

could sign a contract with the union, whether or not his employees vote for that contract.

Mr. THOMPSON. He can do that now.

Mr. O'CONNELL. It was my understanding DiGiorgio had an election to determine which union they wanted.

Mr. THOMPSON. But before they did, they had signed with the Teamsters.

Mr. O'CONNELL. I am misunderstanding it then. He had signed for an agreement, and the election would take place 30 days afterward.

Mr. THOMPSON. That was the second election—the second time, rather.

Mr. O'CONNELL. I stand corrected then, Mr. Chairman.

Mr. THOMPSON. I don't think you realize, either, Mr. O'Connell, with respect to the prehire, this is entirely voluntary on the employer's part.

Mr. O'CONNELL. It may appear to be voluntary, Mr. Chairman, but in order to get workers it may not be so voluntary. If he has only one source of workers—

Mr. THOMPSON. He uses prehire contracts now in a very real sense.

Mr. O'CONNELL. That's right, and it is on a voluntary basis.

Mr. THOMPSON. And it would be here.

Mr. O'CONNELL. Not necessarily.

If an organization was able to sign up most of the workers, a majority of the workers, and I think this is feasible if this act is passed, then the farmer would not have a choice.

Yes, he would have a choice, "either/or," "Take these or none." That is the choice.

Mr. THOMPSON. I happen to think that the organization which you represent is not only necessary but very healthy, and I have an enormous amount of respect for them, and I agree with your statement fully where you point out the voluntary nature of them.

I might point out, too, that whether or not you believe it, the question of membership in a labor organization is equally voluntary. There are some 60 million people in the job market in the United States today, and only about one-fourth at the most are organized, belong to labor unions.

There is no indication that—or perhaps I have gotten Mr. Triggs' statement mixed up with yours.

Mr. O'CONNELL. It is Mr. Triggs, Mr. Chairman—

Mr. THOMPSON. I was thinking of that English model. (Laughter.)

Mr. Triggs is a little heavier, everywhere. (Laughter.)

Here is the statement. You say:

But we question the protection of agricultural laborers when recent history has shown the inability of labor unions to organize many farmworkers on a voluntary basis.

I can't for the life of me—first, you would oppose their organizing when you consider that they won't organize, and second, of course, you do ignore the terrible difficulties which were encountered by Mr. Caves and his colleagues and the restraints which were placed on them by hostile police forces, hostile prosecutors.

If you believe just one-half of the testimony which Mr. Chavez and his colleagues presented to us, then you must believe that they have an extremely tough row to hoe.