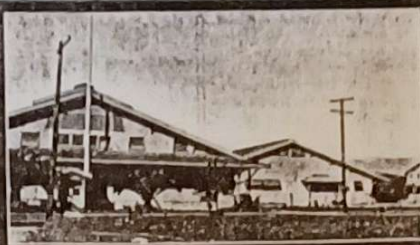


# San Dimas Lemon Ass'n Improves Grounds and House

Manager Hobbs Speaks Well of Filipino Picking Crews; and Camp Behavior



ALMOST all of us react to pleasant surroundings. Most of us do better work when we have a feeling of pride in our environment. T. Roe Hobbs, secretary and manager of the San Dimas Lemon association, has found that to be true in the handling of men over a long period of years. And he has capitalized on it to a certain extent in beautifying the surroundings of the packing house by appropriate landscaping and the liberal use of grass seed, shrubbery and flowers.

It has not taken much of the grower's money to put in the attractive lawn and shrubs in front of the lemon house and they have added vastly to the setting. And the prediction is ventured that the

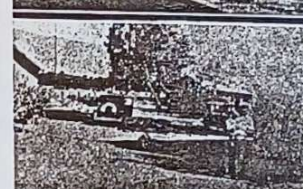
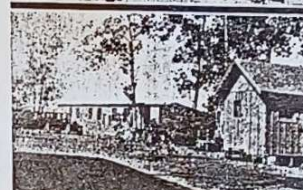
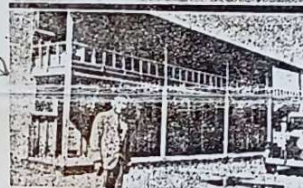
ties and regard him as their friend. And when occasion comes that he has to ask some special effort on their part they are ready to do their utmost. He knows just how to hold the respect and regard of his crews.

It is interesting to talk with Mr. Hobbs and hear him relate the experiences he has had with his Filipino boys. And he is frank to say that his experience with them has been most agreeable and satisfactory; that they work faithfully, are honest, do not drink, do not use narcotics, are not quarrelsome and will do a good honest day's work picking fruit or whatever class of work he assigns to them.

Recently one of their number disappeared from the Filipino camp, taking with him whatever belongings he had. He had gotten into debt, and in fact owed Mr. Hobbs \$32 for money borrowed.

The other Filipino boys expressed great sorrow, inquired how much their countryman owed Mr. Hobbs, and upon ascertaining the amount all chipped in to make up the deficit. And they insisted that he should take it.

As is their national characteristic, they like fine things and they are willing to work hard to possess them. That perhaps unfortunately makes them



good customers for the salesmen who invade the camps about pay check time. Many of them have fine new autos which they drive when not on duty. Their chief amusement out of working hours seems to be in boxing and watching boxing contests. They live simply, however. They are fed by the Filipino camp bosses, and use rice and fish as the chief articles of diet. They pay the camp boss so much per meal and so much per night for lodging in the camps maintained by the association. There is a small profit even in the exceedingly small per diem charge and per meal charge, to cover overhead. The camp boss makes whatever profit there is on the meals, but nothing on the lodging.

The tabulation was considerably in favor of the Filipino pickers, an average of  $\frac{1}{4}$  to  $\frac{2}{3}$  cents per box for the season. They picked more fruit a day at a lower cost than did the Mexicans. They are encouraged more by the bonus offered than are some of the others, apparently. They work to pay for their automobiles and their good clothes, jewelry and for tips to the boxing matches or elsewhere. And many of them are studious. The camp boss at Camp No. 1, which was established in 1912, has had three years' high school education and uses perfect English. He's a keen, clean-cut little chap and he keeps his camp in perfect order. This is the older of the two Filipino camps and considerable work has been done in front of the dormitories and dining hall to provide recreation facilities. The ground has been cleared and the field has been surrounded with a border of flowering plants. There was a net for volleyball and facilities for other sports.

It was considerable of a surprise to learn that one of the most expensive features of the camp life is the supply of hot water used by the Filipinos in the shower baths. They are very cleanly and take at least one hot bath and cold shower per day, at the close of the work shift and one in the morning before beginning the day's work if there is time before breakfast.

All of this is rather outside the scope of the purpose of this story.

but because of the keen interest in the subject of an adequate supply of rural labor in view of the agitation concerning the application of the emigration law against the Mexican and the fact that the Mexicans seem to be moving farther inland and away from the Mexican border, this little side light on the situation at San Dimas seems rather opportune.

Mr. Hobbs had just completed the figures the day we visited his packing house on the relative cost of picking Mexican and Filipino labor.

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T. Roe Hobbs, Manager  
San Dimas Lemon Association.

grower will get a liberal return for what has been expended in the adornment scheme. The packing house workers enjoy the restful green lawn and the flowering shrubs as they go to work or as they pass on their way home. And the packers, graders, office employees and all of the force feel as though they shared in the ownership and respond to the stimulus of flattered improvements which have been made.

Supported fully by his board of directors, Mr. Hobbs has made working and living conditions for the large force of men and women who are employed by the association, cheerful, pleasing and satisfactory, so that there is never a dearth of labor experienced there. Mr. Hobbs enjoys the regard and respect of the Filipino boys in both of the labor camps maintained by the association for their special use, as well as by the Mexican laborers in their special camp. The workers always invite him to their festi-

Three upper—Views of San Dimas Lemon Association packing house, showing grass plot, trees, shrubs and ornamental border. Just below—Accounting office, Manager Hobbs standing at right. Down the panel—Camp No. 1 with Filipino camp boss in foreground. Another view Camp 1, volleyball ground at right; camp boss standing in front of dormitory; Filipino Camp No. 2, and at bottom same camp with camp boss and his young son.



Roy Huston, Foreman,  
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At Camp No. 2, which is not far from Manager Hobbs' home, painters were busy applying a fresh coat of white paint.

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