

would work if it were applied to agricultural workers of the kind that were involved in this entire transaction.

Dr. HAUGHTON. Yes, we speak from our own experience. All I know is DiGiorgio.

Mr. FORD. There is one item that concerns me, however. If we bring these people under the NLRA, this preliminary procedure that you described, which came after 2 years of painful experience of having both sides agree to compulsory arbitration of the initial contract, would not be present.

I am curious as to whether or not the willingness of management in this case to enter into an agreement would have been there if that aspect weren't present.

In other words, this is missing from the procedure that would be followed if it were under the National Labor Relations Act.

Dr. HAUGHTON. You are very sensitive to these things, Congressman, and you have put your finger on it.

As a neutral, I believe in the balance of power. In fact, if I talk to a weak company and it is dealing with the Auto Workers, I would consider referring them to where they can get some help. Or if I were talking to a weak union dealing with a large company, I would be happy to suggest some professional help.

I believe in the balance of power. Also, I feel they should fight it out.

Certainly, this charter of July 14 would not have been agreed to if DiGiorgio had not been under great economic pressure and if Chavez had not been under similar strain.

Mr. FORD. As a step further, if under the National Labor Relations Act we reached the stage where a request was made for an election of a representative organization, prior to the time that you conclude that proceeding, it is clear that the other provisions of the act prohibiting secondary boycotts would be applicable to everybody involved.

Dr. HAUGHTON. This would be helpful, you see, to the farmowner.

Mr. FORD. What happens is that the very thing you mentioned that was putting pressure on management in this case would be removed before the solution of the problem.

Dr. HAUGHTON. This is all right. I don't think labor is entitled to any extra weapons.

Mr. FORD. But there would be no compulsion to arbitrate, you see, after the pressure had been removed from one side.

Dr. HAUGHTON. The only pressure that would be removed is the pressure of secondary boycott.

Mr. FORD. Isn't that the only practical pressure the workers have to exert?

Dr. HAUGHTON. Oh, no; DiGiorgio was particularly susceptible to secondary boycott, because it happened to own a prestige brand, S. & W., which could be reached at the supermarket.

I am going to overstate my case, but it could be argued that a message I received as mediator was: "The strike isn't hurting us, but get rid of that boycott."

From Chavez's standpoint, he was just lucky he was able to secondary boycott, and that he had an employer who was susceptible to it. It would be very difficult to conduct a secondary boycott against a farmer growing grapes for the general juice market, because the stuff disappears in a big vat, like orange juice.