for 90 of our members. Since the average age of our members is 46.10 years, you can readily see the almost impossible task of securing other employment.

The other five locals located within Appalachia are experiencing drastic loss of wages caused by curtailed production brought on by the closing of melting furnaces. The locals where the existing facilities are in operation (three of the six locals in Appalachia) have embarked on an almost complete stocking program both in finished and unfinished ware because of non-existing customer orders.

Prior to 1960 the six aforementioned locals made up approximately 750, or one-half of our then 1500 total membership. True, automation contributed partially to these declining numbers. Presently there are approximately 450 members that make up the six Appalachia locals. These remaining 450 members are for the most part working on a curtailed or pro-rata basis as per negotiated contract obligations. As late as May 7 I have reliable information that even further cutbacks in production is a reality within the six locals. The further cutbacks as predicted in the already recognized depressed region can only worsen the plight of workers and their families in Appalachia.

THE EFFECT OF FOREIGN IMPORTS IN OTHER AREAS

The May 20th issue of the Wall Street Journal reported that housing starts for the month of April, 1968 reached a four year high. If this is a true statement, and we have to assume it is, one would also assume that employment within the window glass industry would also be at a higher level than it was four years ago. However, this is not the case. Two window glass factories previously referred to, one located in Okmulgee, Oklahoma and the other located in Shreveport, Louisiana, started drastic cutbacks in production during the month of April. Despite housing starts at a four year high, not one of our laid off members has been recalled, nor has any of the already idle facilities been started back into production. One factory, located at Henryetta, Oklahoma, has been operating at a 50% of capacity since March, 1967. At this plant alone, 36 of a total membership of 96 were laid off 15 months ago. Those remaining 60 members have been working at drastically reduced hours and wages for 15 months.

The over-all window glass industry is at the present time operating at only 57% of capacity. On May 7, 1968, Mr. Robert Wingerter, President of Libbey-Owens-Ford Glass Company, stated to Special Representatives of the President that his company facilities must operate at a minimum of 60% of capacity before they could even hope to reach a break even point. The same should hold true with all companies within the industry. By the same token, it is easily recognized why employees also must work above a 57% of capacity so they, too, can reach a break even point

During the month of April, I made an extended trip to the southwestern region to visit with four locals located in that area. I had the opportunity to speak with members of the Building and Construction Trades while in Oklahoma. As you no doubt know, building and construction in the Southwest is also at an all time high, particularly in Texas. In a three state area surrounding Texas, namely Arkansas, Oklahoma and Louisiana, there are four window glass plants. Despite this fact, members of the Building and Construction Trades stated to me that almost without exception all window glass being used in these enormous projects is of a foreign origin. Even with freight and shipping rates at a minimum in such a confined area, the foreign producers have, as they have in the past, demonstrated their ability to penetrate the United States market. Are we to continue the exportation of our jobs to low wage foreign countries on such a ridiculous basis? I don't believe so.

EFFECT ON EMPLOYMENT

In early 1960 our total membership was 1,500 members. At the present time our membership is just half that figure—750 members. As of May 24, 1968, 212 employees, or a little above 25% of our membership, was on lay-off status. It seems ironic that the ratio of imports to consumption is also 25%. At the Charleston, West Virginia local, 39 of our members have been on lay-off status for eight years without any hope of ever being recalled. This again amounted to approximately 25% of the local membership.

We become alarmed when we realize the number of employees being lost through attrition. Prior to 1960 it was normal procedure to hire new employees or replace those employees lost through death or retirements. Under normal operating conditions this must be done to maintain a status quo, regardless of