

I think, that as a practical matter, we don't have to worry about organization on small farms, in light of the NLRB's jurisdictional standards and the practical aspects of the operation of labor organizations and, in addition, the practical aspects of the employer-and-employee relationship in very small businesses, including small farms.

I think your experience has shed a good deal of light on the farm labor situation. It is extremely interesting to me that in discharging your responsibilities in the DiGiorgio organizational matter you, while not an old NLRB attorney or authority steeped in the existing ways of doing things under the National Labor Relations Act, ended up, in essence, with a NLRB proceeding when you cast about for a practical means of doing real justice for both the workers and the employer.

The NLRB has worked with problems of this sort for a long time. They have arrived at a certain methodology or *modus operandi*. When you set out completely fresh in looking for ways to resolve this problem, you ended up with the same procedures.

Dr. HAUGHTON. Those fellows were my advisers. I hasten to say that I was encouraged by the taxpayers, both the farmworkers and DiGiorgio, to go see the Government people to find out how they did it.

Mr. O'HARA. It is interesting to me that the principal differences between the procedures you arrived at and those which the Labor Relations Act, as interpreted by the NLRB provides, were extensions of the NLRB procedures. In other words, you went beyond NLRB practice in some cases, but you did not fall short of them.

Dr. HAUGHTON. Yes. I had two well-qualified tutors outside of the Government itself.

William Kircher, the director of organization for the AFL, who was working with Mr. Chavez, is steeped in NLRB background from his own industrial work.

And the attorney, Mr. Don Connors, for DiGiorgio, is a total "pro" on NLRB matters. He does it for a living in San Francisco, representing other industries.

Where I failed to get something, the combination of Kircher and Connors could always fill me in. These two men knew the act like the backs of their hands.

Mr. O'HARA. What I am trying to add is, although I certainly do not intend to inject the issues in the consideration of this legislation, that the addendum which you added to several procedures under the Labor Relations Act will be valuable to us in considering more general legislation in this field.

For instance, regarding the NLRA requirement that the parties bargain in good faith, you gave a specific interpretation to what bargaining in good faith consists of. It is a very interesting interpretation.

Dr. HAUGHTON. The important thing is that it was voluntary.

Mr. O'HARA. My bill also provides for a hiring-hall procedure. I believe that this provision is appropriate in view of the seasonal fluctuations in the agriculture work force.

I believe that in your decision in the DiGiorgio case you arrived at the same conclusion.

Dr. HAUGHTON. Yes, a summary of that hiring-hall provision is contained on the bottom of page 1 and the top of page 2 of exhibit G.