

Mr. O'HARA. Of course, there ought to be because we both understand one of the secrets to employing more workers who lack work experience and who lack educational and technical background is to keep as many entry level jobs as possible open and one of the ways you do that is by trying to keep others who have work experience, training and education, out of that entry level job; so I agree with you. One of my little quiet arguments, once in a while, with your Manpower Administrator is that sometimes I think the mix gets a little bit too heavily focused on the disadvantaged because, unless you are opening up entry level jobs at the same time, there is really no place to put the people.

Mr. REYNOLDS. We need an upgrading of the people in the entry level jobs so that you find the openings for people you have to place in less skilled areas.

Mr. O'HARA. That is right. We have certainly enjoyed having you, Mr. Secretary.

The staff has reminded me here about the labor market survey technique that is now employed within your department which, I think, is done by the public buildings service.

Mr. REYNOLDS. GSA.

Mr. O'HARA. Are you familiar with that?

Mr. REYNOLDS. We just know that it is done. That is about all I could say.

Mr. O'HARA. Then we ought to talk to the GSA representative, I think. The staff has reminded me that in 1966 the operating engineers union had a labor dispute going up in New Jersey and the Department got involved in trying to help settle the dispute between the operating engineers and the New Jersey contractors and that one of the suggested solutions involved the contractors taking certain steps to reduce seasonal unemployment in the industry.

I wondered if you were personally acquainted with that.

Mr. REYNOLDS. I am personally familiar with it, but the man who headed that whole project is Mr. Arnow who is sitting right to my right who is intimately familiar with it.

Mr. O'HARA. Perhaps Mr. Arnow could enlighten us as to his experience in that dispute.

Mr. ARNOW. Mr. Chairman, the work that was done there showed a pattern of seasonality essentially like that described in the Secretary's testimony. The suggestions that were made grew out of the particular facts of that situation with respect to the possibility of using some funds for the development of off-season work and the creation of minimum assurance of certain work, particularly for those who were subject to seasonal fluctuations. The suggestions were then a matter of bargaining by the parties and initially rejected, but my understanding is that in a subsequent period the parties did negotiate something to go in this direction although not fully in accord with the recommendations of Secretary Wirtz and Commissioner Male. We would be glad to supply a copy of the report, which was entitled a "Determination," for the committee's record.

Mr. O'HARA. Could you supply that?

(The information to be supplied follows:)