

about better understanding, qualify our representatives better to render a greater service to the membership.

As a result, we have programs, resident programs in the city of Pittsburgh for staff people, a staff that numbers some 1,260, so that they are kept current and better qualified.

We have going on at the present time throughout the country on the campuses of universities and colleges throughout the country some 27 of them, summer institutes and we will have at these institutes roughly 25,000 local union officers, committeemen, and members where we attempt to acquaint them, better acquaint them with the problems of the day and even getting into problems such as we are discussing here today—truth in lending, credit charges and that sort of thing, hoping that through this process we make them not only trade unionists but better citizens.

Since you have given me the opportunity, I might report to the committee that since 1947 we have sponsored quite a scholarship program in our union and between our local unions and our districts we have since that time granted 1,160 scholarships to youngsters who otherwise would not have an opportunity to go to college, and these 1,160 scholarships represent an investment of better than \$1,500,000 in this kind of effort.

So, we are very much interested in educational programs.

Mr. ANNUNZIO. As the president of 1,250,000 steelworkers—for the benefit of the committee and the record—would you tell us the States in which the steelworker union are located?

Would that be too difficult a job for you or could you answer that for the record when you get the transcript?

Mr. ABEL. We could give very definite coverage, but I would say briefly we have membership in practically every State in the union, including some membership in Hawaii, membership in Puerto Rico. Unfortunately, we don't have any in Alaska, but States where you wouldn't maybe expect—in Utah and out in the Western States—wherever membership in the hard rock lines in fabricating operations.

So, it is practically every State in the Union we find United Steelworkers of America.

Mr. ANNUNZIO. One more question. If an employee of a plant where the steelworkers have organized is fired for garnishment, I know that that worker can go to the grievance committee of the union, and the grievance committee will protest the firing.

Could you enlighten the committee as to the cost that is involved, because this is another hidden cost in the enforcement of this law, that is ultimately passed onto the people?

Mr. ABEL. We have that experience constantly, Congressman, as you have made the point. Most any problem that a member encounters, whether it be discipline or discharge, does make him by reason of his membership entitled to protection and every effort to rectify it. So, we do find ourselves going to arbitration in many cases where an employee has been discharged. In some cases we are successful in reversing the discharge and reinstating the individual, in some cases the arbiter upholds the discharge so we lose.

With respect to the costs of such action, it is difficult to put an exact dollar and cents cost because of the service required on the part of local union officers as well as staff representatives and occasionally some of our experts.