

Expect to Fund in FY 67

TITLE: Pensions, Severance Pay, and Related Benefits for Laid-off Defense Workers

DESCRIPTION: The purpose of this study is to determine whether it is feasible to identify standards of adequacy of pension rights, severance pay and related benefits for workers of defense contractors. The study will focus on older workers with long-term job tenure who would be laid-off because of defense reductions resulting from arms control and disarmament. The topics to which the researcher will address himself include:

- (1) Comparisons between benefits for workers of defense contractors and benefits for workers in non-defense oriented firms or industries.
- (2) Concepts or standards of adequacy of fringe benefits used in collective bargaining in both defense and non-defense industries.
- (3) Influence of contracting procedures of the Department of Defense upon fringe benefits.
- (4) Evidence that employees of defense contractors are paid a "wage premium" to compensate for the greater instability of defense-dependent employment.

Should the determination of some measure of adequacy of benefits for defense workers prove feasible, the contractor will provide a design for making such determinations.