

Mr. O'HARA. One of the questions that came up yesterday, and we might as well squarely face it, is the suggestion that to some extent this pattern of employment becomes a way of life for a building tradesman and that he is not always eager or willing to give up.

Let us take another trade as an example. I am acquainted in the Detroit area with many skilled tool and diemakers. There are two ways one can work in the Detroit area as a tool and diemaker: The traditional way of working in the small tool and die shop, or the relatively new development of working in what are known as captive shops that are owned by the large auto companies or other large manufacturers who do their own work in tool and diemaking.

Many of those who have stayed with the small shops rather than going to the captive shops have done so in part because the pattern is this: In the captive shops the wage rates are higher and the pattern is that when work is available they work a great deal of overtime, they work maybe for a month or 2 months and then perhaps there won't be a big job in the shop and they will be off for 2 or 3 weeks or for a month and then a new job will come in and they will be back on and working 6 and 7 days when they are back.

Then they will be off again for a while. Some of them who started out in the business that way have told me they prefer it that way, they would rather do that than work a 40-hour week 50 weeks a year.

Now, I imagine there is some of that in your trade.

Mr. MURPHY. There is no doubt that working in a shop and working steadily becomes a bore and I think some people go on strike for the sheer reason that they are bored with working and must have an excuse to go on strike, but the reasons for much work stoppage in the building construction industry is for the reason of seasonality because they have been out of work all winter and nobody is interested in negotiating agreements.

They sit back and say, "What is the sense of talking about the new wage rates or schedule because there is no work anyway."

All of a sudden April 1 comes around and we get the business of no contract, no work and everybody is in a hurry to get something built and each sits back and does nothing about negotiations.

We find that then the added business of no negotiations during the winter is prolonged because of the fact that they said, "Now that the season is right we won't go to work and the contractor won't sit down and talk to us."

So the argument seems to be "I have been out of work all winter and another month or two won't make much difference." If we could avoid that sort of thing by the seasonality thing or covering in jobs, we would be able to provide continuity of employment and then go on to the fact that, "If you are bored with work, we will give you a vacation and get it out of your system rather than be on an enforced vacation because of that negotiation impasse that occurs every spring and summer."

At one time we could negotiate during the winter months and be all set for the season. Now the employers and unions have started their negotiations in the building season because each wants to take advantage of the need and demand.

Then we find ourselves running into overtime and the expense of trying to get the jobs finished. There seems to be some idea that if we can prolong the job and in that way get overtime it might be a