

Mr. Chairman, my name as you have indicated, is Maurice Fancher and I am the vice president of the Laborers' International Union of North America.

General President Moreschi, who unfortunately could not be available for this hearing, has asked me to extend his appreciation to the committee for this invitation to speak to you on H.R. 15990, which covers a matter of vital concern to our more than one-half million workers in our organization.

As previously indicated by President Murphy, we have also prepared a complete statement which has been submitted to your committee and I will, of course, be brief in my remarks and leave the reading of the full text to your convenience.

Mr. O'HARA. Mr. Fancher, without objection the complete text, including tables, of the statement that you have submitted to the subcommittee will be printed at this point in the record and then you may proceed with your oral summary.

(The prepared statement follows:)

STATEMENT OF LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

Mr. Chairman and members of the select subcommittee, my name is Maurice Fancher, I am a Vice President of the Laborers' International Union of North America. General President Moreschi, who unfortunately could not be available for this Hearing, has asked me to extend his appreciation to the Committee for this invitation to speak to you on HR 15990, which covers a matter of vital concern to our more than one-half ($\frac{1}{2}$) million members.

Undersecretary Reynolds, in his appearance yesterday, described the magnitude of the seasonality problem in the construction industry. It is our purpose, in this Statement, to discuss the impact of seasonality on members of our International Union and to indicate some of the costs of seasonality and the benefits available to our members, and to society as a whole, from meeting this problem.

Many factors, other than weather, go into creating the characteristic seasonal pattern of employment in construction. We will see later in this Statement that members of our Union have the same characteristic pattern of unemployment in the sunny Southwest and the wintry Northeast. Therefore, it must be understood that, when we address ourselves to "seasonality" in the construction industry, we allude to this annual pattern of employment and unemployment, regardless of its cause.

If we could describe all of the factors which contribute to seasonal unemployment and weigh their importance as contributors, this Hearing would not be necessary. Although we cannot answer all of the questions relating to this problem, we would like to suggest some of the lines of inquiry which should be followed in an investigation of seasonality. Foremost, of course, would be the effects of weather and the available technology for counteracting those effects. The limiting effects of antiquated building codes will be a fruitful area to study. The increased cost of off-season construction should be measured as precisely as possible. Finally, and this is perhaps as important as any of the others, special attention should be paid to the effects of both public and private fiscal and building practices on the timing of employment swings in the construction industry.

At the outset, perhaps it would be best to say a word about the composition of our membership in the construction industry. Although, in the general sense, we can be described as an Organization of unskilled and semi-skilled workers in our industry, such a generalization would be far from fair to our membership. Within the compass of the Laborers' Jurisdiction in the construction industry fall a varied list of classifications, many of them highly skilled and of great importance to the employers of our members. For example, our membership includes miners who, in the initial phase of tunnel construction, do the work that above the ground would be done by a number of other crafts. Blasters and dynamite men are also a part of our general membership, as are rock drillers and a wide variety of other machine operators in the construction industry. Our helper and tender classifications are of vital importance to the operations of many contractors, for it is upon