

But there are, obviously, violations somewhere along the line. There are over 150,000 collective bargaining agreements in this country, and it was for that reason, as you well know, that the AFL-CIO strongly urged that title VII be included in the Civil Rights Act. We strongly urged the President and the Members of the Congress to put into the Civil Rights Act the fair employment practices provisions.

Representative GRIFFITHS. You didn't urge sex, Mr. Goldfinger.

Mr. GOLDFINGER. Yes, ma'am, that is right.

Representative GRIFFITHS. What do you think would be the effect upon the economy if the law, equal pay for equal work, were complied with?

Mr. GOLDFINGER. I think it would be a very beneficial impact. Now I can't give you a magnitude, but I think there would be a very beneficial impact in the sense of raising the wages of some of the lowest paid workers in the United States, and most of those workers are not in union plants, as you know.

Representative GRIFFITHS. Oh, but loads of them are. Why don't you use the powers of the AFL-CIO to see to it that in the contracts you negotiate the law is complied with?

Mr. GOLDFINGER. We have been trying to do so, Mrs. Griffiths. We have been urging compliance. We have been sending out information on those provisions. We have had meetings, and we have been doing something. It may be that we have not been doing enough. But there is a division within the AFL-CIO, and many of the international unions have counterpart divisions, charged with encouraging compliance. The real issue here is to get specific cases of violations, and if you know of cases of violation——

Representative GRIFFITHS. I have already brought them to your attention.

Mr. GOLDFINGER. Either in terms of sex or color, I would hope you would call them to our attention.

Representative GRIFFITHS. I am now bringing them to the attention of the Secretary of Labor.

Mr. Madden, may I ask you do you consider the social security program a welfare program or a pension program?

Mr. MADDEN. Our understanding of the social security program is that it is a floor of protection for the loss of job-related income in old age.

Representative GRIFFITHS. Well, I think it is, too. I hope then that you will support the pooling of a husband's and wife's credits so that they receive a better benefit than they now receive. As you are aware, the benefits are related to wages, not to what you paid into the system.

Mr. MADDEN. Yes, this is the sense in which it is not an insurance program.

Representative GRIFFITHS. It is not an insurance program. In that sense it is a welfare program, and it's a very improper welfare program, from that sense. It should be made into a better pension system.

Mr. MADDEN. It has turned out, has it not, that most social security recipients so far have received in effect windfall gains by virtue of not having paid as much in as the life expectancy tables suggest they will take out.

Representative GRIFFITHS. Thank you.

Thank you very much, Mr. Chairman.