

good idea but I always thought overtime was a penalty rather than a reward but I guess it has become a reward now because you just don't work during the wintertime and you have to make it up in the summer and what you lost in the wintertime you surely don't make up in the summer.

Mr. O'HARA. I think that is right although you might have to convince some people. You evidently have been working in your trade with a committee which you mention here in your testimony, the Masonry All Weather Committee.

Mr. MURPHY. And the Structural Clay Products Institute, the Portland Cement Association. Every form of industry in the masonry industry has established an all-weather committee made up of the Masons Contractors Association of America, the Bricklayers International Union, the Laborers' International Union, the Concrete Masonry Association, the Portland Cement Association and the Structural Clay Products Institute, everyone that deals with masonry because masonry is a delicate material that must be kept plastic in order to be worked with.

So we have to join with our counterparts in the construction industry in order to provide this type of all-weather coverage.

Mr. O'HARA. Then you also speak of the fact that the Mason Contractors Association of America has held many seminars for its members on this subject. The Associated General Contractors of America has promoted the technology of all-weather construction to its members. Technical magazines that are widely read by contractors, architects, and engineers, have called attention to the ways and means of construction under adverse weather conditions.

So that I would gather that the principal block is not that you lack the technology or the knowledge. It must be something else.

Why have these private efforts between yourselves and the contractors not been more successful?

Mr. MURPHY. As I say the mason contractor feels that if he covers in a building he is the one that bears the entire cost of it. It is not a bid item. It is not specified by the architect and he does that for his own convenience in order to keep the job going and to try to keep the bricklayers working.

So he says, "When I cover in the bricklayers I cover in the plumber, electrician and everybody else."

This is the reason why it is not considered part of the bid item and nobody wants to do it. It is an expensive item in some instances where one contractor has to bear the cost of it.

But if public agencies such as the Federal Government, for instance, showed the way and made it a stipulation in their specifications that the job shall proceed regardless of weather conditions, this would be a stimulus to the private sector to say, "Well, they want to follow the lead" and this is what usually happens. If a public agency shows the lead, the private sector goes along with it.

Mr. O'HARA. In other words, you feel that if the Government were, in its contracts, to make it clear that this is what they want done and make this a bid item that that in itself would contribute a great deal to evening things out and that it would also encourage other people who let contracts to follow that lead.

Mr. MURPHY. There is no question about it and we find the Government particularly in this area for instance give a contract out and lease