Myths and Opportunities." In Proceedings of the 1982 Turf and Landscape

Institute. Riverside, California: University of California Cooperative Extension, 1982, pp.61-66.

Subjects: manager; personnel-management; labor-relations

Geography: US

493. Rosenberg, Howard R. "Performance Appraisal as an Informational Process." In Proceedings of the 1983 Turf and Landscape Institute. Riverside, CA: University of California, Cooperative Extension, 1983, pp.4-13.

Subjects: personnel-management; labor-relations; manager; productivity

Geography: US

494. Rosenberg, Howard R. "Personnel Management in Lettuce Harvest." *Iceberg Lettuce Research Program, Annual Report*, 1984, p.99-120.

Subjects: personnel-management; labor-relations

Geography: US

495. Rosenberg, Howard R. "Personnel Management of Lettuce Harvest Crews." *Iceberg Lettuce Research Program Annual Report*, April 1, 1982 through March 31, 1983, p.99-133.

Subjects: personnel-management; labor-relations

Geography: US

496. Rosenberg, Howard R. "Personnel Policies Smooth Employee Relations." *American Nurseryman*, v.159, n.1, January 1, 1984, p.55-56.

Subjects: personnel-management; labor-relations; manager

Geography: US

497. Rosenberg, Howard R. "Personnel Policy Beyond Compliance." *Western Grower and Shipper*, 1984. 6p.

Subjects: personnel-management; laws; programs; regulations

Geography: US

498. Rosenberg, Howard R. "Power Makes a Supervisor a Leader among Workers." *California Farmer*, v.261, n.3, September 1, 1984, p.9-I, 10.

Abstract: Effective leadership and supervision is the subject of this article. There are five different kinds of power that supervisors might use: 1) coercive power, 2) reward power, 3) legitimate power, 4) expert power, and 5) referent power. The best situation involves a combination of types of power.

Subjects: personnel-management; manager; labor-relations; seniority

Geography: US

499. Rosenberg, Howard R. "Selecting the Right Employee--For What Job?." In Proceedings of the 1985 Turf and Landscape Institute. Riverside, CA: University of California, Cooperative Extension, 1985, pp.1-17.

Subjects: recruit; demand; personnel-management; tasks

Geography: US

500. Rosenberg, Howard R. "Starting Quality Circles Requires Planning." *American Nurseryman*, v.159, n.4, February 15, 1984, p.89-92.

Subjects: manager; personnel-management

Geography: US

501. Rosenberg, Howard R. *Tapping Employee Motivation Through Incentive Pay Program*. Getting What You Pay For in Employee Performance-Session B. Dayton, OH: Cassette Recording Company, Inc., October 6-10, cassette.

Subjects: wage; productivity; piece-work; personnel-management

Geography: US

502. Rosenberg, Howard R. "The New Supervisors." In *Cases and Exercises in Personnel/Human Resources Management*, ed. George E. Stevens. Plano, TX: Business Publications, Inc., 1986, p.229.

Subjects: personnel-management; manager

Geography: US

503. Rosenberg, Howard R. "Things Going Wrong? Check Your Supervisor." *California Farmer*, v.261, n.4, September 15, 1984, p.22.

Abstract: Performance improved at a cannery after the supervision at the plant was reassessed and changes were made. Written job descriptions and qualifications were posted, and in-house recruitment filled the positions. Employees responded to new procedures, and productivity improved. Supervisors also responded in a positive way. Although supervision is not always the problem, it is an important aspect of effective operations.

Subjects: personnel-management; productivity; seniority; labor-relations; manager; recruit; education

Geography: US; CA

504. Rosenberg, Howard R. "Up Next: RAWs and H-2A." *California Farmer*, v.268, n.8, April 16, 1988, p.24-27.

Abstract: The availability of farm labor was effected by the Immigration Reform and Control Act of 1986. New programs available to agricultural employers are the Special Agricultural Worker (SAW) program, the Replenishment Agricultural Worker (RAW) program, and the H-2A program. This paper explains these programs and how employers can participate in them.

Subjects: supply; programs; IRCA; laws; documentation; immigration; seasonal; supply; demand; recruit; wage; personnel-management
Geography: CA; US

505. Rosenberg, Howard R. "What Makes A Supervisor First-Rate or Dead Weight?." *California Farmer*, v.261, n.2, August 11, 1984, p.14-15.

Abstract: Management is divided into five major functions: 1) planning, 2) organizing, 3) staffing, 4) leading, and 5) controlling. First-line managers deal directly with operational employees and represent farm workers and growers to one another. Supervisors have a short time frame to work within and are often involved in some degree of operational work. The supervisor's position is complex, as s/he has to deal with people, information, equipment, and products. A written job description is important for effective management.

Subjects: personnel-management; manager; labor relations; tasks
Geography: US

506. Rosenberg, Howard R. "Which Is More Important—seniority Or Merit?." *American Nurseryman*, v.17, n.3, August 1982, p.41-45.

Abstract: Ways of rationalizing promotion and layoff decisions, based on seniority and merit criteria are presented. Common advantages and disadvantages are considered.

Subjects: seniority; personnel-management
Geography: US

507. Rosenberg, Howard R. "Your Support Will Help Supervisors Succeed." *California Farmer*, v.261, n.6, October 6, 1984, p.23, 25.

Abstract: Suggestions for successful management are given. The supervisor's responsibilities, major duties, and basic role need to be clearly specified—preferably written down. Skill qualifications for the job should be posted and hiring should conform to them. Orientation and training of new supervisors is important, as is backing up decisions made by supervisors. Supervisors included in management meetings have more information to work with.

Subjects: personnel-management; productivity; manager; seniority; crew; education; recruit; labor relations
Geography: US

508. Rosenberg, Howard R.; Agundez, Edward. "Employee Surveys Improve Communications." *California-Arizona Farm Press*, May 28, 1983, v.5, n.22, p.32, 39.

Subjects: manager; personnel-management
Geography: US

509. Rosenberg, Howard R.; Billikopf, Gregory E. "How & When to Involve Workers in Decision-Making." *The Dairyman*, March 1984, p.1,2,8,9,12,13.

Abstract: Employees can provide and process information that improves management decisions on dairies. Dairy operators can structure and solicit worker input in accord with their managerial preferences, employee abilities, and the nature of the problem addressed. A simple typology of participation forms is presented.

Subjects: manager; productivity
Geography: US

510. Rosenberg, Howard R.; Billikopf, Gregory E. "How Are Personnel Policies Established, Presented and Implemented on Farms?." *Sun-Diamond Grower*, 1982. v.2, n.5, 8p.

Subjects: personnel-management
Geography: US

511. Rosenberg, Howard R.; Billikopf, Gregory E. "IRCA Update: Hiring in Transition." *Water Resources Research*, v.23, n.5, May 1987, p.16.

Subjects: IRCA; demand; recruit; programs
Geography: US

512. Rosenberg, Howard R.; Billikopf, Gregory E. "Seniority vs Merit in Promotions." *Grounds Maintenance*, November 1983, v.18, n.12, p.16-22.

Subjects: seniority; personnel-management; manager; labor-relations; wage
Geography: US

513. Rosenberg, Howard R.; Cowen, Peter. "Management Differences and Dairy Results." *Agribusiness*, v.5, n.3, 1990, p.215-227.

Subjects: manager; personnel-management; productivity
Geography: US

514. Rosenberg, Howard R.; Egan, Daniel L. *Labor Management Laws in California Agriculture*. Oakland, CA: University of California Division of Agriculture and Natural Resources, 1990.

Subjects: laws; regulations; personnel-management

Geography: CA

515. Rosenberg, Howard R.; Reil, Wilbur O. *Answers to Frequently Asked Questions about the SAW Program*. Trends in Human Resource Management. Berkeley, CA: University of California, Cooperative Extension, 1987. 11p.

Subjects: personnel-management; programs
Geography: US

516. Rosenfeld, Rachel A. "U. S. Farm Women: Their Part in Farm Work and Decision Making." *Work and Occupations: An International Sociological Journal*, v.13, n.2, May 1986, p.179-202.

Subjects: women; hours; careers; manager;
wage

Geography: US

517. Rosenfeld, S. A. "Human Resource Development in Rural America: Rays of Sunshine Through the Clouds." In *Outlook - Proceedings, Agricultural Outlook Conference*, U. S. Department of Agriculture. Washington: The Department, February 1988, p.370-379.

Subjects: personnel-management;
programs; education

Geography: US

518. Rosset, P. M.; Vandermeer, J. H. "The Confrontation Between Processors and Farm Workers in the Midwest Tomato Industry and the Role of the Agricultural Research and Extension Establishment." *Agriculture and Human Values*, v.3, n.3, Summer 1986, p.26-32.

Subjects: union; labor-relations; technology;
education

Geography: Midwest

519. Rothenberg, Winifred B. "The Emergence of Farm Labor Markets and the Transformation of the Rural Economy: Massachusetts, 1750-1855." *Journal of Economic History*, v.48, n.3, September 1988, p.537-566.

Abstract: This paper tests for, and dates, the emergence and integration of regional farm labor markets in Massachusetts. Labor market growth consequences for the preindustrial society are demonstrated. New wage and labor productivity indices for Massachusetts' agricultural economy from 1750 to 1855 are presented. The dominion of regional and interregional markets for labor, farm commodities, and capital transformed the economy of rural Massachusetts by 1800. This can be seen by

the behavior of relevant prices and the growth of labor productivity.

Subjects: history; wage; productivity;
supply; demand

Geography: MA

520. Rowe, Gene A. *The Hired Farm Working Force of 1977*. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, 1979. 53p.

Subjects: demand; seniority; age; women;
seasonal; race; year-round

Geography: US

521. Rowe, Gene A.; Smith, Leslie W. *The Hired Farm Working Force of 1975*. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, 1976. 30p.

Subjects: demand; seniority; age; race;
women; seasonal; year-round

Geography: US

522. Rowland, G. W. "Washington Employment Department Plays Active Recruitment Role." In *Proceedings - Washington State Horticultural Association*. Wenatchee, WA: The Association, 1987, p.210-212.

Subjects: programs; recruit
Geography: WA

523. Royer, K. R. "Controlling Labor Costs." *Florists' Review*, v.180, n.9, September 1989, p.8, 22-23.

Subjects: costs; personnel-management
Geography: US

524. Ruesink, David C., and Batson, T. Brice. *Bibliography Relating to Agricultural Labor*. College Station, TX: Texas Agricultural Experiment Station, Texas A & M University, 1969.

Abstract: Book is a bibliography (93 pages) of books, proceedings, bulletins and unpublished material, U. S. Government documents, periodical articles, and other bibliographies that relate to agricultural labor. Bibliography is divided by type of publication, and includes a subject index. The bibliography contains citations mainly from the mid-to-late-1960's.

Subjects: programs; policies; manager;
personnel-management; documentation; Mexican;
migration; immigration; seasonal; union; labor-relations; supply; unemployment; wage; technology
Geography: U. S.

525. Ruiz, Vickie L. *Working for Wages: Mexican Women in the Southwest, 1930-1980*. Tucson, AZ:

Southwest Institute for Research on Women,
Arizona University, 1984. 30p.

Abstract: Statistical profiles of Mexican American female workers with case narratives describing the women's role in trade unions are used to show the precarious economic position of this group, and women in general. The study uses Census and Labor Department data to document national labor trends from 1930-1980. Employment is disaggregated by occupational type, median income, and educational level for Mexican American, Anglo, Black, and American Indian women and for Mexican American and Anglo men. The chief findings of the paper are: (1) lowest mean incomes in the southwest region are reported among Mexican American and American Indian women; (2) White and Mexican American men reported higher median incomes than women; and (3) educational background of women is associated with higher median incomes and employment rates. An overview of participation of Mexican American women in industry and unions focuses on issues of ethnic and sexual discrimination. Examples of Mexican American women's labor militancy are described. The effects of mechanization, undocumented workers, and seasonal work on female workers are examined. Women who must work to support their families view job security as of greatest importance.

Subjects: women; race; Mexican; wage; careers; working-conditions; income; hours; manager; union

Geography: CA; AZ; NM; NV; TX; Southwest; US

526. Runyan, Jack L. *A Summary of Federal Laws and Regulations Affecting Agricultural Employers*. Rockville, MD: Economic Research Service, Department of Agriculture, 1989.

Abstract: Hired farmworkers constituted 35% of the total farm workforce in 1985, up from 30% in 1975. This growth trend means that Federal laws and regulations governing employment taxes, wages, and working conditions are increasingly affecting employers of such workers. This report is a single source of information describing the Federal laws and regulations that pertain to agricultural employer-employee relations and agricultural employment taxes.

Subjects: documentation; wage; hazard; housing; hours; contractor; laws; labor-relations

Geography: U. S.

527. Rural Enterprise Journal. "Managing a Small Farm Involves Big Decisions." *Rural Enterprise*, v.2, n.3, Summer 1988, p.5-7.

Subjects: costs; manager; other-farm; education

Geography: WI

528. Rural Enterprise Journal. "Rural Enterprise Development Program a Success At Blackhawk Technical College." *Rural Enterprise*, v.3, n.4, Summer 1989, p.18.

Subjects: education; family-farm; productivity; programs

Geography: WI

529. Saffran, H. William. *Seasonal Hired Agricultural Workers in the Hudson Valley Apple Harvest, 1968: A Study of Worker Earnings, Wage Rates and Productivity*. Albany, NY: New York State Department of Labor, Division of Employment, 1971. 44p.

Abstract: Analyzes employer payroll records of Hudson Valley apple growers for the 1968 apple harvest. Focuses on a comparison of domestic workers and foreign workers in the apple harvest and a comparison of employers who used a mix of foreign and domestic workers and those who used only domestic workers.(e)

Subjects: wage; income; productivity; tasks; seasonal; migration; immigration; hours

Geography: NY

530. Sakala, Carol. "Migrant and Seasonal Farmworkers in the United States: A Review of Health Hazards, Status, and Policy." *International Migration Review*, v.21 n.3, Fall 1987, p.659-687.

Abstract: Existing health care policy targeting service for migrant and seasonal agricultural workers is discussed. The level of health care to seasonal agricultural laborers is characterized as low, especially in light of the occupational health hazards and poor living conditions of migrant and seasonal agricultural workers and their dependents in the United States. The relatively few occupational health professionals have been involved in serving farmworkers. The reason for this neglect is analyzed and a definition of the population that should be targeted in farmworker health policy is provided. The paper reviews existing evidence regarding hazards of four major occupational exposures-pesticides, the sun, injuries, and poor field sanitation. Policies developed to address these hazards are reviewed. The paper summarizes negative health effects of farmworker living conditions that are indirect occupational hazards. Several policy, planning, and research recommendations are made. The author is skeptical that adequate solutions for farmworker health care will be developed and argues that improvements will require significant sociopolitical

advances (unionization and other forms of political organizations).

Subjects: documentation; hazard; health; benefits; housing; seasonal; programs; laws; migration; union

Geography: US

531. Salant, Priscilla. *Farm Women: Contribution to Farm and Family*. Mississippi State, MS: Agricultural Experiment Station, 1983. 36p.

Subjects: women; income; family; nonfarm; productivity

Geography: MS; TN

532. Salant, Priscilla; Saupe, William. *Combining Farm and Off-farm Employment As a Farm Management Strategy*. Managing the Farm. Madison, WI: University of Wisconsin, Cooperative Extension, 1985. v.18, n.7, 12p.

Subjects: nonfarm; income; manager; costs

Geography: US

533. Salant, Priscilla; Saupe, William; Smale, Melinda. *Farm Viability: Results of the USDA Family Farm Surveys*. Rural Development Research Report, 60. Washington, D.C.: U. S. Department of Agriculture, 1986. 19p.

Subjects: family-farm; corporate; productivity; costs

Geography: US

534. Sanchez, G. L.; Romo, J. *Organizing Mexican Undocumented Farm Workers on Both Sides of the Border*. Working Paper, Program in U. S.-Mexican Studies, University of California-San Diego, 27. San Diego, CA: Program on U. S.-Mexican Studies, University of California-San Diego, 1981.

Subjects: union; labor relation; migration; seasonal; documentation; Mexican

Geography: CA; TX; US; Mexico

535. Sandoval, Lupe; Billikopf, Gregory E. *A Systematic Approach To Employee Selection Video*. Labor Management in Agriculture: Improving Personnel Productivity. , September 1990.

Subjects: recruit; personnel-management; manager

Geography: US

536. Saunders, L. Duncan. *An Outbreak of Omite-cr-Induced Dermatitis Among Orange Pickers in Tulare County*. Berkeley, CA: California Department of Health Services, Community Toxicology Unit, 1986. 41p.

Subjects: hazard; health; tasks; working-conditions; seasonal

Geography: CA; US

537. Schafer, R. "Alternative Employees." *American Nurseryman*, v.170, n.10, November 15, 1989, p.80-82, 84-85.

Subjects: age; women; health; recruit; supply

Geography: US

538. Scheder, Jo C. "A Sickly-Sweet Harvest: Farmworker Diabetes and Social Equality." *Medical Anthropology Quarterly*, v.2, n.3, September 1988, p.251-277.

Subjects: health; hazard

Geography: US

539. Schlect, C. "Washington D.C. Report." In *Washington State Horticulture Association - Proceedings*. Wenatchee, WA: The Association, 1985, p.124-126.

Subjects: migration; laws; labor-relations; demand

Geography: WA; US

540. Schluter, G.; Edmondson, W. "How to Tell How Important Agriculture Is to Your State." *Rural Development Perspectives*, v.2, n.3, June 1986, p.32-34.

Subjects: demand; supply; productivity; income

Geography: US

541. Scholl, K. K. "Household and Farm Task Participation of Women." *Family Economics Review*, June 1982, p.3-9.

Subjects: tasks; manager; women; family

Geography: US

542. Schuler, R. A. "Preventing Food Losses Due to Third Party Strikes." In *23rd National Conference of Bargaining and Marketing Associations*. Washington, D.C.: Economic, Statistic, and Cooperative Service, August 1979, p.41-43.

Subjects: union; labor-relations; manager

Geography: CA; US

543. Schuler, R. A. "Preventing Food Losses Due to Third Party Strikes." In *23rd National Conference of Bargaining and Marketing Associations*. Washington, D.C.: Economic, Statistic, and Cooperative Service, August 1979, p.41-43.

Subjects: union; labor-relations; manager

Geography: CA; US

544. Schulman, M. D.; Garrett, P.; Luginbuhl, R. "Dimensions of the Internal Stratification of Smallholders: Insights from North Carolina

Piedmont Counties." *Rural Sociology*, v.50, n.2, Summer 1985, p.251-261.

Abstract: The dimensions of internal stratification of small landholders by surveying farmers from three North Carolina Piedmont counties are investigated. This study differs from others in that most of respondents are low-income blacks. Most of the farms surveyed produce flue-cured tobacco. Analysis of survey data nonetheless find significant dimensions of internal stratification similar to those identified in previous studies. The major dimensions of internal stratification identified through promax factor analysis are farm size, use hired labor, farm operator's age and education, and land tenure. Significant difference in social status between smallholders who do and who do not own tobacco allotments is found through discriminant analysis. The paper's findings suggest the importance of including land tenure and commodity choice into analyses of socio-economic stratification among small landholders.

Subjects: age; education; race; family; manager; family-farm

Geography: NC; Piedmont Counties; US

545. Schultz, Theodore W. "National Employment, Skills, and Earnings of Farm Labor." In *Farm Labor in the United States*, ed. Charles E. Bishop. New York, NY: Columbia University Press, 1967.

Subjects: migration; unemployment; supply; demand; careers; education; income; wage; technology; productivity; seasonal; race; programs

Geography: US

546. Schupp, A.; Riechers, R. *Feasibility of Specialized For-hire Cattle Handling Crews*. Baton Rouge, LA: Louisiana State University, Department of Agricultural Economics and Agribusiness, 1987. 24p.

Subjects: crew; intensive; education; costs; productivity; labor-requirements; tasks

Geography: LA

547. Sellers, Walter E., Jr. *Direct and Contract Hiring of Seasonal Farm Labor*. Washington, D.C.: U. S. Department of Agricultural Resource Service, 1972. 24p.

Subjects: manager; recruit; contractor; seasonal; personnel-management

Geography: US

548. Shannon, M. "Effects of New Immigration Law Still Unclear." *Arizona Farmer-Stockman*, v.66, n.7, July 1987, p.3.

Subjects: IRCA; supply; costs; productivity

Geography: AZ; US

549. Shapley, Allen E. *Labor Laws and Michigan Agriculture: 1988*. East Lansing, MI: Michigan State University, 1988. 8p.

Subjects: laws; wage; hours; productivity; age

Geography: MI

550. Shapley, Allen E.; Williams, A. *The Michigan Worker's Right to Know Law and How It Affects Agricultural Operations*. East Lansing, MI: Michigan State University, 1988. 25p.

Subjects: health; manager; laws

Geography: MI

551. Shumway, C. R. *Economic Interrelationships in Texas Field Crop Production*. College Station, TX: Texas A & M University, Department of Agricultural Economics, 1983. 36p.

Subjects: crew; productivity; manager; labor-relations

Geography: TX

552. Simpson, I. H.; Wilson, J.; Young, K. "The Sexual Division of Farm Household Labor: A Replication and Extension." *Rural Sociology*, v.53, n.2, Summer 1988, p.145-165.

Abstract: Using data on New York State farm families, this study investigates household labor allocation decisions. Researchers look at how farm couples distribute their labor across farm and nonfarm work. The authors first develop a model of gender-specific work behavior for two crops, tobacco and peanuts-soybeans. These crops are studied because they represent two different types of production. The model is also examined for a third farm industry, dairy farming. Results are replicated for dairy farming because it correspond to the "small batch" methods of tobacco farmers and contrasts the continuous-process production system of peanut-soybean farmers. The paper finds farm, family, and individual characteristics affect the level of differentiation or integration in farm couples farm and nonfarm labor. These findings replicate earlier findings, but show that the effects of these characteristics vary according to the crop being produced by the farm.

Subjects: family; women; income; careers; nonfarm; family-farm; productivity

Geography: NY

553. Smith, B. E. "Effect of Southern Values and Attitudes on the Role of Women in the Economy of the South." In *Emerging Issues in the Rural Economy of the South Conference*. Mississippi State, MS: The Center, April 1986, p.113-116.

Subjects: women; family; unemployment;
income; manager; tasks
Geography: South

554. Smith, R. C. "An Employee Age Analysis Can Improve Your Hiring Success." *American Nurseryman*, v.166, n.11, December 1, 1987, p.54-56, 58-60.

Subjects: age; recruit
Geography: US

555. Smith, R. C. "Tips for Hiring Key Employees." *American Nurseryman*, v.166, n.10, November 15, 1987, p.52-55.

Subjects: personnel-management; recruit
Geography: US

556. Smith, Robert. "Mushrooms in Chester County, PA." In *The Effects of the Immigration Reform and Control Act of 1986 on Perishable Crop Agriculture: Case Studies*, ed. Monica L. Heppel; Sandra L. Amendola. Washington, D.C.: The Center for Immigration Studies, .

Subjects: IRCA; immigration; seasonal;
wage; working-conditions; income; costs;
documentation; other-farm
Geography: PA

557. Smith, Roy J.; Seamount, Daniel T.; Mills, Bruce H. *Lemon Picking and the Ventura County Production Incentive Wage System*. Berkeley, CA: Division of Agricultural Sciences, University of California, California Agricultural Experiment Station, 1965. 60p.

Subjects: piece-work; wage; productivity
Geography: CA

558. Sorrels, K. "Harvesting With a Labor Force." In *Proceedings-Annual Conference, Texas Pecan Grower's Association*. College Station, TX: The Association, v.64. 1988, p.44.

Subjects: seasonal; labor-requirements;
personnel-management
Geography: TX

559. Stegelin, F. E. "Federal Agricultural Labor Laws and Regulations." *AgriBusiness News*, April/May 1989, p.4-8.

Subjects: laws; corporate; documentation;
wage; hours; age; labor-relations
Geography: US

560. Stevens, Joe B.; Owen, Linda P. "Migration and Employment Change: Some New Evidence and New Considerations." *Western Journal of Agricultural Economics*, v.7, n.2, December 1982, p.155-162.

Abstract: Analysis of data from 1965-1970 in the Pacific Northwest does not support the argument that "jobs follow people." Non-market goods play an important role in peoples' decisions to migrate, and the importance of the income incentive has declined over the past decade.

Subjects: migration; supply; demand; age;
education; job-search; recruit
Geography: OR;WA;Northwest

561. Stoddard, Ellwyn R. "Illegal Mexican Labor in the Borderlands: Institutionalized Support of an Unlawful Practice." *Pacific Sociological Review*, v.19, n.2, April 1976, p.175-210.

Abstract: This article reviews existing literature concerning causes of undocumented immigration. The predominant approach is characterized as legalistic, which the author argues tends to view such immigration as caused by the immigrants. Contrary to this view, existing literature shows there is an institutionalized setting in which undocumented workers are employed in border areas. The variety of institutions covertly supporting undocumented immigration are outlined. The aliens' economic role in assuming jobs unacceptable to native workers is highlighted. The article also describes a acculturation system that exists in the U. S., which enables undocumented workers to live and work in this country without detection by the Immigration and Naturalization Service. A system of patronage between undocumented workers and employers is also detailed, as are various other steps in the aliens' acculturation. The study's findings were based on extensive interviews by bilingual sociology students of 200 workers on 13 farms in the central Rio Grande Valley.

Subjects: Mexican; housing; seasonal;
documentation; personnel-management;
immigration; crew
Geography: TX; Rio Grande Valley; US;
Mexico

562. Strange, Marty. *Family Farming: A New Economic Vision*. Lincoln, NB: University of Nebraska Press; San Francisco, CA: Institute for Food and Development Policy, 1988. 311p.

Subjects: family-farm; income;
productivity; programs
Geography: US

563. Streeter, Deborah H.; Saupe, William E. *Nonmonetary Considerations in Farm Operator Labor Allocations*. Ithaca, NY: Dept. of Agricultural Economics, Cornell University Agricultural Experiment Station, New York State College of

Agriculture and Life Sciences, Cornell University, 1986. 20p.

Subjects: manager; seniority; labor-relations; technology; tasks
Geography: US

564. Sumner, D. A. "The Off-farm Labor Supply of Farmers." *American Journal of Agricultural Economics*, v.64, n.3, August 1982, p.499-509.

Abstract: This paper examines the off-farm wages, labor force participation, and hours of work of farmers. Empirical and theoretical models of farmer labor market participation are developed. Using data from a 1971 survey of farmers in Illinois, researchers generate econometric estimates of farmers labor market characteristics. Econometric models indicate the wage received by farmers for nonfarm work depends upon the farmer's human capital and the conditions of the local labor market. The research confirms the sensitivity of nonfarm work to economic incentives. The econometric model estimates a 10% increase in the nonfarm wage is associated with an 11% increase in hours of nonfarm work, holding farm characteristics constant. The author also finds seasonality, risk, and life cycle factors each significantly affect the level of nonfarm work performed by farmers.

Subjects: age; family; wage; income; nonfarm; careers; hours; seasonal; year-round; family-farm; demand; supply; productivity
Geography: US

565. Sutter, S. R. "New Immigration Law Affects Dairy Employers." *Dairy Herd Management*, v.24, n.7, July 1987, p.14, 19.

Subjects: IRCA; documentation; year-round; personnel-management
Geography: US

566. Sutter, Steve; Rodriguez, Jenny. "Group 2 SAW's May Apply for Permanent Cards." *Agricultural Personnel Management Program Newsletter*, v.1, n.7, November 1990, p.1,5.

Subjects: personnel-management; programs; laws; regulations; documentation
Geography: CA; US

567. Swenson, A. L.; Johnson, R. G. "Economics of No-till Crop Production." *North Dakota Farm Research - North Dakota Agricultural Experiment Station*, v.39, n.4, January/February 1982, p.14-17.

Subjects: demand; costs; productivity; tasks
Geography: US

568. Tauer, Loren W. *An Empirical Allocation of Dairy Farm Partnership Income to Capital, Labor, and*

Management. Ithaca, NY: Cornell University, Department of Agricultural Economics, 1984. 10p.

Subjects: other-farm; income; manager; wage
Geography: US

569. Tauer, Loren W. "Productivity of Farmers At Various Ages." *North Central Journal of Agricultural Economics*, v.6, n.1, January 1984, p.81-87.

Abstract: Productivity varies with a farmer's age; middle-aged farmers appear to be the most productive. Farm production functions are estimated for six different age groups of farmers using U. S. Census of Agriculture data. Different age groups use slightly different technologies and use some inputs at different levels of efficiency. Production functions vary more as age differentials get larger.

Subjects: age; productivity; intensive; technology; careers; seniority
Geography: US

570. Taylor, Timothy G. *Estimated Production Costs for Selected Florida Vegetables, 1985-86*. Gainesville, FL: University of Florida, Food and Resources Department, 1986. 33p.

Subjects: costs; productivity; seasonal
Geography: FL

571. Temin, Peter. "Patterns of Cotton Agriculture in Post-Bellum Georgia." *Journal of Economic History*, v.43, n.3, September 1983, p.661-674.

Abstract: This paper reveals that the post-bellum shift to cotton production occurred in the Piedmont area of South Carolina and Georgia, and not in the entire South. An analysis of cotton production between 1860 and 1880 shows patterns that are different from those shown in an analysis of 1880 alone. The racial composition of the inhabitants, not tenure variables best explain the 1880 pattern.

Subjects: history; technology; race; intensive; productivity; wage
Geography: South; GA

572. Terry, James L. "The Political Economy of Migrant Farm Labor and the Farmworker Movement in the Midwest." *Dissertation Abstracts International, A: The Humanities and Social Sciences*, v.49, n.9, March 1989, p.2832-A.

Subjects: union; labor-relations; laws
Geography: US; Midwest

573. *The Effects of the Immigration Reform and Control Act of 1986 on Perishable Crop Agriculture: Case*

Studies. Washington, D.C.: The Center for Immigration Studies, 1991.

Abstract: An edited volume of nine case studies examining the effects of immigration reform on specific agricultural industries. Based primarily on interviews with growers and workers the studies identify changes occurring between 1986 and 1989 in the composition of the labor force, in wages and working conditions for farm workers, and in grower operations in particular areas and industries.

Subjects: IRCA; immigration; wage; working-conditions; contractor; other-farm; seasonal
Geography: US

574. Thirtle, Colin G. "Technological Change and the Productivity Slowdown in Field Crops: United States, 1939-78." *Southern Journal of Agricultural Economics*, v.17, n.2, December 1985, p.33-42.

Abstract: This paper uses a simultaneous equation, partial adjustment model of the demand for inputs to obtain estimates of the technical change parameters for wheat, corn, soybeans, and cotton. The results show a labor-saving bias in technical change for these field crops and thus support the induced innovation hypothesis. Although there was no evidence of a productivity slowdown, one may yet affect agriculture in the United States.

Subjects: intensive; technology; labor-requirements; productivity
Geography: US

575. Thomas, Kenneth H. *Exploratory Survey: Extension Educational Efforts in Farm Personnel Management; a Final Report*. St. Paul, MN: University of Minnesota, Cooperative Extension Service, 1989. 9p.

Subjects: education; personnel-management; manager; programs
Geography: US

576. Thomas, Robert J. "The Social Organization of Industrial Agriculture." *The Insurgent Sociologist*, v.10, n.3, Winter 1981, p.5-20.

Subjects: manager; labor-relations; corporate; seasonal
Geography: AZ; CA

577. Thomas, W.J., Jr. "Farm Labor Issues in California." In 23rd National Conference of Bargaining and Marketing Cooperatives. Washington, D.C.: Economic, Statistic, and Cooperative Service, August 1979, p.45-50.

Subjects: laws; union; wage; benefits; labor-relations
Geography: CA; US

578. Thompson, A. "Labor Force Recruitment, Performance, and Technical Needs of Persons Trained in Agriculture." *Southern Rural Development Center Series*, May 1987, p.85-86.

Subjects: recruit; education; technology; productivity
Geography: US

579. Tigges, L. M.; Rosenfeld, R. A. "Independent Farming: Correlates and Consequences for Women and Men." *Rural Sociology*, v.52, n.3, Fall 1987, p.345-364.

Abstract: This paper examines compares the economic well being and determinants of independent farmers with farmers that have a spouse. The paper defined independent farmers of individuals with managerial responsibilities over a farm who do not have a spouse who regularly engages in farm-related labor activities. These effects are also examined across male and female independent farmers. Data for the study are from a 1980 Farm Women Survey. The chief findings are; the economic well-being of independent male farmers does not differ significantly from farmers with wives who work on the farm, independent women farmers have lower levels of economic well-being than non-independent women farmers. Analysis of the cause of this lowered economic position of independent farmers revealed most of the difference can be accounted for by differences in the class position, and family and demographic characteristics of independent and non-independent women farmers.

Subjects: careers; women; income; nonfarm; year-round; family-farm; productivity
Geography: US

580. Tobias, D. J. "Involving Employees in Decision Making." In *Human Resource Management on the Farm: A Management Letter Series*, ed. T.R. Maloney; C.A. Bratton; K. Embrey; J.S. Petzen. Ithaca, NY: Cornell University, Department of Agricultural Economics, September 1988, p.17-18.

Subjects: personnel-management; manager; labor-relations
Geography: US

581. Tolbert, Charles M., II. "Labor Market Areas in Stratification Research: Concepts, Definitions, and Issues." *Research in Rural Sociology and Development*, v.4, 1989, p.81-97.

Abstract: Theoretical and research issues relating to stratification research into labor markets are discussed, including the proper focus of inquiry, the usefulness of a case study approach, the availability of appropriate individual-level data for

analysis of stratification, and the proper boundaries for regional/local research. A brief analysis of the North Florida Coastal labor market illustrates this approach. The author calls for greater research into labor market stratification and criticizes existing policy-oriented research as being inadequate to enable formulation of appropriate policy responses to nonmetropolitan labor market stratification.

Subjects: age; education; income; careers; personnel-management; manager
Geography: FL; US

582. Tolley, G. S.; Farmer, B. M. "Farm Labor Adjustments to Changing Technology." In *Farm Labor in the United States*, ed. Charles E. Bishop. New York, NY: Columbia University Press, 1967.

Subjects: migration; unemployment; supply; demand; careers; education; income; wage; intensive; technology; productivity; seasonal
Geography: US

583. Tomaskovic-Devey, Donald. "Labor Markets, Industrial Structure, and Poverty: A Theoretical Discussion and Empirical Example." *Rural Sociology*, v.52, n.1, Spring 1987, p.56-74.

Abstract: Two opposing theories of poverty are summarized. The first views poverty as an outcome dependent upon individual characteristics, focusing attention on the individual and inquiry on the question of 'who is poor.' The author criticizes this theory for its failure to consider the processes that create poverty positions in the social structure. The second theory views poverty as a function of local economic opportunity and social structure. Using data from South Carolina, the article analyzes poverty rates, industrial structure, and labor markets in light of the two theories. Based on this analysis, the author confirms the structural hypothesis.

Subjects: race; income; unemployment; productivity; education; age; family; housing
Geography: SC; US

584. Tootle, Deborah M.; Green, Sara E. "The Effect of Ethnic Identity on Support for Farm Worker Unions." *Rural Sociology*, v.54, n.1, Spring 1989, p.83-91.

Abstract: Current research on unionization among farmworkers has two failings: 1) prior research on unionization focuses on California nearly to the exclusion of all other states, 2) prior studies have looked at the structural impediments to unionization to the exclusion of individual social barriers. To address these inadequacies in current research, researchers interviewed a 147 migrant farm workers in Immakalee, Florida in 1978 to study the

association of seven demographic and socio-economic characteristics on farm worker support for unionization. Support for unionization was most strongly related to being Black. Worker perception that mechanization is a threat to job security was the second most strongly associated characteristic. Dependence on farm work, and marriage were next. Support for unionization was negatively associated with non-citizenship status, illiteracy, and low educational attainment (most negatively).

Subjects: documentation; education; race; careers; seasonal; programs; immigration; migration; unemployment; technology; union
Geography: FL; US

585. Torok, Steven J. *International Trade in Commodities and Labor: The Case of the Importation of Mexican Agricultural Labor and Fresh Market Winter Tomatoes Into the United States, 1964-1979*. Ames, IA: Iowa State University, 1982. 164p.

Subjects: costs; productivity; migration
Geography: US

586. Tosdal, Thomas L. *Plugging the Holes in the NLRA: The ALRA Nine Years Later*. California Farm Labor Relations and Law, Monograph and Research Series 41. Los Angeles, CA: Institute of Industrial Relations, University of California, 1985.

Abstract: The Agricultural Labor Relations Act (ALRA) is compared to the Labor-Management Relations Act (LMRA). Several provisions of the ALRA were intended to plug holes in the LMRA. The ALRA representation election procedure is more protective of employee rights. The elapsed time between the filing of a petition and the holding of an election is approximately two months under the LMRA, and only seven days under the ALRA. This shorter time period helps prevent employer coercion that might affect the outcome of the election. The ALRA specifically provided for the make whole remedy, as a deterrent against employers bargaining in bad faith. Provisions in the ALRA have attempted to speed resolution of legal disputes and avoid systemic delay.

Subjects: Laws; union; labor-relations
Geography: CA

587. Townsend, T. "Financial Stress in Long-term Perspective." *Agricultural Outlook*, March 1987, p.2.

Subjects: costs; productivity; family-farm
Geography: US

588. Tyrchniewicz, Edward W.; Schuh, G. Edward. "Econometric Analysis of the Agricultural Labor Market." *American Journal of Agricultural Economics*, v.51, n.3, August 1969, p.770-87.

Subjects: supply; demand; productivity
Geography: US

589. U. S. Department of Labor. "Reduction in Use of Foreign Farmworkers Affects Employment Trends." *Farm Labor Developments*, November 1965, p.1-23.

Abstract: Summarizes changes in the employment of foreign and seasonal domestic workers in U. S. agriculture in 1964-65. Tries to determine the effect of the termination of the Bracero Program and of the more restrictive conditions for employing foreign workers in agriculture. Gives employment data by commodity and by State for selected States.(e)

Subjects: seasonal; immigration; tasks; programs; documentation; productivity; supply; demand; labor-requirements
Geography: US

590. U. S. General Accounting Office. *The H-2A Program*. Protections for U. S. Farmworkers. Report to Congressional Requesters, GAO/PEMD-89-3. Washington, D.C.: U. S. General Accounting Office, 1988. 122p.

Abstract: The demand for legal foreign workers for temporary or seasonal agricultural work permitted under the H-2A program will likely increase as the employer sanctions in the Immigration Reform and Control Act (IRCA) of 1986 limit the use of undocumented foreign workers. IRCA requires that domestic workers be given first opportunity for jobs and that their wages and working conditions are not adversely affected by the use of H-2A workers. The Department of Labor (DOL) uses two surveys to set minimum wages for U. S. farmworkers: a Department of Agriculture (USDA) nationwide survey on farm labor wages and selected state-conducted, DOL area surveys of prevailing wages. The GAO believes that the USDA survey is generally sound but has a potentially serious flaw as used by DOL to set hourly wage minimums, because the precision of its wage estimates is unknown and potentially unreliable, and some of the prevailing wage surveys include practices that create potentially erroneous wage estimates. The GAO also questioned the DOL practices.

Subjects: programs; immigration; IRCA; working-conditions; wage; documentation; laws; personnel-management
Geography: US

591. U. S. Commission on Civil Rights, North Carolina Advisory Committee. *Where Mules Outrate Men: Migrant and Seasonal Farmworkers in North*

Carolina: a Report. Washington, D.C.: Commission on Civil Rights, 1979. vii, 35p.

Subjects: programs; working-conditions; laws; income; race
Geography: NC

592. U. S. Congress, House of Representatives, Committee on Education and Labor, Subcommittee on Agricultural Labor. *Federal and State Statutes Relating to Farmworkers: A Compilation*. Washington, D.C.: 94th Congress, 2nd session, 1976. 149p.

Subjects: programs; laws; regulations; working-conditions; wage; hazard; hours; labor-relations; union

Geography: US

593. U. S. Congress, House of Representatives, Committee on Education and Labor, Subcommittee on Labor-Management Relations. *Oversight Hearing on Status of Nonresident Aliens During a Labor Dispute*. Washington, D.C.: 96th Congress, 1st session, 1979. 43p.

Subjects: documentation; labor-relations; laws

Geography: US

594. U. S. Congress, House of Representatives, Committee on the Judiciary, Subcommittee on Immigration, Citizenship, and International Law. *Alien Labor Problems in the U. S. Virgin Islands: Hearings on H.R. 11261, March 11 and 31, 1976*. Washington, D.C.: 94th Congress, 2nd session, 1976. 111p.

Subjects: labor-relations; programs
Geography: US; VI

595. U. S. Congress, Senate, Committee on the Judiciary, Subcommittee on Immigration and Refugee Policy. *Systems to Verify Authorization to Work in the United States: Hearing*. Washington, D.C.: 97th Congress, 1st session, 1981. 207p.

Subjects: immigration; documentation; laws; programs; manager
Geography: US

596. U. S. Department of Agriculture, Agricultural Research Service. "Survey of American Farm Women." *Family Economics Review*, June 1982, p.9-10.

Subjects: family; women; family-farm; nonfarm; year-round; income; hours; careers; costs; productivity
Geography: US

597. U. S. Department of Agriculture, Economic Research Service. "Market Areas' Help Describe

Rural Economy." *Farmline*, v.10, n.7, July 1989, p.10-12.

Subjects: supply; demand; productivity; migration; unemployment; nonfarm
Geography: US; TN

598. U. S. Department of Agriculture, Economic Research Service. *Economic Indicators of the Farm Sector. Production and Efficiency Statistics, 1985*, ECIFS-5-5. Washington, D.C.: U. S. Government Printing Office, 1987. 98p.

Subjects: productivity; unemployment; income; technology
Geography: US

599. U. S. Department of Agriculture, Economic Research Service. *Economic Indicators of the Farm Sector: Production and Efficiency Statistics, 1980*. Statistical Bulletin, 679. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, 1982. 77p.

Abstract: This publication is a summary of agricultural statistics for 1980. It contains information on output, inputs, crop production, livestock production, cropland use, crop production per acre, fertilizer use, farm machinery numbers, hours of farm labor, farmworker productivity. High temperatures and drought were a problem in 1980.

Subjects: productivity; demand; technology
Geography: US

600. U. S. Department of Agriculture, Economic Research Service. *Economic Indicators of the Farm Sector: Production and Efficiency Statistics, 1981*. Statistical Bulletin, ECIFS 1-3. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, January 1983. 73p.

Abstract: This publication contains a summary of agricultural statistics for 1981. It contains information on cropland use, crop production per acre, fertilizer use, input use, farm machinery numbers, hours of labor, farmworker productivity, and farm production. Dry conditions plagued farmers in 1981.

Subjects: productivity; costs; labor-requirements; intensive; technology
Geography: US

601. U. S. Department of Agriculture, Economic Research Service. *Economic Indicators of the Farm Sector: Production and Efficiency Statistics, 1982*. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, 1984. 71p.

Abstract: This publication contains a summary of agricultural statistics for 1982. It contains information on crop production, livestock

production, input use, productivity, cropland use, yields per acre, fertilizer use, farm machinery numbers, hours of farm labor, and farmworker productivity.

Subjects: costs; productivity
Geography: US

602. U. S. Department of Agriculture, Economic Research Service. *Economic Indicators of the Farm Sector: State Financial Summary, 1984*. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, 1986. 241p.

Abstract: Crop production in 1984 returned to near-normal levels from the reduced output of the drought year 1983. The top five States in net farm income were California, Iowa, Texas, Florida, and Illinois. Cattle and calves, and dairy products were the top earners among commodities. Texas led in cattle-and-calf earnings, and Wisconsin led dairy production. Iowa led in receipts of soybeans, corn, and hogs, the next three highest-earning commodities.

Subjects: costs; productivity; hours; income; technology
Geography: US; IA; CA; TX; FL; IL

603. U. S. Department of Agriculture, Economic Research Service. *Employment in Agricultural and Agribusiness Occupations: Region 1*. Washington, D.C.: Economic Research Service, U. S. Dept. of Agriculture in cooperation with Bureau of the Census, U. S. Office of Education, U. S. Manpower Administration, and U. S. Bureau of Labor Statistics, 1974. ii, 124p.

Subjects: careers; manager; year-round; seasonal; corporate; personnel-management; demand; labor-requirements; education
Geography: New England; ME; MA; VT; NH; CT; RI; US; Northeast

604. U. S. Department of Agriculture, Economic Research Service. "The Profit Approach to Managing Hired Labor." *Farmline*, v.2, n.9, October 1981, p.7-8.

Subjects: personnel-management; costs; wage; labor-requirements; productivity; manager; benefits; labor-relations
Geography: US

605. U. S. Department of Agriculture, Economics and Statistics Service. *Economic Indicators of the Farm Sector: Production and Efficiency Statistics, 1979*. Statistical Bulletin, 657. Washington, D.C.: U. S. Department of Agriculture, Economic Research Service, 1981. 90p.

Abstract: This publication is a summary of agricultural statistics for 1979. It contains information on farm output, crop and livestock production, cropland use, crop production per acre, tractor and farm machinery numbers, hours of farm labor, farmworker productivity, production inputs, and changes in production and farm mechanization.

Subjects: productivity; technology; intensive; labor requirements
Geography: US

606. U. S. Department of Agriculture, Economics and Statistics Service. *Preliminary Report: Cost of Producing and Processing Sugarcane and Sugarbeets in the United States Including Projections for the 1981/82 Crop*. AGESS. Washington, D.C.: U. S. Department of Agriculture, Economics and Statistics Service, 1981. 45p.

Abstract: This is the preliminary report of estimates from the 1980-81 surveys of sugarbeet and sugarcane producers and processors.

Subjects: costs; productivity; labor-requirements; tasks; hours; wage
Geography: US

607. U. S. Department of Energy. *Training and Technical Assistance Project: Final Report, November 10, 1981*. Washington, D.C.: U. S. Department of Energy, 1981. 7p.

Abstract: This is a review of the Training and Technical Assistance Project. In general, the workshops conducted were successful. However, farmworker organizations had problems gaining access to the Appropriate Technology Small Grants Program. The reasons for this problem were lateness of the grant award, closeness of the due dates, and the general uncertainty created by the change in administration.

Subjects: technology; education; tasks; productivity; intensive; programs; union
Geography: US

608. U. S. Department of Labor. "Farm Labor Costs and Food Prices, 1964-65." *Farm Labor Developments*, April 1966, p.19-24.

Abstract: Compares the increase in labor costs for fresh fruits and vegetables resulting from termination of the Bracero Program with a change in their retail price. Finds that only asparagus and strawberries showed sharp changes in the retail price, although labor costs did generally rise. The retail price of most other fruits and vegetables changed little.(e)

Subjects: costs; labor-requirements; supply; demand; programs; other-farm; productivity
Geography: US

609. U. S. Department of Labor. *Guide to Farm Jobs: Eastern Seaboard States*. Washington, D.C.: Employment and Training Administration, 1978.

Abstract: This brochure gives listings of crop areas, seasonal work periods, and job service offices. It contains a map of the Eastern seaboard states, and lists dates for work and harvest of specific crops.(e)

Subjects: labor-requirements; demand; recruit; tasks; seasonal; programs
Geography: US; Eastern Seaboard

610. U. S. Department of Labor. *Guide to Farm Jobs: Gulf to Great Lakes*. Washington, D.C.: Employment and Training Administration, 1979.

Abstract: This brochure gives listings of crop areas, seasonal work periods, and job service offices. It contains a map of the Gulf to Great Lakes states, and lists dates for work and harvest of specific crops.(e)

Subjects: labor-requirements; demand; recruit; tasks; seasonal; programs
Geography: US; Gulf states to Great Lakes states

611. U. S. Department of Labor. *Guide to Farm Jobs: Intermountain States*. Washington, D.C.: Employment and Training Administration, 1979.

Abstract: This brochure gives listings of crop areas, seasonal work periods, and job service offices. It contains a map of the Intermountain states, and lists dates for work and harvest of specific crops.(e)

Subjects: labor-requirements; demand; recruit; tasks; seasonal; programs
Geography: US; Intermountain states

612. U. S. Department of Labor. *Guide to Farm Jobs: Western States*. Washington, D.C.: Employment and Training Administration, 1978.

Abstract: This brochure gives listings of crop areas, seasonal work periods, and job service offices. It contains a map of the Western states, and lists dates for work and harvest of specific crops.(e)

Subjects: labor-requirements; demand; recruit; tasks; seasonal; programs
Geography: US; Western states

613. U. S. Department of Labor. *H-2A Program Employer Information Booklet: Information for Employers About Applying for Nonimmigrant Aliens to Perform Temporary Or Seasonal Work in Agriculture Under the H-2A Program*. Washington, D.C.: U. S. Government Printing Office, 1987. 22p.

Subjects: documentation; demand; seasonal; laws; programs; recruit; immigration

Geography: US

614. U. S. Department of Labor. "Long Term Trends in Foreign Worker Employment." *Farm Labor Developments*, January 1967, p.20-24.

Abstract: Summarizes the employment of foreign workers in agriculture by source country for 1942-66. Gives tabular data on employment of foreign workers.(e)

Subjects: history; supply; demand; immigration; productivity; intensive

Geography: US

615. U. S. Department of Labor. *Regulations, Part 500, Migrant and Seasonal Agricultural Worker Protection: Title 29, Part 500 of the Code of Federal Regulations*. Wage Hour Division Publication, 1455. Washington D.C.: U. S. Department of Labor, Employment Standards Administration, 1984. 22p.

Subjects: regulations; programs; laws; migration; seasonal; labor-relations

Geography: US

616. U. S. Environmental Protection Agency. "On Another

Subject: Agricultural Workers and Pesticides." *Environmental Protection Agency Journal*, v.14, n.6, July/August 1988, p.44-46.

Subjects: health; programs; laws; working-conditions; tasks

Geography: US

617. U. S. General Accounting Office. *Illegal Aliens: Influence of Illegal Workers on Wages and Working Conditions of Legal Workers*. Washington, D.C.: U. S. General Accounting Office, 1988. 70p.

Subjects: documentation; supply; demand; wage; benefits; working-conditions; laws; immigration; unemployment

Geography: US

618. Urbano, C. C. "Head of the Class: A Professorial View." *American Nurseryman*, v.171, n.1, January 1, 1990, p.74-84.

Subjects: productivity; personnel-management

Geography: US

619. Urbano, C. C. "Labor." *American Nurseryman*, v.170, n.10, November 15, 1989, p.69-75, 77.

Subjects: personnel-management

Geography: US

620. Vaupel, Suzanne. "Farm Labor Contracting in California." In *The Effects of the Immigration Reform and Control Act of 1986 on Perishable Crop Agriculture:*

Case Studies, ed. Monica L. Heppel; Sandra L. Amendola. Washington, D.C.: The Center for Immigration Studies, .

Abstract: This chapter concentrates on the raisin and tomato industries in Fresno County, California.

Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm; contractor

Geography: CA

621. Vaupel, Suzanne; Martin, Philip L. "Evaluating Employer Sanctions: Farm Labor Contractor Experience." *Industrial Relations*, v.26, n.3, Fall 1987, p.304-313.

Abstract: Article reviews the farm labor contracting system, and levels of contracting activity. The primary federal laws regulating farm labor contracting (The Farm Labor Contractors Registration Act of 1963 and the Migrant Seasonal Workers' protection Act of 1982) are outlined. Enforcement activities under the two acts are considered. The authors conclude that existing legislation has not stopped farm labor contractors from hiring undocumented workers. Data in support of this conclusion are presented.

Subjects: documentation; ethnicity; Hispanic; Mexican; seasonal; contractor; laws; programs; recruit

Geography: US; CA

622. Vaupel, Suzanne; Martin, Philip L. "Farm Labor Contractors." *California Agriculture*, v.40, n.3/4, March/April 1986.

Abstract: Farm labor contractors provide California farms with about a fifth of the agricultural workers employed. The role of farm labor contractors in California agriculture is discussed and recent data on farm labor contractors are summarized. The article begins by tracing the historical role of farm labor contracting in the state. Contractors are specialized middlemen who carry out numerous personnel management tasks for farmers. In addition to handling payroll, hiring, training, and other typical personnel activities, contractors often act as a communication link between farmers and non-English speaking farm workers. Federal regulations of contractors are discussed. Enforcement of regulations on farm labor contractors is characterized as insufficient. The number and size of farm labor contractors are summarized using California Unemployment Insurance Record data. Wages paid to workers employed by contractors are lower than wages paid to workers directly hired by farms. The use of farm

labor contractors is growing and FLC's will continue to play an important part in California's agriculture.

Subjects: documentation; ethnicity; Mexican; benefits; wage; seasonal; contractor; labor relations; personnel-management; working-conditions; laws; recruit; history

Geography: CA

623. Vincent, John P. "On the Sexual Division of Labour, Population, and the Origins of Agriculture." *Current Anthropology*, v.20, n.2, June 1979, p.422-425.

Subjects: women; labor-relations

Geography: US

624. Walker, S. Lynne. "A New UFW? A Statewide Campaign is Under Way to Organize Another Segment of California's Field Workers." *California Farmer*, v.272, n.8, April 21, 1990, p.34-35, 54.

Abstract: The Comite Civico Popular Mixteco (CCPM), an organization of Mexican Indian workers from Oaxaca, plans to expand its organizing efforts to farming regions around California. Another new labor organization, the California Arizona Border Agricultural Workers Union, represents field hands along the U. S.-Mexican border. Both seek to increase farm wages and the CCPM is concerned with discrimination against the Oaxacan workers. The CCPM has a good chance for success because of their dynamic leadership.

Subjects: documentation; Mexican; housing; wage; benefits; seasonal; labor-relations; union; working-conditions; immigration

Geography: CA

625. Walsh, Edward J.; Snyder, Robin. "Power Models and the Farm Workers' Struggle: A Case Study of the Agribusiness Vs. UFW Conflict." *Qualitative Sociology*, v.2, n.1, May 1979, p.112-137.

Subjects: labor-relations; union

Geography: CA

626. Walsh, L. S. "Plantation Management in the Chesapeake, 1620-1820." *Journal of Economic History*, v.69, n.2, June 1989, p.393-406.

Subjects: history; manager; corporate; other-farm

Geography: VA; MD

627. Walters, Forrest E.; Marks, Larry. *Attracting and Holding Labor in Colorado Agricultural Cooperatives*. Fort Collins, CO: Cooperative Extension Service, Colorado State University, 1976. 5p.

Subjects: other-farm; recruit; income; personnel-management

Geography: CO

628. Wardlow, G. W.; Barrick, R. K.; Warmbrod, J. R. "A Log-linear Analysis of Job Mobility of Agricultural Education Personnel." *Journal of the American Association of Teacher Educators in Agriculture*, v.26, n.2, Summer 1985, p.9-15.

Subjects: education; year-round; seniority

Geography: OH

629. Warner, Mildred E. *Enterprise Budgets for Potatoes, Wheat, Cauliflower, Peaches and Table Grapes on Long Island, New York: A Comparison of Costs, Returns and Labor Requirements*. Ithaca, NY: Cornell University, Department of Agricultural Economics, 1985. 88p.

Subjects: costs; productivity; wage

Geography: NY

630. Weaver, R. D.; Lass, D. A. "Corner Solutions in Duality Models: A Cross-section Analysis of Dairy Production Decisions." *American Journal of Agricultural Economics*, v.71, n.4, November 1989, p.1025-1040.

Abstract: The appropriate econometric treatment and interpretation of corner solutions observed in cross-sectional samples of farm-level production decisions is considered. The authors propose an estimation strategy, which they apply to a data set for Pennsylvania dairy farms. They derive a complete set of choice functions that are consistent with multiple outputs and inputs, expected profit maximization, and the existence of corner solutions with respect to the labor hiring decision. Application of the model shows failure to consider the existence of corner solutions can cause substantial estimation bias. Elasticities of inputs and outputs are estimated. Substantial responsiveness of input and output decisions to factor price changes. Education and acreage operated are associated with substantial changes in output and input mixes according to the econometric estimates. Differences in production across farms with and without hired labor are substantial.

Subjects: education; corporate; family-farm; demand; costs; intensive; productivity; technology

Geography: PA; US

631. Weiner, Merle L. "Cheap Food, Cheap Labor: California Agriculture in the 1930's." *The Insurgent Sociologist*, v.8, n.2-3, Fall 1978, p.181-190.

Subjects: history; costs; Mexican; union; wage

Geography: CA

632. Wells, Miriam J. "Political Mediation and Agricultural Cooperation: Strawberry Farms in California." *Economic Development and Cultural Change*, v.30, n.2, January 1982, p.413-432.

Subjects: labor-relations; programs;
seasonal

Geography: CA

633. Wenger, Morton G.; Buck, Pem Davidson. "Farms, Families, and Super-exploitation: An Integrative Reappraisal." *Rural Sociology*, v.53, n.4, Winter 1988, p.460-472.

Abstract: Authors advocate the merger of three independent bodies of thought regarding contemporary farms and farm families. One research stream looks at the fate of small farms in advanced capitalist societies by focusing on the continuing role of small-scale agriculture rather than its decline. A second body focuses on the question of the future role of small-scale agriculture, which is currently viewed as existing on the periphery of the world capitalist system. The third set of ideas centers on changes in domestic and local social relations of small farm communities in the "First" and "Third" World societies. Despite limited overlap between these three literatures, the authors criticize the lack of a systematic melding of them. This paper attempts such a merger, arguing that the domestic relations among small-scale farms are central to the role small scale farms play in the world political economy. The authors also argue that despite changes in the role small farms play in world economies, small scale farming remains economically significant in most developed capitalist societies.

Subjects: family-farm; productivity
Geography: US; Europe

634. West, D. A.; Heydon, R. N. *Use of Labor in Pacific Northwest Agricultural Production*. Pullman, WA: Washington State University, 1980. 17p.

Subjects: productivity; demand; intensive;
seasonal

Geography: WA; OR; ID

635. Whartenby, Franklee Gilbert. *Land and Labor Productivity in United States Cotton Production, 1800-1840*. Dissertations in American Economic History. New York, NY: Arno Press, 1977. 191p.

Subjects: history; other-farm; productivity;
hours

Geography: South

636. Whatley, Warren C. "Labor for the Picking: The New Deal in the South." *Journal of Economic History*, v.43, n.4, December 1983, p.905-929.

Abstract: Mules and share tenants were replaced with wage laborers and preharvest machinery during the Great Depression. This paper looks at how the depression and the Agricultural Adjustment Act (AAA) of 1933 facilitated this tenant displacement. The extent of tenant displacement due to AAA incentives is modeled for 1930-1940. These changes were caused by increasing the asset value of land rights without securing tenants a share right. Relaxing the harvest labor constraint that had previously impeded mechanization also contributed to tenant displacement.

Subjects: history; technology; other-farm;
laws; supply; demand; tasks; contractor;
productivity

Geography: US; South

637. White, Gerald B. "Changing Conditions and Emerging Issues for Agriculture Production in the Northeast." *Northeastern Journal of Agricultural and Resource Economics*, v.17, n.2, October 1988, p.73-84.

Abstract: Production agriculture in the Northeast has three characteristics that will shape its future: 1) an unfavorable resource base, 2) proximity to population centers, and 3) a diversity of enterprises. The Northeast's share of national agricultural production is declining. Changing technology, particularly biotechnology, will have an effect on production agriculture in the Northeast. The changing structure of production agriculture, the Northeast's competitive position, pesticide and other regulations, and labor supply and availability are important factors for the future of this region. Specialty crops play an important role in the Northeast.

Subjects: demand; supply; costs;
productivity; technology; intensive
Geography: Northeast

638. White-Means, Shelley I. "Migrant Farmworker Earnings: A Human Capital Approach." *The Review of Black Political Economy*, v.15, n.4, Spring 1987, p.21-33.

Abstract: Data was gathered from migrant farmworkers in New York state. The workers were mostly black males with a mean age of 35. Employment earnings of this group were approximately equal to the federal poverty income. A two equation model is developed to explain 1) the effect on farmworker productivity of human capital investments such as education, experience, and health, and 2) the demand for health capital investments. The results show that health capital investments have a larger marginal effect on earnings than education or experience.

Subjects: age; education; race; wage; health; income; seasonal; migration; benefits; productivity
Geography: NY

639. Whitener, Leslie A. "Farmwomen's Contributions to Agriculture and the Rural Economy." *Rural Development Perspectives*, v.1, n.2, February 1985, p.20-26.

Subjects: women; productivity; income; nonfarm

Geography: US

640. Whitener, Leslie A. "Migrant Farmworkers Challenge Popular Image." *Rural Development Perspectives*, v.1, n.1, October 1984, p.32-34.

Subjects: education; productivity; seasonal; age; careers

Geography: US

641. Whitener, Leslie A. "Structural Diversity in the Hired Farm Work Force: Implications for Theory, Research, and Policy." *Dissertation Abstracts International, A: The Humanities and Social Sciences*, v.48, n.11, May 1988, p.2992-A.

Subjects: age; women; careers; education; productivity

Geography: US

642. Whitener, Leslie A. "The Agricultural Labor Market: A Conceptual Perspective." *Research in Rural Sociology and Development*, v.4, 1989, p.55-79.

Abstract: This article summarizes agricultural labor market theories and prior agricultural labor market research, and explains the various issues researchers have looked at to understand the agricultural labor market. The various conceptualizations of the farm labor force are discussed. Specific theories examined include 1) agricultural labor markets are separate from non-agricultural labor markets and the employment relationships different across the two, 2) segmented labor market theory, and 3) theories that emphasize different types of labor within the agricultural work force. Criticizing the lack of consensus regarding the definition of the agricultural labor force, the author calls for additional research to create a common definition. The paper also reviews data inadequacies that have hindered research into agricultural labor markets.

Subjects: family; housing; income; seasonal; careers; nonfarm; year-round; family-farm; corporate; personnel-management; laws; immigration; migration; programs

Geography: US

643. Wiegman, E. "Orchard Labor--Food for Thought"--a Look Into the Ever-pressing Problems Facing Growers With Employment and the Economy." In Washington State Horticulture Association Proceeding. Wenatchee, 1980, p.159-162.

Subjects: supply; seasonal; productivity; costs

Geography: WA

644. Wiest, Raymond E. *Mexican Farm Laborers in California: A Study of Intragroup Social Relations*. San Francisco, CA: R and E Research Associates, 1977. 91p.

Subjects: labor-relations; Mexican

Geography: CA

645. Wilk, Valerie A. *The Occupational Health of Migrant and Seasonal Farmworkers in the United States*. Farmworker Justice Fund Publication, ISBN-0-9616508-2-6. Kansas City, MO: National Rural Health Association, 1986. 133p.

Subjects: hazard; health; migrant; seasonal

Geography: US

646. Williams, C. B. *Correlation Analysis of Dairy Practices and Management Factors on New York Dairy Farms 1982*. Ithaca, NY: Cornell University, Department of Agricultural Economics, 1985. 65p.

Subjects: manager; other-farm; personnel-management; productivity

Geography: NY

647. Williams, D. O. "U. S. Employment Services: Recruitment and Placement of Migrant and Seasonal Farmworkers." In Proceedings - Annual Convention National Peach Council. Martinsburg, WV: The Council, 1981, p.27-30.

Subjects: recruit; migration; seasonal; programs; job-search

Geography: US

648. Williams, Dean L.; McCarthy, D. A. "Student Benefits from School Farm Activities As Perceived by Administrators and Instructors." *Journal of the American Association of Teacher Educators in Agriculture*, v.26, n.2, Summer 1985, p.16-23.

Subjects: education; productivity; job-search; income

Geography: IA; KS; MO; NE

649. Williams, T. M.; Hickey, J. L. S.; Boehlecke, B. A.; Jones, W. G. *Health Hazard Evaluation Report HETA 83-195-1426, David Mayer Poultry Farm, Hobgood, North Carolina*. Cincinnati, OH: National Inst. for Occupational Safety and Health, 1984. 44p.

Subjects: health; hazard; other-farm; year-round

Geography: NC

650. Wilson, E. "International Rice Training Program Louisiana State University Rice Experiment Station." *Annual Progress Report - Louisiana Agricultural Experiment Station*, 1980, p.415-416.

Subjects: education; productivity

Geography: LA

651. Winter, William L. "Is Technology-Ridden U. S. Agriculture in a Long-Run Decline?." *American Journal of Economics and Sociology*, v.37, n.4, October 1978, p.337-348.

Subjects: technology; intensive; productivity

Geography: US

652. Wood, Charles H.; McCoy, T. L. "Migration, Remittances and Development: A Study of Caribbean Cane Cutters in Florida." *International Migration Review*, v.19, 1985, p.251-77.

Abstract: Southern Florida sugar cane farms annually recruit between 8,000 and 10,000 workers from the small-farmer population of 5 English-speaking Caribbean islands. Based on a 1981 survey of 302 Caribbean workers employed in the Florida sugarcane harvest, the average cane cutter earned \$4,000 per season. Workers remitted \$19 million to their home countries through mandatory savings plans, voluntary money orders, goods in-kind, and cash in hand. The survey results provide little evidence that harvest earnings in the United States expand agricultural production on their own farms or that the earnings contributed significantly to the ownership of land, although repeat migrants were more likely to own their homes. Instead, the workers use their earnings to increase household consumption rather than to invest in their farms. The estimate that the remittances generated about 1,000 full-time equivalent jobs in the rural areas of Jamaica. Overall, worker participation in the seasonal guestworker program is found to improve worker welfare but does little to increase agricultural output and enhance productive capacity of the Caribbean farmer-guestworkers.(e)

Subjects: documentation; ethnicity; race; income; seasonal; corporate; family-farm; laws; programs; migration; recruit; productivity; technology

Geography: FL; US; Jamaica

653. Workman, Herman E. *Managing Farm Labor*. Columbia, MO: University of Missouri, Extension Publications, 1980. 1 sheet.

Abstract: Advice is provided to farmers on how to manage farm labor and how to compete with nonfarm employers for higher skilled workers.

Subjects: manager

Geography: US

654. Wotowiec, P. "Hire the Disabled." *Western Fruit Growers*, v.107, n.3, March 1987, p.44.

Subjects: recruit

Geography: US

655. Yetley, M. J. "Rural Labor Underutilization." *Choices: the Magazine of Food, Farm, and Resource Issues*, Fourth Quarter 1988, p.34-35.

Subjects: unemployment; productivity; seasonal

Geography: US

656. Zahara, M. B.; Scheuerman, R. W. "Hand-harvesting Jointless vs. Jointed-stem Tomatoes." *California Agriculture*, v.42, n.3, May/June 1988, p.14.

Subjects: technology; seasonal; productivity; intensive

Geography: CA

657. Zanussi, D.; Hasbargen, P. *Improving Beef Productivity and Management; the Potential Impact on the Economy of Northern Minnesota*. St. Paul, MN: University of Minnesota, Department of Agricultural and Applied Economics, 1983. 17p.

Subjects: manager; productivity; other-farm

Geography: MN

658. Zulauf, C.; King, K.; Barr, W. *Provision of Grain Crop Production Services by Farm Operators: a Study of Ohio Farmers*. Columbus, OH: Ohio State University, Department of Agricultural Economics and Rural Sociology, 1984. 13p.

Subjects: productivity; manager

Geography: OH

659. Zulauf, C.; VonderEmbse, B. *A Guide to Understanding Farm Production Costs, April 2, 1984*. Columbus, OH: Ohio State University, Department of Agricultural Economics and Rural Sociology, 1984. 9p.

Subjects: costs; productivity; labor-requirements

Geography: US

Subject and California Indexes

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