on a salary, because dignity demands it, the whole relationship has got to change, and we are going to do it.

Profit-sharing is a part of that whole evolution in the status and dignity of the worker and in his relationship with the employer.

Representative BROCK. I think I agree in looking ahead, but what I am concerned about is that if you have just a pure profit-sharing program, that you are still piecemeal, that it is still on the profits of a given year for a given worker, and I am concerned that we expand the opportunity for workers to themselves invest in this growth, and you can't have a share of the growth, long-term growth, unless you own the stock itself.

And today your Federal income tax precludes the purchase of stock at less than 85 percent of the value. Is this an area that we might address ourselves to in the Congress, to give a greater inducement or opportunity for workers, with the assistance of management, to participate in stock ownership programs?

Mr. REUTHER. I am encouraging that wherever possible, so I would be in favor of Congress doing anything that would encourage it.

Some years ago the General Motors Corp. proposed a stock purchase plan. We rejected it because the lowest income worker with the largest family would in effect have been excluded, and we thought that that would have compounded inequity. Our approach would give each worker his proportionate equity, quite unrelated to whether or not his family situation enabled him to save.

If a worker had eight kids and he was having a hard time sending them to school and he couldn't accumulate anything, we wouldn't want him to be deprived of the right to share in the profits, hence our approach. Now, we should be most happy to furnish the committee the specific collective bargaining profit-sharing plan that we submitted to General Motors in 1958. At the present time we have no detailed proposal that we are submitting to any employer. I raise this only as a broad concept.

(See p. 732 for material referred to above.)

Representative BROCK. I personally feel that a human being, worker or management, has a greater sense of involvement if he has to invest something in, if he has to participate. I am trying to encourage this from our end as you are from yours.

One final question. On this question you said you weren't concerned, and that we shouldn't make it a major crisis. I am interested in what you suggested about the wage-price committee. Then you say "selective and monetary fiscal policies ought to be adopted."

Now, there aren't very many monetary and fiscal policies that haven't been tried. We can have a higher interest rate. You have already said you don't like that. We could have higher taxes. You have opposed that. Or we could reduce spending. That is the third category. As I understand it, you oppose that category. I don't see what specific suggestions you have proposed to us to combat this reduction in the real worth of wages for the workers.

Mr. REUTHER. Well, to begin with, as I say, I think that we must understand that the basic problem flows from the pricing policies of certain corporations who have failed to share their abnormally high increase in productivity with consumers through meaningful price reductions.