

I think the recession in the building industry is what the tipoff was in the thing.

Now, I understand that agreements were reached on a self-imposed ceiling, and I don't know the increment, but as I understand it, it is predicated on the projected production of tile in the coming year, and this is a preestablished figure.

I understand a vulnerable part of that is that most of these projections are optimistic in their makeup, and this kind of gives a false result, but it is a whole lot better than what it was.

Mr. COLLIER. I understand the ceramic tile people were going to testify at these hearings, and they canceled. I wondered if you knew the reason.

Mr. REISER. This is a very low paid industry, about \$2.23 an hour, and we put in a modified form of a Scanlon plan, which is a scheme to reward the worker if he reduces his unit cost on labor.

We were continually increasing our production, but we couldn't get any yield from this formula. But since this agreement has been reached, we went up approximately 20 cents an hour in this Scanlon plan, so that the reaction was nearly immediate.

But the tragedy of it is that, under this assistance feature, there was no substance to it. Now, these some 4,000 workers are out and they haven't been retrained. They have received nothing, and, being a low paid industry, they have no pensions to speak of, because what money we had negotiated we put in across the board rather than in the fringes.

Mr. COLLIER. Thank you very much.

That is all, Mr. Chairman.

Mr. ULLMAN. Thank you very much.

Mr. CHESTER. Our whole panel, Mr. Chairman, will be testifying. We have been allotted so much time.

We had planned to start with Mr. Reiser, and then Mr. Thomas, and then Mr. Cornett, and then Mr. Barbaree, assisted by Mr. Lord.

Mr. ULLMAN. You may introduce each one, and proceed as you see fit. We will withhold questions until you are through.

Mr. CHESTER. Mr. Reiser will be first, of the United Glass & Ceramic Workers, the international president.

STATEMENT OF RALPH REISER

Mr. REISER. We have 42,000 members in our organization, 35,000 in the United States, and 7,000 in Canada. About 25,000 of our members in the United States, or more than half, are what has been called overexposed to some type of trade agreement.

In fact, we have been overexposed so long you might say we are pretty well done in the thing.

Of course, all these other side arrangements, agreements, and understandings result in loss of jobs to us. What we really want to talk about, not downgrading the importance of this assistance feature, is about our jobs, our own jobs, and we would like to see a type of tariff that would be flexible enough to provide for special problems of different industries.

Now, also, we are in a position that, come this fall, Pittsburgh Plate Glass—and I will address myself to the block glass industry—and Libbey-Owens-Ford Co. have built new plants in Canada, and they will be in full production in the fall.