

that Joe Blow worked so many hours in order to get his pay.

(Participant, man:) We was thinking about approaching this uh..uh..

similar to uh.. There's nothing like Bob said. I recognize that but we was..anticipating setting up some kind of point system. (Not clear)

(Participant, man:) For the participants you're talking about now.

(Participant, man:) Yes. So many points for different things. And so many points to kind of parallel with the dollar amount of money. I'.. I believe they'd understand this better and be simpler for them and uh.. uh. if this is agreeable with ya'll. And I'll..I'll get labor in after while I guess.

Leader: Well, what you get into. And I say this in all truthfulness now. One of the first mutual helps that I was on. True mutual help for the BIA furnished the superintendent on the job. And the participants were supposed to be (not clear) Well, we had one individual that worked as a custodian. At Alamagordo by Los Altos. And that gentleman worked from four every afternoon till midnight. Every morning at nine o'clock he was there and would work till three. Just as religious as he could be. But as a construction foreman or superintendent, you wouldn't have hired that, you wouldn't have let that man stay two hours. Because he just..he was slow. He didn't have it. He was diligent. And tools didn't fit his hands and you've seen people like this. And it's no reflection on the man. He was very diligent and put in a lot of time. But as far as his productive work it just wasn't there. And this is one thing really as far as applying business..(not clear) to the participant.

(Participant, man:) Well, you can't do that.

Leader: It really doesn't fit in and there's a little bit of haze there.

(Participant, man:)I'm speaking of the labor he hires.

Leader: Right. But all of his labor. Cause he's an established fabri-