

scope of your study but should be. This factor is the tendency of organized labor in the construction industry to go out on strike more than can be considered reasonable during the prime seasons of the year.

The strike problem seems to be getting more intense each year. This year, we believe, may be the worst year in a long time. For example, building construction in the entire State of Michigan and metropolitan areas of Ohio and Indiana has been shut down by strikes for more than 60 days. This, of course, is a greater loss than would normally occur during the cold-weather periods in some areas.

These facts raise the question as to how much benefit any seasonality legislation or study can provide to construction workers in this country by increasing winter employment, when there is an increasing tendency for them to engage in long strikes during the prime construction seasons of the year.

In spite of these realities, however, we realize that it is in the interest of labor and management both to do everything possible to reduce loss of working time due to seasonality and the fact that we have lengthy strikes during the prime season is a problem that must be solved and one which we hope your committee will not overlook. Unfortunately, your bill, H.R. 15990, does not specifically mention this important aspect, since it fails to provide for participation of labor and management in any seasonality study, although the Prouty bill covers that point.

Certainly, labor and management cooperation must be promoted if any overall solution to these problems can be expected.

Organized labor may be required to consider changing the expiration dates of their collective bargaining agreements, even to their temporary economic disadvantage, to insure that they and their employers will be able to take advantage of the prime construction season without work stoppages. We do not feel that this is too great a sacrifice for labor to make if they really want to extend the total number of hours they want to work during a year.

We feel certain that the kind of study of seasonality and its effects upon the construction industry contemplated by the spirit of H.R. 15990 can produce only good and beneficial effects to all segments of the construction industry if carried out on a comprehensive and forthright basis.

Mr. Chairman, that concludes the statement. I would like to make this observation in connection with the remark that I made with regard to the fact that AGC has been looking at the problem as a group for a long time. I was surprised this morning to look in the AGC office in their historical photographs department and notice a great big sign at a meeting of the executive board of AGC in 1925.

In a most prominent display there was a sign that said: "Winter construction is worth while * * * ." So I feel that there has been no reluctance on the part of AGC and representing the management portion of industry as far as the construction industry is concerned. And AGC has been thinking, has been suggesting, and has been trying to get its members to take advantage of whatever technological advancements have been made.

My concern is that as one group we haven't been effective by reason of the fact that we go at it alone.