

Now, that means that they will come underneath the Canadian-American Automobile Act. Of course, this act did have an assistance program. However, it expired this month, I believe, and, if it isn't extended, we will get a zero on that one.

However, we are not too pessimistic about the Canadian situation, because we got a chance there to do a little work of our own, in negotiating equal pay, just as the United Automobile Workers have done.

However, in other phases of this, what we have been exposed to, what we really want, is a time element. What we really want is our jobs as glassworkers, and all we ask is a chance and time to adjust to new methods and new processes.

We need time to adjust to new processes of manufacturing flat glass, developed by foreign glass companies, because it so happens that in the flatglass industry, all the innovations, all the new methods, have been developed by foreign glass companies, and licensed by foreign glass companies.

We are willing to work our way out of this economic press, if we are only given a chance to compete.

In 1962 we asked President Kennedy for time to meet the flood of imports triggered by the new modern plants financed by the Marshall plan.

President Kennedy increased duties effective June 1962. Did we respond? We did.

Using the Federal Reserve Index, 1957-59 as 100, we increased our productivity to 167 by 1966, while during the same period our wages went up 17.5 percent, while the average earnings for all manufacturing went up 28.8 percent.

A good performance? Yes, but not good enough; for, in the meantime, Pilkington Bros. of England developed a new method for making glass. It is called float glass, that makes all the new plants built since the war obsolete. So it is a new ball game.

With the advent of float glass throughout the world, and some 34 licenses have been granted, the imports reacted dramatically, rising from 8.6 in 1966 to 13.6 in the first 6 months in 1967.

President Johnson, in October of last year, saw fit to keep into effect the relief that was granted in 1962 on single and double strength.

Now, just last week I was at Charleston and Shreveport, and Libbey-Owens-Ford has developed a new method called the air flotation process, which they believe may compete with thin glass as far as float is concerned.

Now, they gave the proposition to us that either we cut manpower, or they could build this plant overseas. In fact, I think I can say without hesitation that most of the flat glass that is supplied to the coastal cities is partly manufactured by Pittsburgh Plate or Libbey-Owens-Ford in their plants overseas, because again we are in the unenviable position that when the trade is favorable to the United States empty bottoms coming back, they put glass on, flat glass on as ballast, and it is practically a premium of getting glass as a ballast in the thing.

So that, as trade is favorable, this gives us an unfavorable reaction in the thing.

Now, we did cut off approximately 75 men in the process at Charleston and Shreveport. Now, Charleston, W. Va., isn't what you call a lush employment center. Now, our average earnings are \$3.65 an hour, and when you cut a guy out of the glass plant, he has to go over and work for \$1.80 an hour, and you have a pretty sore guy on your hands.