

pushing of this great work in Michigan look to Congressman O'Hara for leadership.

I have a written statement here, which has been provided to the committee. I will make a few remarks as an introduction. Perhaps I should take the judgment of the committee chairman as to how much I should inflict on him in a reading of the statement.

Mr. THOMPSON. I think, Dr. Haughton, it is short enough to read. However, please feel free to treat it as you wish.

Dr. HAUGHTON. There is no philosophy in this statement. Because of its shortness and because it covered a period of 11 months of activity, it is almost a chronology and has little qualitative flavor.

The appendixes are there not for your particular reading at this point, they are submitted in the light of some obligation to history. I think this is the first time that even a skeleton package has been put together on what happened regarding the collective bargaining picture in the DiGiorgio situation in California. These appendixes purport to give a feeling of continuity up to and including the negotiations of a full collective bargaining agreement. The agreement, itself, is a first-class document quite comparable to those negotiated in industries covered by NLRA.

While I am going through my general statement, I would like you to glance at the index to exhibit F attached to my statement. The context and range of this index will be recognized by Congressman O'Hara in particular. It is typical of what one would expect to find in any long-established collective bargaining contract. It covers virtually all aspects of collective bargaining. In terms of its being accepted in this giant operation, DiGiorgio being the largest grower in the Delano area, it is a situation comparable to General Motors and auto-workers agreeing on a basic contract.

The important thing is that this contract was accomplished through a voluntary arrangement and is acceptable to both DiGiorgio and the farmworkers. They can live with it. Maybe they don't like all parts of it, but it is theirs. They had nothing. Now they have a real contract. It is just amazing. There is a hiring hall in here which gives institutional protection to the union and to DiGiorgio. The company gets employees and the union can keep track of its members.

Just one more thing. You see there is a certain amount of enthusiasm on my part. I was paid for my work on this, but I think I would have paid the people to have allowed me to do it anyway. It was the most exciting, total-immersion, collective-bargaining experience I have had in some 25 years in this activity.

My colleague and coarbitrator in the final product, Mr. Sam Kagel, of San Francisco, had the same experience. I think he started this work in 1929. He is "Mr. San Francisco" as far as collective bargaining is concerned. I believe that he considers this to be the most significant collective-bargaining experience that he has had.

Mr. THOMPSON. I am particularly happy that you have this documentation. Without objection the appendixes will be made a part of the record immediately following the testimony of Professor Haughton.

Dr. HAUGHTON. Thank you very much, Mr. Chairman.

I am here to testify affirmatively on H.R. 4769, a bill which will extend collective bargaining rights guaranteed by the National Labor Relations Act to agricultural workers.