

Mr. FORD. On page 6, again, the last item you mentioned is the arbitration of grievances. You would not consider the rate of the contract in arriving at the economic part of the package as an arbitration of a grievance?

Dr. HAUGHTON. No.

You know, you have to look at community expectations. California, and especially northern California, is the area in the United States which is most apt to arbitrate a new contract.

To get the UAW, the Auto Workers Union, and a large automobile company to arbitrate a matter like this is so foreign to their thinking that it would just not happen. In fact, they would be surprised if it happened anywhere else.

The way things work in our country is varied. There are all kinds of things happening, which is part of the exciting experimentation that goes on in a voluntary system.

It happens that arbitration of new contracts, interest arbitration, is not unusual in California. Mr. Kagel and I probably have had more experience with that than most people.

I used to be in California. In Michigan and Indiana and Illinois and Ohio, where I arbitrate, I would say I have arbitrated perhaps 4,000 grievance arbitrations in the last 20 years, with no more than four cases involving new contract arbitration.

Mr. FORD. Thank you very much for your testimony. We have to move along. We appreciate your experience.

Dr. HAUGHTON. Thank you very much.

Mr. THOMPSON. Thank you very much.

Dr. HAUGHTON. Thank you, Mr. Chairman.

Mr. THOMPSON. Our next witness is Mr. Ogden Fields, the executive secretary of the National Labor Relations Board.

Good morning, Mr. Fields.

STATEMENT OF OGDEN W. FIELDS, EXECUTIVE SECRETARY, NATIONAL LABOR RELATIONS BOARD

Mr. FIELDS. Good morning, Mr. Thompson.

Mr. THOMPSON. I note you have a summary statement here of your full statement.

Without objection, your full statement will be a matter of record at this point.

You may proceed with your summary.

(The statement follows:)

STATEMENT OF OGDEN W. FIELDS, EXECUTIVE SECRETARY, NATIONAL LABOR RELATIONS BOARD

My name is Ogden W. Fields. I have been employed by the National Labor Relations Board since 1941. Since 1960 I have served as its Executive Secretary. I feel honored to respond to the Committee's invitation to appear and testify concerning the probable impact of the proposed amendment on my agency's administration of the Statute.

I have been asked to discuss whether it is practicable for the Board to conduct elections in seasonal and migratory industries and what particular administrative problems may be foreseen in conducting elections in the agricultural field in the event H.R. 4769 is enacted by Congress. I am here as a so-called "expert witness," if you please, not on the policy question of whether the Act should be amended to cover agricultural employees—that is a matter for the Congress