organizations in the State stand as proof of the benefits to be derived from cooperative marketing of fruits.

DISCUSSION

A Member—What varieties of apples would you recommend for southern Wisconsin?

Mr. Bingham—The commercial varieties that are of special value for Wisconsin growers are the Wealthy, the McIntosh, the Snow, and perhaps the McMahan.

A Member—How about the Northwestern Greening?

Mr. Bingham—The Northwestern Greening is not so good for southern Wisconsin. The farther north you get your Northwestern Greening, I think the better it does.

A Member—We sometimes notice along about the first of May, everything is like a beautiful prospect for fruit, then we have a northeaster for a day or two and we find it interferes a good deal with the blossoms and with the setting of the crops. Is there any way that you can make that tree blossom later?

Mr. Bingham—Not that I know of. There is no way of holding back the buds nor the fruit development. You might find some way to stop the wind blowing just about as easily.

A Member—Would a windbreak or some kind of protection from this northeast wind be of any help?

Mr. Bingham—You might get some advantage from a windbreak where there had already been evidence that the wind was doing considerable injury; very much depends on the location, and ordinarily there is no advantage in a windbreak, except at the time when the apples are ripening on the trees. Of course, a windbreak at that time often times prevents the falling of the fruit before you can get it picked.

SECURING EFFICIENT FARM LABOR.

H. J. Beckerle, State Industrial Commission, Milwaukee.

The securing of efficient farm labor is a problem which confronts the farmer at all times of the year, especially so with the coming of spring. Throughout the State there are thousands of farmers who need men to work their farms. In the city there are thousands of men who need jobs; in fact, during the year 1914 there were over 33,000 men in the city of Milwaukee alone who applied for work of various kinds. The question now arises, how can the man and the job be brought together?

The Method Employed by the State

The State has provided a medium to accomplish this purpose by operating four Free Employment Bureaus in the State, one at Oshkosh, one at Superior, one at La Crosse and the principal one at Milwaukee. I wish to state right here that the true definition of an Employment Office like those operated by the State is a clearing house where employer and employee can get together and bargain for labor. There are also
private employment offices in this State and the tactics used by some of these I dare say need investigation. These offices are operated by individuals for financial gain only. They do not care how often a man is sent out or what kind of a man is sent out; in fact, it is to their benefit to send out a poor man where they know he cannot hold the job and comes back to them applying for another. This means an extra fee. It is the aim and object of the State Free Employment Offices to send out men who are adapted for the work; in other words, the best man for the job that is open. It is the object of the State to place men in positions where they will make good, and I will say right here that the Milwaukee office in the year 1914 has placed 15,080 in positions. Of these men, 1,166 were placed on farms. The farm hands applying at this office are not only city men, but others who have been lured to the city by grand promises of big wages and bright lights and during the general industrial depression which has been hovering over this country during the past year, these men have become disgusted with city life and are anxious to get back on the farm. The majority of this class of men consists of foreigners who have been accustomed to farm labor in the old country, but do not know our ways and means and in many cases do not understand our language, and if the farmer will only give some of these men a chance and with a little patience teach him our principles, he will find that within a very short time he will have secured a good, reliable man. Many of these men have their families in the old country and after working a few years on the farm will save money enough to bring them over here, then possibly let the entire family work on the farm, or rent a farm for themselves. This you will see, gentle-

men, makes a good citizen of him, an asset to the State and a financial return to the farmer. What more do you want? In many communities we find that from six to a dozen farm hands are wanted and by getting men of the same nationality they build up a little colony of their own.

Securing Information Regarding Applicants

Now, you may say, how do we know what experience a man has had? We are very particular as to getting all information we possibly can from the applicant. We use the card index system at the office and also a code; for instance: a man comes in and applies for farm work. We get his name and address, age and birthplace, married or single, how long in this country and how long in the city. We then ask where he had worked last, how long he worked at the place, how much he was earning, why he quit, and how long he has been out of employment. We ask him what experience he has had on the farm, whether old country or this country experience, what he knows about horses, cattle and machinery, dry or wet milker. If we are still in doubt as to his ability, we put a few simple questions to him; for instance: How many cows can you milk in an hour?, or, what side of the cow do you get at to milk her? How often do you milk your cows a day? From all this information received we can pretty near tell if the man is bluffing us or not.

Now, you may say, this man may be a good hand, but how do you know whether he is going to stick to the job? I will say that this is a matter of guess work to a certain extent, but will tell you right here that this can be remedied if the farmer will only co-operate with the
office. This is a simple matter and I will explain to you how easily it is done.

When a man is sent out to work on the farm, or any other job, we give him an introduction card. All that we ask of the employer is to sign this card if he has hired him and let us know if the man is any good or not. These remarks are noted on the applicant's card and the next time he comes in applying for a job we know exactly what kind of a man he is. Should the farmer come to the office and hire a man that we know from past experience will not stick to a job, we tell him so. On the other hand, if we know that a farmer has hired a number of men during a short time and from inquiries made has not lived up to his agreements, we also tell the farm hand. In other words, what is good for the goose is equally good for the gander, and let me tell you right here that I know of farmers in this State who are to blame for not being able to keep their help, some of them not feeding well and others where housing conditions are very poor and unsanitary. It is not always the farm help who is no good.

Getting the Employer and Employee Together

At the Milwaukee office we have two large rooms, one of which is used as a waiting room for the men looking for work and the other for an office room and also a private apartment where an employer can talk with his man and talk with him personally.

We regulate no rate of wage whatever, leaving that entirely to the discretion or agreement the employer can make with the man. This we find has proven very successful, for the farmer knows exactly what he is getting. In many cases, however, it is impossible for the farmer to call at the office and he sends in an order by mail, as has been the case with-

in the past year. Many men seeking work on farms, being without work for quite a while, are naturally without funds. In cases of this kind, we ask the employer to advance the transportation. Now, to insure safe delivery of this man on advanced transportation, one of the office force will take him down to the depot, buy his ticket for him, check his baggage and mail the check right to the employer, and you can rest assured that his baggage must be worth considerable more than the transportation, as we do not take his word for what he has, but open up his baggage or grip and go through the contents, so if you do not get the man, you get the baggage.

There is also a Women's Department connected with this office, in charge of a lady assistant, where scrub women, domestics, house-keepers, etc., are furnished.

These offices, as I stated before, are conducted by the State, under the Industrial Commission, and the use of the same is absolutely free to both employer as well as employee.

In conclusion, will say that should you desire help of any kind, call personally or drop a line to the Wisconsin Free Employment Office, Milwaukee. Should you live in a location nearer to one of the other offices, the Milwaukee office will forward your wants to the one nearest.

As a closing request, I will ask that after a call for help is placed with either of the offices and you should secure same from any other source than this, kindly let us know immediately, thereby saving the men the expense of going to the place and not finding the job.

We want to again impress upon you that the only object we have in view in conducting this office is to help the employer and employee and bear in mind that the services are absolutely 'free.
DISCUSSION

Supt. Norgord—I want to say that Mr. Beckerle and his Commission have been represented in about ten-minute talks at all our Institutes. We feel that this is an important problem and the experience they have had has shown that they can give you good labor that will be suited to the kind of work that you have to do, many of the farmers who have gone to the city and want to get back to the country, old country farmers, and we feel that the little time we have been able to give to this good speech ought to be of a great deal of advantage throughout the State.

Mr. Jacobs—And I wish to testify that the message has been very well received throughout the State. We feel that we should commend this work.

Dr. Porter—How about wages this year, are they higher or lower than last year?

Mr. Beckerle—Well, we regulate no wage, that is left entirely to the men themselves, although I must say that wages for a good man seldom vary very much. A good man is always good for all he has got coming. On the other hand, I find that the wages make no difference to the farmer, providing he gets the right kind of help. Most of them have found out that cheap help isn’t worth anything.

A Member—Do you inquire into a man’s pedigree when he applies for help or for a position?

Mr. Beckerle—We get all the information we can. One thing is sure, as far as the farmer is concerned, the farm hand will always come back and make the first holler if they have had any trouble.

A Member—I know of a man that had forty in ten months.

Mr. Beckerle—He would have a fine chance getting any more from our office.

A Member—How do you do when a man hasn’t got money to pay his railroad fare?

Mr. Beckerle—Some of these fellows, of course, are without funds, being out of work so long, and they would like to go on a farm but haven’t got the money to get there, so we ask the farmer to advance his transportation to the office. We pick out a man that has some baggage, take him to the depot, buy his ticket and present this ticket to the conductor, check his baggage after looking it up carefully, he has got to open it up and no rags or paper or anything of that kind goes with us. We check his baggage directly to the farm, and the farmer is almost sure of getting value received, because if he doesn’t get the man, he gets the baggage.

Dr. Porter—I want to bear testimony as to the value of that employment bureau to the farmer. I have had two young men that were sent to me from there last summer; the first one was one of the best plowmen I ever had. He broke three horses for me which my own son, I think, would have spoiled. He stayed three or four months, until the Russian war, when he had to go. Then you sent me another one, a young man who was an excellent man and a good carpenter, for $26.00 a month. The Russian last year I paid $30.00, and he was well worth it.

There is another bureau. I had a young man last year from a Jewish Aid Society in Chicago, who had about a year in the Baron de Hirsch Agricultural School, at Woodbine, N. J. The boy had lived ten years in London and New York, and he was one of the best men I ever had. He was one of the seventy boys in that Jewish school and had been working under the eye of those professors. That was the kind of an agricultural school that I believe in.
A Member—How will we reach you, what is your address?

Mr. Beckerle—Just address the Free Employment Office, Milwaukee, Wis. There are some cards and blanks in the rear of the hall that will show you something of our methods and the way in which we want to help you.

A Member—How many offices is the State conducting?

Mr. Beckerle—Four, one at Milwaukee, La Crosse, Superior and Oshkosh.

A Member—Should we send an order to the Milwaukee office and our farm is nearer to one of the others, how would our order be taken care of?

Mr. Beckerle—A copy of your order would be sent to the office nearest to you and if they should not be in position to take care of it, it would be returned to the Milwaukee office, but this is very seldom the case.

A Member—You say this service is free to all. How can you pay your expenses and where do you get your salary from?

Mr. Beckerle—This is all paid for by the State. You are paying for it indirectly when you pay taxes, but the amount is so small that if you were to take it out of your pocket, you would have to change a very small piece of coin; in fact, I do not believe there is a coin small enough to change.

WISCONSIN LIVE STOCK AT THE PANAMA-PACIFIC EXPOSITION.

George McKerrow, Pewaukee.

The time is limited, one of the rules of every good Scotchman is to feed regularly and we are pretty near to feeding time, so I am not going to give you many preliminaries; indeed, I do not need to do so with an intelligent audience like this, composed largely of stock men.

I do not need to stand up here to tell you that the Wisconsin breeders have been making progress. I do not even need to tell you that the story told last night on the Holstein cow has got to be a slander on many of the Holstein cows of Wisconsin, because now the Holstein breeder has his cow bred as to quality as well as quantity, and he is breeding cows that, when he drops a dollar into the bottom of the full pail of milk, he cannot read “In God We Trust” at the bottom.

I do not need to tell you that the Jersey fellows have so bred up their cattle that when they drop that same dollar to the bottom of the pail they cannot read “In God We Trust,” because the Jersey cow now gives milk enough to cover it. This is an age of progress and Wisconsin has the spirit of progress.

Why Wisconsin Should Exhibit at This Exposition

At this present time it is pretty hard to talk to you in Wisconsin on what the Panama Exposition live stock show from Wisconsin is or is going to be. It would be very much like counting your chickens before they are hatched, and when I was in the poultry business and counted