

Mr. MEEDS. That is what I am saying, and to really have a feeling that we can be successful in our endeavor to eliminate or substantially eliminate seasonality, which you appear to be for, then there will be no such thing as prime seasons.

Mr. NAUMANN. As I said, conceivably this could be the solution. Conceivably, adding to the numbers of hours that these people all work during the year would make less of a controversy at what ever time the labor contracts expired.

Mr. MEEDS. That is precisely what I am trying to bring out.

Mr. NAUMANN. This I endorse. Let me make this statement in this regard.

In my own home part of the country, we have some very fine people in the building trades who haven't missed over 4 days in the last 20 years, because in my part of the country we don't have the basic problem, and it is probably the most fortunate State of the world, because in the above 6,000 feet altitude of northern Arizona, where the work shuts down in the winter, these people move to the southern part of the State in the winter. And a lot of our people, when the weather gets good and hot in the summer, move to the prime areas in the northern part of the State, so that we are really fortunate.

But when these wonderful people come to the bargaining table, they still bring the fact that seasonality has a tremendous effect on the fact that they have to have higher wages, and this is an honest thing. They may bring whatever argument that we have to have, and that is why I talk about forthrightness and being comprehensive—is that we examine this thing. And I can see tremendous possibilities that by extending the normal work period for the building trades that we could get out of conceivably a great number of our problems at expiration of contract.

Mr. O'HARA. Fine. One last question.

You suggest on page 3 that "it is a common practice to do construction work in cold weather in building operations by the use of various types of temporary enclosures along with temporary portable heaters. But, as far as heavy and highway construction is concerned, general conditions in these types of construction are not adaptable to this kind of solution."

I gather that you are suggesting that a seasonal pattern of employment in construction work is much more prevalent in highway and heavy construction than in building construction.

Mr. NAUMANN. As of right now, it is one of the reasons that the impact over the last 8 or 9 years in the United States is so apparent, is with the increase in amount of money that came from the interstate highway program. And in many areas of the country where these programs have to shut down during the winter, it made this come to the fore.

There is no question but what, even though nobody is satisfied with the result, we have been able to do more about building construction. We have been able to do but very little about highway construction.

I have here—and with the permission of the chairman, it will be attached to our statement—a survey made by A.G.C. in 1966 of every State highway department in the United States, asking them for their procedures and limitations on cold-weather work, on winter work.

Mr. O'HARA. That is very useful, and without objection, it will be entered into the record at this point. It will be very helpful, I think.