

during the whole year. There should be no erosion of labor's gains in wages, fringe benefits and working conditions. Such elimination of day-to-day and seasonal insecurity would permit all employees to gain in annual take-home pay while in some cases perhaps reducing cost per unit of work done. More important, it would open the way for fruitful discussion of uses of new technologies in a manner not threatening the livelihood of workers in the industry.

Such firm job guarantees will help to permit the full liberation of the powers of modern technology with gains to be shared by all: employees, tenants or owners, contractors and the public.

For this to be possible, the program must be implemented on a scale large enough to wipe out unemployment in the industry. Such a scale of effort is urgently required by the urban problems of the nation. A half-hearted effort will not do. There must be the same intensity of determination that the nation has achieved in dealing with other great crises in the past. We must do what was said in the State of the Union Message in 1942:

"We must raise our sights all along the production line. Let no one say it cannot be done. It must be done and we have undertaken to do it."

A lively diversity of types of ownership, occupancy and land use is indispensable to urban life. The drab monotony of building entire areas as public housing projects must be avoided. Although guaranteed federal funding for construction is necessary to the kind of large-scale rebuilding which must be done, private developers should be offered options to purchase many types of buildings in the rebuilt areas on liberal terms and to specify within limits the kind of building they want. For multiple unit dwellings, in exchange for subsidy in construction costs, operators can be required to agree to rent to those who cannot afford to pay full economic rents at a sliding scale of rentals based upon income. As more tenants can pay economic rents in a building, the operator could be required to begin to repay the subsidy out of part of higher rent proceeds so that these funds could be used for building other new housing. Similar arrangements could be worked out for condominiums and cooperative housing.

At present, urban renewal often hurts the very people it is designed to help. People living in rebuilt areas are forced out and cannot come back because costs in the rebuilt housing are too high. This tragedy cannot be allowed to continue.

Likewise, residents of public housing are usually faced with an absolute income limitation. If they work to earn more, they must leave—often to worse housing, especially if discrimination limits the housing available to them. Thus incentive to work is stifled and a high-turnover, low-morale and possibly high-crime area is insured. For these reasons as well we urge that the method of a sliding scale of rents in rebuilt housing be adopted as part of the proposed new program.

The function of the federal program should be to break the bottlenecks and liberate the resources of the nation to do what must be done, with maximum participation by all involved and the local community.

Can we afford the program suggested here? The true answer is that we cannot afford *not* to deal with the problem. A penny-wise but pound-foolish delay in dealing with urban needs has already cost the nation more than it can afford in many different ways. The resources needed are ready to be called into use: the unused power of modern technology, the unemployed, the underutilized industry.

All will gain from vigorous action. All will lose from inaction. The time is short: we urge the nation to seize it.

We represent a wide spectrum of differing views on many subjects. We do not seek to lay down precise details, which should be worked out by Congress. We are united in our firm belief as citizens that the great resources of this nation—first of all its people, their initiative, their skills, their willingness to act for the common good—are equal to the challenges before us. We pledge to do everything in our power to work for the use of those resources in the fullest manner, and invite our fellow citizens to do likewise.