

and fringe benefits that they can get elsewhere, builds into the labor force greater forces of instability.

I am confident, based upon my years of experience in the labor movement, we have greater stability in our work force today than we had before the union, a great deal more. We have more today with a pension program than we had before we had a pension program.

As we improve the conditions, and we make each job more attractive, we build automatically into the work force an increasing degree of stability, and I believe that the experience of the grapeworkers under the Schenley contract, and now the DiGeorgio contract will bear this out. You give them 5 years, and you will find they will develop a core of stability which will be supplemented by new workers.

It may be workers who are only in the work force temporarily for a given crop, but as they improve their lot, they will automatically begin to take on the greater stability in the work force.

So you cannot measure the instability in the past, which has been based on many factors, which will be changed at the point when you have a collective bargaining relationship.

Mr. DELLENBACK. I know in the southern area of Oregon one of the crops of significance is the fruit crop. There is some work off the heavy season, but it is not a case of whether they want employees in other periods, but the heavy work is concentrated in a short period of time.

Are you suggesting that what would happen is that for that short period of time workers would emerge in that local area who would work that short period and not the rest of the year, or, are you suggesting that there would be a stable force that would appear in that area the same time each year?

Mr. REUTHER. I think that what will happen is you will develop a labor market area which will encompass a given number of crops in a geographical area, and those workers who are mobile, who move from crop to crop, will ultimately form a basic core of the labor force, will be tied into a collective-bargaining unit, and they will have to be supplemented by temporary workers.

I believe you could, over a period of time, develop a very stable core of people who rely essentially upon this as a full-time job, and they will make up the membership of that core which would be supplemented then by people who may only come into an area in terms of a given crop, or several given crops.

Mr. DELLENBACK. During your main testimony you spoke of three points of origin: California, Texas and Florida. And they sweep north.

Since we are part of the west coast group, there would be a work force that would commence in California some place, and as the season advances, it of course would move into the Oregon area and then into Washington, and here would come the stability, as you see it, necessary to have this sort of relationship?

Mr. REUTHER. If you had a contract that said to a worker:

Based upon your collective bargaining rights, you will be the first person to be hired by this organization or fruitgrower, you were there last year and he will hire you first.

Now, that worker goes up there. He has no assurance that he, as he makes his way north, that when he gets to Oregon he will be employed.