

and conditions of the crop being harvested and the contour of the terrain, and they operate the same. In addition, there are, of course, tractor, lift fork, and truck drivers. Farm Equipment Mechanics are responsible for maintaining, repairing, and overhauling farm equipment and vehicles such as those described above.

Irrigation occupations run the vital irrigation systems and the usual building construction trades such as electricians, carpenters, plumbers, operating engineers, etc., maintain farm electrical systems, refrigeration, plumbing systems, buildings, etc.

Cursory review of the functions of these employees, among many others similarly occupied, may create doubt as to their coverage by the term "agricultural laborers."

CONCLUSION

No matter how much time was spent looking ahead in any new undertaking, there would arise, of course, unexpected problems new to the Board's experience.

The field of labor-management relations is dynamic and ever-changing, and for 32 years now the Board has proved that it has the needed flexibility and resourcefulness to cope with the uncertainties of our changing economic patterns. It is for the Congress to determine whether now to extend the Act to cover agricultural employees. If this be done, experience teaches that the Board usually can find workable solutions both for the problems anticipated and for those not yet foreseen.

APPENDIX A

NLRB Appropriation Bill Rider

79 Stat. 609, Title III National Labor Relations Board, Salaries and Expenses.

For expenses necessary for the National Labor Relations Board to carry out the functions vested in it by the Labor-Management Relations Act, 1947, as amended (29 U.S.C. 141-167), and other laws, \$28,165,000 (1967) : *Provided*, that no part of this appropriation shall be available to organize or assist in organizing agricultural laborers or used in connection with investigations, hearings, directives, or orders concerning bargaining units composed of agricultural laborers as referred to in section 2(3) of the Act of July 5, 1935 (29 U.S.C. 152), and as amended by the Labor-Management Relations Act, 1947, as amended, and as defined in section 3(f) of the Act of June 25, 1938 (29 U.S.C. 203), and including in said definition employees engaged in the maintenance and operation of ditches, canals, reservoirs, and waterways when maintained or operated on a mutual, non-profit basis and at least 95 per centum of the water stored or supplied thereby is used for farming purposes.

Fair Labor Standards Act, Section 3(b)

Section 3(f) FLSA (agriculture)

"Agriculture" includes farming in all the branches and among other things includes the cultivation and tillage of the soil, dairying, the production, cultivation, growing, and harvesting of any agricultural or horticultural commodities (including commodities defined as agricultural commodities in section 15(g) of the Agricultural Marketing Act, as amended), the raising of livestock, bees, fur-bearing animals, or poultry, and any practices (including any forestry or lumbering operations) performed by a farmer or on a farm as an incident to or in conjunction with such farming operations, including preparation for market, delivery to storage or to market or to carriers for transportation to market.

Mr. FIELDS. 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 want to also add that preparing for this testimony brought me back 30 years. In 1937, I served for a year as a migratory labor camp manager in Marysville, Calif., under the U.S. Department of Agriculture.

I have been asked to discuss whether it is practical for the Board to conduct elections in seasonal and migratory industries and what par-