

Mr. O'HARA. Yes. If they want a hiring hall, they can have one.

Dr. HAUGHTON. The farmer could fight it. The workers could push it. It is up to them.

Mr. O'HARA. It is up to those involved. We don't require it. We say that if they do agree on such a provision, it is all right.

I think the point you make is valuable in assessing this provision of the bill. This is a procedure appropriate for the farm industry and the parties should be able, if they can agree, to utilize it.

Dr. HAUGHTON. Yes, but I would say "voluntarily."

Mr. O'HARA. Professor Haughton, I think your testimony has been extremely valuable. I hope you will find time in your very busy life to write a book about your experiences.

Dr. HAUGHTON. I guess I am what you would call a "nonscholar." Fortunately, there are a few of those in the universities.

I am very grateful for the opportunity that you fellows gave to me to make me write up this testimony, and pull together the exhibits. I am afraid even that would not have been done if it had not been for this occasion.

Mr. O'HARA. We are happy to have helped you out.

Dr. HAUGHTON. Thank you again.

Mr. THOMPSON. Mr. Scheuer?

Mr. SCHEUER. We are tremendously impressed with your testimony, Dr. Haughton. I am particularly impressed with the large number of items which you cite on page 6 in the first full paragraph, that were resolved in the voluntary collective bargaining.

Dr. HAUGHTON. This was simply astonishing to us. The union shop for example, was agreed upon.

Mr. SCHEUER. Union shop that had no strike, lockout, recognition of seniority, and arbitration of grievances.

If you had to give a quick opinion of the total percentage of the outstanding issues that were voluntary before the thing was dumped into your lap, what would be your benchmark figure?

Dr. HAUGHTON. I would think the real structure of the contract was fabricated and built by the parties in voluntary negotiations. The basic money matters were sent to arbitration.

Mr. SCHEUER. Would you say they solved 75 to 80 percent?

Dr. HAUGHTON. Certainly more than 50 percent. The basic structure of the contract was constructed by the parties themselves, and we filled in the money items.

Mr. SCHEUER. In other words, you dotted the i's and crossed the t's.

Dr. HAUGHTON. For the money.

Mr. SCHEUER. Right.

Dr. HAUGHTON. If that is important.

Mr. SCHEUER. This whole process was successfully brought to a conclusion, (a), through the willingness of the parties to compromise some of their provisions and stabilize a basic structure.

Dr. HAUGHTON. Yes. Just take the one item of union shop. It is astonishing.

Mr. SCHEUER. Yes.

And then, (b), the existence of a final process that dotted the i's and crossed the t's where they weren't able to do it on the dollars and cents.