I am also president of the Plymouth Shoe Co., which is a medium-sized men's shoe manufacturing firm employing approximately 700 workers in Middleboro, Mass., a town with a population of approximately 15,000 people. Our weekly payroll, disbursed by the only bank in town, is about $75,000. It is essential to the welfare of this particular community. My company is typical of several hundred companies in hundreds of smaller cities and towns throughout the United States where footwear manufacturing is an important or even major source of income.

I have submitted a detailed brief expressing the views of the associations on the necessity for a program of orderly marketing for footwear imports. I would like to highlight, however, why we we in the footwear industry feel that we need some form of orderly marketing.

We must emphasize that the domestic footwear industry is not "protectionist" as this term is commonly used. We support a liberal trade posture; but our trade policy must come to grips with the realities of the world today. Wage and hour regulations, welfare programs, and general inflation have created a cost structure for our labor-intensive footwear industry which makes it impossible for us to compete with footwear from foreign countries.

I also wonder whether Senator Javits today would have included as nontariff barriers these same basic factors to which I just referred, which is the wage and hour regulations and fringe benefit differentials.

I would also like to say at this time that in reply to Senator Javits' comments about loans for modernization, our domestic footwear industry is as modern, if not more modern, than any other country, and we are not looking for loans for modernization purposes. We are modernizing, as fast as the modernization principles are available to us, from the regular normal source of loans.

I would also like to call to the attention of this committee that most shoe-producing countries of the world have higher tariffs to protect their domestic footwear industries through border taxes, exchange restrictions or licensing, but beyond that we happen to know for a fact that there are 4 to 6 percent rebates on taxes if you export.

This is a factor that is oftentimes ignored as a nontariff barrier.

In spite of this, we ask only for an orderly marketing arrangement, a live-but-let-live policy which permits us to grow in our own market along with the growth of imports.

We are concerned because practically all of the growth in the footwear market over the past decade has gone to imports. Footwear imports rose from 8 million pairs, or 1.3 percent of domestic production, in 1955 to 129 million pairs, or 21.4 percent of domestic production, in 1967. For the first 4 months of 1968, footwear imports amounted to 69 million pairs, or 30.5 percent of domestic production, and we are excluding from these figures so-called zories or cheap rubber sandal types which are used when you take a shower so that we are not putting in zories which has been mentioned in certain testimony that I have read given here a few days ago.

The domestic footwear industry is particularly vulnerable to the increasing flow of imports from behind the iron curtain. Since 1959, Czechoslovakia has stepped up its exports to the United States by almost 1,000 percent. I have here a pair of shoes. One pair of shoes was made in Czechoslovakia. The wholesale price—and we can docu-