

their ability to deliver materials of the right type and to the right place on the job that much of the production of the skilled crafts depend. Thus, in our discussion of the Laborers' in the construction industry, the Committee should be conscious of the fact that, in addition to "unskilled and semi-skilled workers", we are talking about a group of people with a wide and important range of skills.

While we have always known that the seasonal employment factor was greater for the Laborer than for other crafts in the construction industry, it has only been recently, with the wide-spread growth of health and welfare plans, that we have been in a position to measure, with any degree of accuracy, the number of hours of work our members enjoy. In order to build a factual base for this Statement, General President Moreschi ordered the Research Department of the International Union to take measures of hours worked by members of our International Union under a selected group of health and welfare plans. The results of that survey appear in the table below, and I must confess that many of us were surprised by those results. As we can see, for the survey year of 1966, members of this International Union worked an average of eight hundred fourteen (814) hours. This constitutes, on the whole the equivalent of only five (5) months full-time employment for the entire year.

There is, of course, a casual factor in our membership which does not exist to the same extent in the skilled trades. Since most of the training for our classifications takes place on-the-job, rather than through apprenticeship programs, we absorb large numbers of people, each year, who do not intend to pursue construction work year around. Perhaps the largest bloc of people falling within this category are students and, regrettably, teachers who find it necessary to supplement their income during the months that school is not in session. Later in this Statement we will speak to the problems of efficiency and manpower utilization raised by the necessity for using such casual entrants into the labor force in order to meet peak seasonal demands.

TABLE I.—COVERED EMPLOYEES BY NUMBER OF HOURS WORKED—SELECTED HEALTH AND WELFARE PLANS—1966

	Number of covered workmen	Total hours	Average hours, by class	Cumulative percent distribution	
				Covered employees	Covered hours
172 or less.....	36,532	2,765,645	76	26.4	2.5
172 to 345.....	16,236	4,126,092	254	38.1	6.2
346 to 518.....	11,741	5,006,533	426	46.6	10.6
519 to 691.....	9,167	5,424,935	592	53.2	15.4
692 to 864.....	7,563	5,855,400	774	58.7	20.6
865 to 1,037.....	7,082	6,726,789	950	63.8	26.6
1,038 to 1,210.....	7,297	8,192,975	1,122	69.1	33.9
1,211 to 1,383.....	7,153	9,138,652	1,278	74.3	42.0
1,384 to 1,556.....	6,965	10,240,902	1,470	79.4	51.1
1,557 to 1,729.....	7,046	11,550,486	1,639	84.5	61.4
1,730 to 1,902.....	7,606	14,287,278	1,878	90.0	74.1
1,903 to 2,080.....	8,195	16,275,073	1,986	95.9	88.5
More than 2,080.....	5,678	12,924,051	2,276	100.0	100.0
Total surveyed.....	138,261	112,514,811	814		

Source: Research department, Laborers' International Union of North America.

If we eliminate this casual category by leaving out of our calculations all of the covered employees working five hundred eighteen (518) hours or less (approximately three months), the average hours worked during the survey year increases to one thousand three hundred sixty-four (1,364), which, while it is some improvement, still does not represent anything approximating full utilization of the skills of our permanent membership. In addition, of course, it falls considerably short of providing the construction laborer with the kind of income we think he needs and deserves to maintain a standard of living consistent with his contribution to our society.

Just to estimate the kind of living that our members can make on the whole from the construction industry, we can use the \$3.77 average hourly wage rate which the U.S. Department of Labor gives for the building laborer. In using this figure, it should be pointed out that the building laborer is but one (1) classification in the spectrum of laborers' skills. Although he probably constitutes the most significant portion of our membership, there are both lower and higher