

United States. This argument, of course, applies with equal force to corporate income taxes and to the social security system.

The manpower policies of the United States, as enunciated by the President and Congress, call for the creation of a stable work force at full employment levels, to whatever extent is practicable.

It is inconsistent with this objective that the industry, which is the biggest single employer in this country, should be left in the state we have described for the construction industry.

We submit to this committee that deseasonalizing the construction industry should be undertaken if, for no other reason, than to preserve and enhance the pool of skills represented by the construction labor force.

We urge this committee and Congress as a whole, to pass H.R. 15990 and to follow it with effective attempts to eliminate the costly evils of seasonal employment in the American construction industry.

Mr. Chairman, that is the statement.

I was tremendously interested in some of the comments that took place between you and President Murphy who immediately preceded me and I do agree that perhaps to some extent the construction worker over the years in the past has perhaps developed some habits and some practices that perhaps he likes this kind of business but, agreeing with President Murphy, if we get into this subject and show that it is much more practical to have average level of employment year-round I think the construction worker and primarily his family are going to be much happier people for this way of employment.

Mr. O'HARA. I agree with you completely on that. I also agree with your analysis that from having worked this way over a period of years they do develop living patterns that are geared to this cycle of employment and unemployment.

I know some of the fellows that are friends of mine figure every year on their annual deer hunting trip when they know they aren't going to be working and, if all of a sudden you said to them, "Look, you are going to have to skip that hunting trip from now on" they wouldn't like that.

Others develop other patterns. That is just an example.

Mr. MEEDS. Will the chairman yield?

Mr. O'HARA. Yes.

Mr. MEEDS. As Jim Sheets would tell you in our State we might have to establish a steelheaders international because the steelhead season comes in the off-season and some of these people are avid steelheaders and we might have to do something about that.

Mr. FANCHER. Mr. Chairman, I would like to make it perfectly clear that I would not be advocating full employment to the extent that it would interfere with deer hunting. I would not like to give that impression.

I happen to be a native of West Virginia and come squirrel season we go squirrel hunting. That is all there is to it.

Mr. O'HARA. I think that is right.

I think that people to an extent do, some of them, become habituated to this. That is perhaps one reason that we have not had the kind of outcry that I think we should have had about the continuance of that pattern of seasonal employment is that people start accepting it as inevitable and adjust their living habits to it.