

ing in jobs but they are reluctant to put it in as a bid item unless it is specified by the architect in order that the one trade, for instance the mason contractor, is not saddled with the entire expense of covering in for all trades.

We are not unselfish in the fact that if we do cover in for the bricklayer we cover in the entire job and the mason contractor is the only one that bears the cost. So it is essential that in public construction that perhaps some item be made in the bid to insist that the job be covered, funds be provided for that purpose, and the architect make it a part of the bid item so that we won't have just one trade bearing the expense.

With that statement and to shorten the time of the committee and take up less of their time, I will leave my prepared statement with you, Mr. Chairman, and I hope that the committee will give it every consideration, as I know they will.

I just want to tell you how much I appreciate the opportunity to come here and testify today before this committee.

Mr. O'HARA. Thank you very much, Mr. Murphy.

As you point out, your trade is one of the trades that suffers most from the seasonality of the industry. Those workers who do much of their work inside the building once the building is enclosed can work all the time—plumbers, electricians, and some others—but your work, being almost entirely outside work, is very gravely affected by seasonality.

I would like to underscore another point of your testimony that I thought was very impressive. We have heard a good deal in the newspapers and in the trade journals recently about a shortage and an impending greater shortage of skilled building tradesmen.

The numbers entering and finishing apprenticeship programs are not sufficient for replacement. Well, it has even been suggested they are not sufficient to replace those dying or retiring much less take up the additional construction work that is going on.

But as you point out in your testimony, one way you could tremendously increase your supply of skilled building tradesmen is to have the ones that are now working half or two-thirds of the year working a full year. That would effect an immediate increase of about 50 percent in the number of days that a skilled bricklayer, for instance, would be working.

It would be just like adding half again as many people to the work force.

Mr. MURPHY. There is no question about it. There is no attraction for a young man to become an apprentice bricklayer when he is faced with 3 months of unemployment during the winter season.

While the emphasis on education is certainly worthwhile, there is some need for those people to follow a skilled craft and become indentured as apprentices. If they are faced with 3 months of unemployment because of weather conditions, they are not liable to go into our trade and go to seek some sort of other employment such as in a factory where they could possibly get full-year employment or at least desirable conditions.

But that is a fact of life. If we can attract them by giving them a reasonable assurance that they will have full-time employment, we can certainly increase our apprenticeship ranks by hundreds without question.