

BONNEVILLE COUNTY FARM LABOR ASSOCIATION, INC.

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Organization:

The Bonneville County Farm Labor Association was organized by the Extension Service through the Bonneville County Agent's Office. Circular letters were sent to all farmers in the County requesting them to join the Association and sign up for their labor requirements. To become a member of the association a farmer was required to make application (on form provided) for membership, wherein he agreed to pay a membership fee in the amount of \$2.50. Upon payment of the membership fee, the farmer was handed a membership certificate signed by the President of the Association. It was also necessary for the farmer to sign a labor agreement specifying the number of workers desired and the period for which said workers were to be employed. He agreed to pay to the Association, to defray expenses of the Association, fifteen cents per day per worker, payment in full to be made on date of application. The farmer agreed to employ the workers, transported by the Government, exclusively as agricultural laborers subject to the terms and conditions of the agreement with the Government.

Total membership of the Association 159.

A total of 631 transported workers were sponsored by the Association throughout the harvest season. Of this number 208 were domestics and 423 were Mexican Nationals.

Two Farm Labor Camps were maintained in the County to house the workers. These two camps had an average occupancy of 150 and 100 workers respectively. Both domestic and Mexican National workers were housed at each camp. The balance of the workers were housed on farms. At one camp, a dining room was in operation, while at the other the men were allowed to furnish food and cook for themselves in their tents.

Two men, a bookkeeper and placement officer were stationed at each camp. The duties of these men were the placement of workers and the handling of time records. A supervisor, assistant supervisor and bookkeeper were also required to take care of weekly payrolls, etc. They were located in the County Agent's Office.

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Personnel required to handle payrolls:

Salaries paid by Extension Service - State
Emergency Farm Labor:

- 1 - Supervisor, County Agent's Office
- 1 - Asst. Supervisor, County Agent's Office
- 2 - Fieldmen, Supervisors of Student Workers

Salaries paid by Farm Labor Association:

- 1 - Bookkeeper, County Agent's Office
- 1 - Bookkeeper, Lincoln Farm Labor Camp
- 1 - Bookkeeper, Osgood Farm Labor Camp

Salaries paid by United States Employment Service

- 1 - Placement Officer, Osgood Farm Labor Camp
- 1 - Placement Officer, Lincoln Farm Labor Camp

Method of handling payrolls when workers are housed in Farm
Labor Camps:

It is necessary for the farmer to transport his workers to and from the place of employment each day. At the time the farmer first takes the workers from camp he is provided with a supply of Workers Daily Time Slips. These forms are padded in books with covers and are printed in duplicate so that the farmer retains, in the book, the original white slip and gives the worker the duplicate yellow slip. On the back cover of each book are printed complete instructions as to procedure the farmer must follow in making out time slips and subsequent settlement of weekly payrolls. Spaces are provided on the time slips for the workers name and number, type of work, either by hour or unit, rate of pay and total amount earned. Also, the slips contain spaces for advances made and board charges.

At the end of each work day a slip must be made out, in duplicate, by the farmer, for each worker, covering in detail that day's work. The slips are then signed by both the farmer and worker. The yellow duplicate is torn out and handed to the worker and the white original is left in the book and retained by the farmer. When the worker reaches the camp at night he turns over his copy of the slip to the association bookkeeper, located at the camp, who in turn enters the detail on the master payroll sheet. In the case when a worker is harvesting sugar beets and being paid by the ton, it is not always possible for the farmer to make out a worker's time slip in the evening of the current work day as the farmer is unable to determine the number of tons harvested until he receives weigh tickets from the receiving factory office. It usually takes two days before time slips can be made out. Beet toppers

are paid at the scale rate for 18 tons per acre yield until the crop is completely harvested when actual weights will establish yield per acre. When the actual yield is established, necessary adjustments are made on the time slip covering the last day's work.

The work week period begins Friday morning and ends Thursday night which allows time to process the payrolls over the week-end so that payment can be made Monday evening. At the end of the weekly period the time slips and payroll sheets, which have been partially made up during the week, are taken from the camps to the County Agent's Office where the weekly payroll sheets are completed. The farmer brings his original time slips into the office on Saturday where they are checked against the payroll sheets made up from the workers copies of the time slips. Necessary corrections are made and the farmer pays to the Association, usually by check, the full amount of money earned by all workers during week. The money is deposited in a bank to the account of the Association and cash is withdrawn to pay workers. Coin envelopes are used to convey money paid to workers. These envelopes are printed so that the worker's name, number and a full detail of the weeks work and money earned, deductions, etc. can be listed before the envelopes are filled. The wording on the envelopes is printed in English for the domestic workers and in Spanish for the Mexican Nationals.

When settlement with the farmers is made in the County Agent's Office on Saturday the bookkeepers located at the camps are called in to assist with this work. Each bookkeeper assists in the settlement with farmers drawing labor from his particular camp and as he is acquainted with both the farmers and laborers he is able to perform this work efficiently.

The envelopes containing the worker's weekly earnings along with the master payroll sheets are taken to the Farm Labor Camps each Monday evening where payment is made. Each worker signs the master payroll and is handed his pay envelope containing his earnings.

Method of handling payrolls when workers are housed on farms:

When the farmer provides housing for workers on his farm it is necessary for him to fill out daily time slips the same as if workers were housed in labor camps. However, as the worker is unable to deliver his copies of the time slips to the bookkeeper each day, the master payrolls are made up from detail shown on the farmer's original slips which he must bring to the County Agent's Office at the end of each week, either Friday or Saturday morning. The farmer then pays to the Association the total amount earned during week by all his workers and the payrolls are made up and balanced while he is in the office. The

money for each individual worker is placed in the pay envelopes, properly filled out, and handed to the farmer who delivers them to the workers on his farm. At the time the worker receives his earnings he surrenders his duplicate copies of the slips to the farmer who checks them against the amounts shown on the envelopes. In this way he is able to detect any discrepancy that may appear. The original time slips, properly signed by both the farmer and worker, are attached to the master payroll sheets. This makes it unnecessary to obtain worker's signatures on the master payroll sheets.