

around employees and then a relatively large number of pickers at the proper season.

In the contracts that you have entered into, inasmuch as a new group comes in each year, presumably, how do you deal with your continuing rights under those contracts from harvest to harvest?

Mr. CHAVEZ. Well, first of all, we have in most of the farms a small work force that remains there from year to year. The contract remains; in one case from year to year, in another case it is for a 3-year period. We have a new development as a result of the contract. For instance, Mrs. Huerta will be speaking more on this, but it was after the contract with Schenley that for the first time we have seen that large numbers of workers who would normally work there only for the harvest season for two and a half months have stayed and the same workers are there to do the pruning and some of the other work that is done before the harvesting, preparing the vineyards, and so forth.

So, we are seeing that there is quite a move on the part of the workers themselves to remain there because they know that they do have a job come next year because of the seniority clause in the contract.

Nevertheless, we would have to have and we do have a hiring hall agreement. There is also a need to have the sign-up period for members after hire to be a lot less than the 30 days required in the act as it is. In other words, the solutions in the NLRA granted to the building trades would pretty much apply in agriculture.

Mr. O'HARA. I am glad you brought out that point because I wanted to get that point brought out.

Your situation is certainly analogous to that of the construction industry. In order to give you, it seems to me, a fair shake under the Labor Management Relations Act, one would have to provide for the same hiring hall and 7-day sign-up procedures that now prevail in the construction industry, and the bills introduced would do that. I wanted you to bring out why that was necessary.

Mr. CHAVEZ. Yes. Otherwise, it would be most difficult to have a membership. They would be working under a union contract but there would not be a membership because the periods of high activity, intense activity, are less than 30 days in many cases.

Mr. O'HARA. Mr. Chavez, let me say that I hardly find the things you seem to be seeking revolutionary. As I see it, all you are asking for is the protection of your members from being fired or blacklisted because they want to join the union; right?

Mr. CHAVEZ. Right.

Mr. O'HARA. Or express an interest in the union.

Mr. CHAVEZ. That is right.

Mr. O'HARA. You are asking that if a majority of the workers would decide they wanted you to represent them on a secret ballot election conducted under the National Labor Relations Board that they be permitted to do so; right?

Mr. CHAVEZ. That is right.

Mr. O'HARA. And you are willing in return to abide by all the limitations imposed upon labor organizations under the Taft-Hartley Act?

Mr. CHAVEZ. That is right.

Mr. O'HARA. Well, I can't think of a more reasonable request and it seems to me that there are maybe a few people left in this country