

# THE UNION FORUM

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ALLIED EDUCATIONAL FOUNDATION



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## Our Activities in the Past...

### *A Preview of Our Program for The Soaring Seventies*

The Allied Educational Foundation has as its basic purpose a commitment to make a positive contribution to a better tomorrow for those in whose behalf the Foundation functions. This is a report—the fourth such submitted in this particular form—on how this commitment has been implemented.

This report covers a vast area: the Educational Conferences at which we have an opportunity to hear from and interrogate leading Americans from all walks of life; the Industrial Conference, a new procedure, in which an assessment is made both of the economic problems confronting our members and the collective bargaining approach appropriate for their solution; the Workshop Abroad project in which our members have an opportunity to exchange ideas and concepts with trade unionists overseas, in this particular year the trade unionists in the United Kingdom and three Scandinavian countries; the Health and Welfare Conference geared to the needs and interests of our retirees in the Union Mutual Benefit Association; and our Scholarship Program which aims to assist meritorious members in pursuit of higher education.

What started out as an experiment has become deep-rooted experience. Like all experiences, there have been changes in the scope and content of Foundation activities. But while specific programs have been altered, reshaped and modified, there has been no change in the theme central to the sum total of our activities: "To make today better than yesterday—and tomorrow better than today."

We are at the threshold of a new decade—and the Soaring Seventies hold forth the promise of even greater achievements than were registered during the dynamic years through which we have just passed. In presenting this report on last year's activities we pledge to improve on past accomplishments and to make 1970 the banner year for a banner decade. We are confident that both the report and the pledge will meet with your approval. Beyond that, we look forward to your continued cooperation in making the programs, activities and projects of our Foundation the success they are and the success they will remain.

# A Better Life for the Young

While there may be questions about the goals and needs of American society—questions which are inevitable in a dynamic democracy—there can be no question of the importance of education as a means of achieving goals and filling needs. It is fundamental in the thinking of the Allied Educational Foundation that the goal of America in the 1970's with respect to education can be no different than it has been in any other decade—namely, to guarantee each individual throughout his life a full and equal opportunity to secure the skills, the knowledge and the understanding necessary to fulfill himself as an individual and as a constructive member of society.

For too many Americans, however, as James E. Allen, Jr., the United States Commissioner of Education, pointed out in "The Annual Educational Review" published by **The New York Times** earlier this year, this goal "continues to have little meaning." And the basic reason for rendering the goal void of meaning is, as the American government's ranking educational officer sets forth with clarity and vigor, that "economic pressures prevent individuals from attending" schools and colleges.

For the past five years the Foundation has been proud to be the instrument by which children of members—and at times even members themselves—can acquire educa-



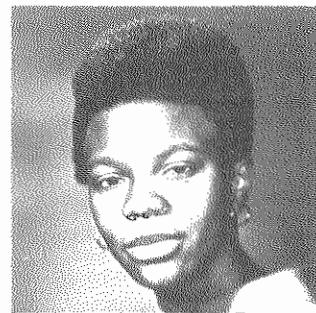
**ALAN KAUFMAN**

Interested in all subjects, Alan Kaufman has demonstrated particular proficiency in science and mathematics and hopes to become a doctor—an ambition which has the hearty support of his parents. "My father would like to give me the opportunity to attend college and have the education he never had," Alan says. At East Meadow (Long Island) High School he participated in many activities, including sports and writing for the school magazine. His chief hobbies are playing the guitar and collecting stamps. But hobbies are secondary to the all-consuming ambition to practice medicine. "Once I begin a venture," he says, "I will finish it." And he has recorded his appreciation to the Allied Educational Foundation for helping him in this great undertaking.



**NICOLA DE MARIA**

Born in Italy during World War II, Nicola De Maria moved with his family to Vancouver, British Columbia in 1954, when he was 11 years old, and to Middletown, New York five years later. Graduating from Middletown High School, he became a draftsman, working for three years in order to supplement the family income. But the urge to learn still remained, and while working Nicola began to attend, on a part-time basis, Orange County Community College. From there he went to Western Michigan University where in December 1969 he received his Bachelor of Science degree in secondary education. This accomplishment was made possible, he says, primarily because of assistance given him by the Allied Educational Foundation's scholarship.



**PATRICIA IRENE MINES**

The first of five children—all girls—born to Mr. and Mrs. Percy Mines, Patricia Irene Mines attended elementary, junior and high schools in White Plains. "Pat," as she is affectionately called by her host of friends, not only compiled an excellent scholastic record but also was active in extra-curricular pursuits, being captain of monitors at Eastview Avenue Junior High School and co-captain of the Tigerettes Marching Corps at White Plains High School. Particularly noteworthy was gaining membership in the National Honor Society. In February 1968, she entered Mills College of Education (New York City), thus fulfilling a childhood ambition of becoming a teacher. At Mills, Pat is in the top percentile of her class and, characteristically, is participating in many of the college activities.



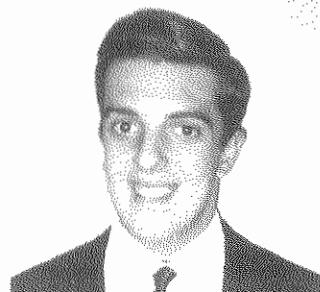
**ELLEN SCHWARTZ**

A candidate for a Master's degree in Education at the State University of New York at Binghamton, Ellen Schwartz compiled an impressive record of academic accomplishment at The City College of New York. There she had majored in English literature, taking a minor in secondary education which involved student teaching at Intermediate School 44 in Manhattan. She also worked at an after-school community center, a field in which her proficiency in sports made her quite adept. She also continues to enjoy playing the piano and has dabbled in journalism—make-up, reporter, editorial. But her primary interest is in the theatre and she hopes to enter into the production phase of the drama after she completes her graduate studies.



**JEFFREY S. FREED**

Years of intensive application by Jeffrey S. Freed will be rewarded next June when he receives his M.D. degree from Downstate Medical School. He entered this famous New York school after studying at Syracuse University and graduating from Brooklyn College, compiling in the process an exemplary record. In addition to the assistance given by the Allied Educational Foundation, for which he is most appreciative, he has won a number of other awards. In 1968 he studied at the Hadassah Hospital Medical School in Jerusalem and last summer he was an assistant in the Department of Surgery at Kings County Hospital. This aspect of medicine has so fascinated him that he has decided to pursue surgery as his specialty area.



**ROBERT LAWRENCE GOLDSTONE**

A child prodigy, Robert Lawrence Goldstone entered New York University in September 1968 at age 16 with an impressive list of academic honors: National Merit Letter of Commendation, National Honor Society, Certificates of Merit in Mathematics, French, Social Sciences and General Science as well as being listed nationally in "Who's Who Among American Students." He is no less adept at extra-curricular activities—a member of the Freshman Baseball Team, Pre-Medical Society, French Language Club, Psychology Forum and the Heights' daily newspaper. His major interests, however, are in biology and chemistry—interests which naturally orient him to a career in medicine.



**LINDA LOUISE PEROTTA**

During the course of 21 years, Linda Louise Perotta has had many interests in life—music (especially the violin), gymnastics, modern dancing and the drama—but undoubtedly the most absorbing has been the study of Romance languages. Now in her senior year at the Good Counsel College in White Plains, she is on the verge of attaining her goal of teaching Spanish. Because of her scholarly aptitude, she was given an opportunity last year to spend six months in Spain—an experience which, as she puts it, "brought the Spanish language and the Spanish culture very close to me."



**SUSAN SILVERSMITH**

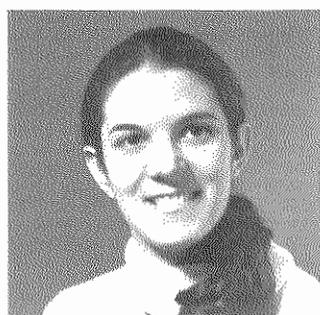
For Susan Silversmith, the University of Buffalo, where she is now in her junior year, is "a wonderfully stimulating place," and the extent of that stimulation is demonstrated by her persistent place on the Dean's List and by membership in the women's honor society at the University. She was active last year in the Community Aid Corps, working on an Indian reservation ("I learned as much from it as I enjoyed doing this volunteer work"). She has become increasingly involved in the Student Speech and Hearing Society which is understandable because she is concentrating upon speech therapy and speech pathology for children. This will entail post-graduate work—something for which she is now preparing.

# \$1000 Scholarship Winners

tion on a higher level and thus make their contribution to the knowledge explosion that makes and keeps America great. The decade of the '70's looms as a period of tremendous advances in knowledge, science and technology. No longer earthbound, man may find it harder to be humble in the conventional wisdom that the sky must be the limit. In an age that has made the impossible happen in space, that has made goods abundant, that has speeded up communications, and that has given us the computer, the pressures not to postpone for anybody the benefits of affluence, technology and inventiveness are irresistible.

The coming decade, therefore, will be a great age for

education and through our Scholarship Program the Foundation hopes to make its contribution to that age. Year after year, we have enlarged and expanded our scholarship program. In 1969, as the new decade dawned, a new high in scholarships awarded to children of members was reached—29 young men and women. In the pages that follow we are presenting a brief biographical sketch of these scholarship winners—and with it the hope that the money awarded by the Foundation will not only further their education but will be a stimulus in helping to create that better America which is our common objective.



**LUCILLE DE MARINIS**

A Brooklynite by birth and temperament, Lucille De Marinis went through the parochial school route with distinction—Saint Paul's School followed by Bishop McDonnell Memorial High School—before matriculating at Saint Joseph's College for Women. Her interests have been primarily in the field of social science—history, sociology, political science, anthropology and economics. This background, she feels, will equip her for a career in social work—a career for which her rapport with people and her interest in people as human beings admirably suits her. On the recreational side she inclines toward the role of spectator—going to the movies, listening to records and watching sports on television.



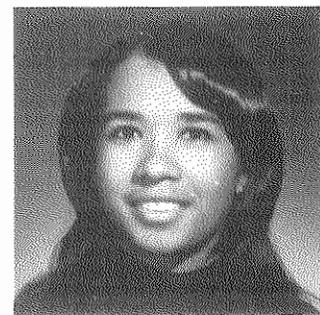
**WILLIAM N. METAKES**

Born in Manhattan and raised in The Bronx, Bill Metakes spent his first vacation with his parents—Nicholas and Mimi Metakes—in Miami Beach. This, he says, "was the beginning of my interest in the sea"—an interest that has blossomed forth in his ambition to become a Marine Biologist. He brings to that ambition a fine mind and clear intelligence which have been cultivated in the New York City school system. He attended three different public schools in accordance with changes in the family's residence. But it was at John Philip Sousa Junior High School in The Bronx that he came into his own—in the Special Progress Class. At Evander Childs High School he continued that intellectual development which was to prompt his selection for the scholarship award.



**MIROSLAV CUKROV**

Born on December 23, 1950, in Zagreb, Miroslav Cukrov came to the United States when he was 12 years old for the same reason which has prompted generations of immigrants to these shores. His father was a Yugoslavian and his mother an American and both parents preferred the freedom and opportunity of this country to the Tito brand of Communism. He naturally encountered some difficulty in mastering the English language as a junior high school student in Yonkers but his proficiency increased rapidly, as was underscored by his academic accomplishments at Saunders Trade and Technical High School. Especially meritorious was his selection to the National Honor Society. Given his flair for science, he intends to major in chemistry at college.



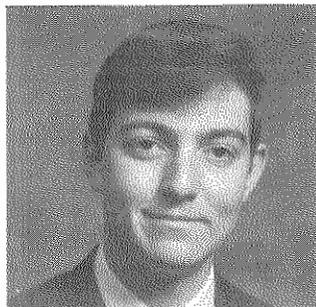
**CHARLOTTE LONG**

The fourth (and middle) child, Charlotte Long was born in Virginia in 1951, attending the Mt. Zion Elementary School in South Boston. In 1960, however, the family moved to New York City, eventually settling in Queens. It took Charlotte some time to adjust to life in Our Town after the relatively quiet existence of a small town but she soon learned to love New York. In large part, this love derived from the satisfaction of new horizons opened by her studies at Andrew Jackson High School as well as of the many friends who gravitated to the warmth of her personality as exemplified by her smiling demeanor. Interested in art, she has had work displayed at Lever House and plans to become an art teacher at the secondary school level.



**GARY DAVID FERNANDEZ**

A graduate of James Monroe High School in The Bronx and currently enrolled at Brandeis University, Gary David Fernandez plans to teach American history. "To me," he writes, "it is highly important that young Americans become thoroughly acquainted with our historical background and with the men and women who helped to shape the destiny and greatness of our country." His activities at James Monroe were on the same high order as his scholarship, and in his senior year he was Vice President of the Student Council. While his immediate plans call for teaching history on the college level, he also hopes to study law and eventually to enter politics in order to make his contribution to a "better America and a better world."



**EDWARD CAPUTO**

A young man of pronounced views is Edward Caputo. Among these views is his allergic posture to life in the city—"this maze of man-made eyesores where once nature's beauty reigned unchallenged." He lived in New York City until he was 12, then to suburbia where "cool air rustled through the trees, the full spectrum of natural beauty opened before my eyes." There he had full rein for his interest in sports as well as hobbies—boats, trains and "model rockets that actually fly." All of this is blended with his great ambition in life—conservation. "My love for this land is great but my desire to help preserve it is even greater," he says.



**ELLIOT MADELSON**

To be a doctor—"and help cure the sick"—or a lawyer and a politician—"because I have a great interest in the problems of our times and I want to help our country". This is the question that must be resolved in the mind of Elliot J. Madelson, and he hopes that he can work out an answer to this problem during the years he will stay at the University of Maryland. He has worked hard—as a delivery boy and as a counselor—and he has played hard, too, at his favorite sports ("as a result of which I have gradually acquired self-respect, confidence and a sense of healthy perseverance"). Elliot admits that he does not know now "who and where I am" but he is confident that he will find himself at college.



**DIANE REVINSKAS**

A conscientious and gifted student, with a capacity to get to the root of a problem, particularly if it is a problem in mathematics, Diane Revinskas is now attending Adelphi University in Garden City, Long Island. Her talents enabled her to skip a year in P.S. 114, become a Special Progress student at John Wilson Junior High School and attain outstanding grades at Samuel J. Tilden High School in Brooklyn. Majoring in mathematics and minoring in art at Adelphi, Diane has also plunged vigorously into the social and extra-curricular activities of university life. Not only is she the President of the Phi Mu Psi Sorority but she is also assuming a leadership role in such other organizations as the Twirlers, the Junior Council and the Council of '70.



**SUZANNE GAGLIE**

Twenty-year old Suzanne Gaglie lives with her parents, her twin brother (Richard) and three younger sisters near Peekskill, New York, the Hudson River Valley community to which the family moved in 1953. After attending a number of schools, public and parochial, she finally zeroed in on a course in cosmetology. But after receiving her license as a beautician, she realized that this kind of work was not sufficiently a challenge to her, physically or mentally. She was always a sports devotee and wanted to study to become a teacher in physical education or, as an alternative, in physical therapy. Accordingly, she went back to school—Sullivan County Community College—and then matriculated at the State University of New York in Cortland. In her college work she has been honored by being placed on the Dean's List.



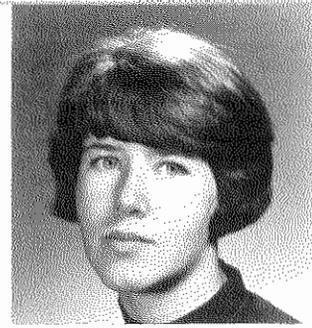
**JANET PAPAEO**

At 19, Janet Papaleo is finishing out her two-year stint at Rockland Community College at Suffern, New York, and looks forward to continuing her education at a senior college. Specializing in history and with a minor in Spanish, Janet aspires to teaching as a career following her graduation. Because of her family's circumstances, she has been compelled to work part-time, thus restricting opportunity for extra-curricular activities. This work has not interfered, however, with her academic accomplishments, for she has maintained a consistently high average. The scholarship from the Allied Educational Foundation has removed a great deal of economic pressure, and she feels that she will more than make the grade as a teacher—a goal to which she aspires "with all my might."



**SHARON BUCHMAN**

Up until entering college, the most important move in the life of 19-year old Sharon Buchman was from the Borough Park section of Brooklyn to the suburban atmosphere of Freeport, Long Island. That move took place when she was almost nine years old, and her most distinct memories of this earlier period involve hospitals and doctors. In Freeport she successively and successfully went through Archer Annex Grade School, Freeport Junior High and Freeport Senior High. Well-rounded, she went in for active sports—horseback riding, bowling, skiing, tennis. She is currently enrolled at Nassau Community College but she expects to matriculate at an upstate college next year. That move will mean leaving home but she looks forward to that experience as "part of living."



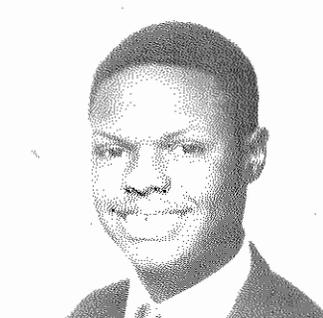
**LORRAINE HART**

Blue-eyed, brown-haired and attractive, Lorraine Hart has now exchanged the full life of suburbia—Peekskill, New York—for the even fuller life of Boston where she is enrolled at Northeastern University. That full life thus far includes being a member of "We Three," a folk trio which performed on WLNA (1420 on your AM dial), joining the high school swimming team and marching band (French Horn) and school politicking (President of the Junior Class). Never at a loss for opportunity to engage in activity, she worked summers, thus supplying a financial cushion to purchase a guitar formerly owned by one of the "New Christy Minstrels." But the emphasis these days is upon school, and Lorraine hopes to emerge with the training that will equip her for a career as a Physical Education teacher.



**CHRISTINE KASPAC**

At 18, Christine Kaspak is enrolled at Marymount Manhattan College where she is pursuing a career in teaching, oriented particularly to handicapped children. She looks forward to "challenging and fulfilling work" in this field, either at the Kennedy Child Study Center or the Psychiatric Clinic of the Jewish Guild for the Blind. She is fortunate both in having parents who gave her not only love but a "true sense of values" and in having teachers who "inspired me to seek new challenges." On the latter score she cites Mrs. Hughes who was her first grade teacher at St. Edmund's Elementary School. At Bishop Raymond A. Kearney High School her outstanding scholarship earned her membership in the Frater Dei Chapter of the National Honor Society.



**GREGORY LEARY**

Brooklyn born and bred, Gregory Leary looks back with understandable nostalgia upon the "immeasurable" impact New York City—with its beaches in the summer and snow in the winter—has had on his life. He moved from there to North Babylon, Long Island, a move which changed his educational format from the parochial to public schools. At North Babylon Senior High School he combined scholarship with a wide range of club activities, including Political Action, Math and the Senior Executive Council as well as participation in such projects as the school newspaper and the band. Accepted at Bowdoin, he has not yet made up his mind as to whether his field of study will be the humanities or science, although he would very much like to link them together in one intellectual discipline.



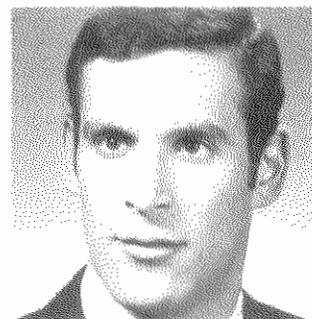
**ROBERT MENSCHEL**

Bob Menschel is a young man of diverse interests and marked convictions. Of these the most fundamental is dedication to helping others—a dedication which is expressed in his determination to study and practice medicine. He has won honors from the Future Scientists of America, The Bronx County Science Fair, the National Youth Science Foundation and the New York Heart Fund. In connection with the latter he was selected to work in the Astrup Lab under the supervision of world-famed Dr. G. G. Nahas who has specialized in the physiology of the blood and its importance in diagnostic medicine. Hardworking as he is, Bob still finds time to indulge in extra-curricular activities, such as sports (bowling and four-wall handball), writing, playing the trumpet and camping.



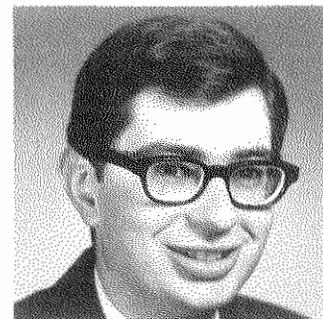
**LUIS GOMEZ**

Born in Havana on January 26, 1951, Luis Gomez remembers his childhood days as being "happy." As he puts it, "my parents successfully provided me with the financial security and the spiritual and intellectual stimuli vital to any boy's healthy development." But then the so-called Revolution came and he saw "Castro's totalitarianism erode the cornerstones upon which my parents had built their lives." Forced to flee Cuba, the family was split up and lived a nomadic existence for years—from Miami to San Jose, California, to Aurora, New York and, finally, to Elizabeth, New Jersey. During this time he learned English in eight different schools, the mastery of which is underscored in the quotations cited above. While he hopes to visit a free Cuba in the near future, he is planning "to build my own life in this country!"



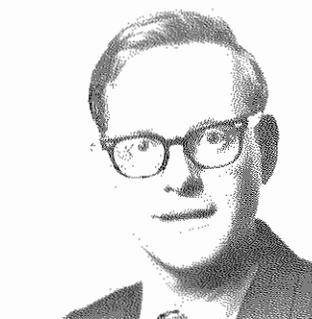
**MARC E. MOSKOWITZ**

"To be or not to be"—that was the question Marc E. Moskowitz put to himself as he wound up his four years at Rutgers University as a history major. He resolved this question by putting Hippocrates before Clio—the study of medicine to the study of history, and more particularly the study of dental medicine which he is presently pursuing at the University of Maryland Dental School. The change in scholarly emphasis has been difficult but Marc is no stranger to work. In fact, he helped defray the costs of education by undertaking a variety of jobs, ranging from camp counselor to general factory labor. Of course, this leaves no time to indulge himself in the extra-curricular activities he had enjoyed while attending Rutherford (New Jersey) Junior and Senior High Schools—basketball, football, tennis and track. In college he was active in the Alpha Mu Fraternity.



**LAWRENCE CORNECH**

Larry Cornech saw the light of day six weeks after his parents, who had miraculously after years of suffering in Nazi concentration camps, landed on these shores in 1947. His father, however, never really recovered from the ordeal, sustaining a heart ailment which eventually (in 1956) caused his death. Nevertheless, his mother persevered, and by dint of hardship gave her son an education in line with his superb intellectual endowment. Following an outstanding four-year stint in college, he was accepted at the University of Chicago Law School, one of the foremost institutions of its kind in the country. His first year at Chicago he has characterized as a "guided tour through hell"—for "the work is tough and demanding." But Larry feels that he can more than live up to the challenge, and beyond that to achieve something that his parents would be proud of.



**ROBERT SUSALKA**

Robert Susalka has persevered in the face of family and financial responsibilities which would have tried sorely anyone with less grit and determination. In 1955, when he was only six years old, both of his parents were stricken with polio and while they survived, his father has been obligated to use braces and crutches in order to walk. Eventually, this limitation forced the family to move out of a housing project in Woodside to a home in Whitestone. To help the family, Bob worked summers and part-time while in his later years at Bishop Reilly High School in Fresh Meadows and during his three years at Pace College. He joined Local 815 while working at Lanvin Perfumes and continued his membership when he switched employment to Milo Press. The scholarship will assist him in completing his courses at Pace where he is studying accountancy.



**PETER JEFFERY KENT**

At 20, Peter Jeffery Kent is a junior at the University of North Carolina where he is studying television direction, primarily in the field of children's programs. Born in New York City, he lived with his mother and sister in a number of communities in New Jersey, finally settling in Tenafly where the family now resides. He likes to fence and dabbled somewhat in politics but as of now he is concentrating upon his studies. "Today's liberal is tomorrow's conservative", he says, in voicing his political disenchantment. Of one thing he is certain—Peter Jeffery Kent will succeed.

## ON HIGH SEAS, OVER MOUNTAINOUS ROADS... AND IN FOUR HISTORIC CITIES

The twenty members of the team of our 1969 Workshop Abroad Project had what they called, unanimously and enthusiastically, the most rewarding and meaningful experience of their lives. For each of them individually and for all those as a group, the twenty eight days abroad—starting from departure on August 3 on the **S.S. United States** to the return home by plane from Copenhagen on August 31—was an experience as memorable as it was moving. Their days and nights during this period of four weeks were devoted to seeing new sights and faces in and around London, Stockholm, Oslo and Copenhagen, visiting plants and institutions, being wined and dined by the U.S. embassies and trade union leaders abroad, listening to and participating in discussions relative to labor-management relations in the countries they were visiting and, perhaps most interesting and productive of all, carrying on discussions with British and Scandinavian shop stewards.

### ON BOARD THE UNITED STATES

The twenty Union members selected, representing a broad spectrum of the Union's jurisdiction and geography as well as a cross-section of the various immigrant strains who had contributed to America's greatness and including eight women and twelve men, got down to brass tacks after a reception in the main lounge of the good ship **S.S. United States** which was to be their home for the next five days. Technical arrangements had been thoroughly canvassed at a full-day briefing several weeks before departure on August 3, and everything turned out to be ship-shape. Everything, however, except the weather, for this turned out to be a stormy crossing as a result of the worst summer gale in the North Atlantic in a quarter of a century. Nevertheless, although there were a few cases of sea sickness—the group participated faithfully and actively in the orientation sessions which were held for several hours each day.

These sessions had a two-fold purpose: first, to give the members of the team some ideas as to the background and organization of the trade unions they were to study in depth in the United Kingdom and Scandinavia; and, second, to evaluate aspects of American life which were likely to be questioned by trade unionists in the countries we were going to visit. Joining in leading these lecture-discussions were Abraham S. Weiss, the project director, Judge Louis Kaplan, the co-director, and George Barasch whose role as the project's chief architect was to prompt Victor Feather, the newly-elected head of the British Trades Union Congress, to commend him for giving "a new dimension to workers' education."

While Weiss concentrated on comparative labor developments, Judge Kaplan and Barasch led some very provocative and lively discussions on such matters as civil rights, Vietnam, unemployment, poverty, legality and justice as well as fundamental philosophical principles upon which American policy and politics have rested. This helped to get the members of the team thinking seriously about the

challenges facing America—and as a result of that, they were better equipped to handle the questions which, as anticipated, did arise when they came into contact with trade unionists in England and Scandinavia.

### ENGLAND

After this intellectual feast, the group landed at Southampton and then proceeded by bus through the rolling Surrey countryside to London. The week-end was divided between briefings on Stratford-on-Avon, the Shakespeare country outside of London, and educational information on the capital of the British Commonwealth. It was to be the first and only week-end of "leisure" the members of the group would have during their stay abroad.

On Monday, August 11, the group went to Congress House, the headquarters of the 9,500,000-member Trades Union Congress, where they were warmly greeted by Victor Feather, its General Secretary and an enthusiastic participant for three years in the Workshop Abroad project. A blunt, down-to-earth trade unionist, Feather enlarged on the structure, organization and character of British trade unions, voicing his appreciation at the same time for comments and suggestions made by Barasch and other members of the group which in his estimation had done "wonders" in focusing attention on some of the shortcomings of British trade unions. A give-and-take, free-for-all discussion was the prelude to a tour of Congress House

*On his first flight—from London to Stockholm—Jesse France is the first one off the plane—just to make sure, one supposes, that he was on land. It was his first airplane trip and it gave him a sense of satisfaction that it arrived safely.*



and to a luncheon which our British hosts gave with generous hospitality.

The more formal sessions were held at world-famous London School of Economics where Professor Ben C. Roberts, Dean of the School and England's outstanding labor economist and historian, introduced the proceedings. He questioned the value of the Labor Party Government's commitment to a national incomes policy which amounted to a wage freeze and which in his view did little to foster non-inflationary settlements or greater productivity. In response to questions from the group he voiced his frank opinion that "American labor without an ideology had done more for its members than British labor with an ideology"—an opinion that was buttressed when he saw the benefits available to our members.

Other speakers at the formal sessions were: Lyndon H. Jones and Gwyn Llywelyn Jones, Principal and Dean of the Industrial Relations Department, respectively, of the South West London College which has served as a sponsor for the project during the past three years; Roy A. Jackson, Trade Union Congress Director of Studies, another long-time friend of the project and the author of a pictorial history of the British trade union movement which was presented as a gift to every member of the group; David Haworth, Industrial Correspondent of *The Observer* and a knowledgeable student of the labor-management scene in the United Kingdom; Jack Williams, Director of the Disputes Section of the Department of Employment and Productivity and a prime mover in setting up the program of the Workshop Abroad Project; Colin Chivers, Educational Director of the General and Municipal Workers Union, who had been our gracious host in 1967 and 1968 at Woodstock, a labor college over which he presides; and Ron Nethercott, the eloquent secretary of a large Region of the Transport & General Workers Union who voiced his regret that the group had been unable to go, as did the 1968 team, to his headquarters in Bristol which covers Southwest England.

Fruitful and interesting as these lecture-discussions were, the on-the-spot visits offered more opportunity for a livelier exchange. One such visit was to the House of Parliament and adjacent Westminster Abbey where Will L. Howie, a Labor Party Member of Parliament from Luton, was sharply questioned on the wage-freeze policy of the Wilson government and indeed the value of having a labor party at all.

Livelier yet was the dialogue at the office of Region I of the Transport & General Workers' Union—the largest region in this 1.5 million organization and headed by Jack Lucas who, together with Charles Oury, Secretary of the Road Transport section, carried the ball in this exchange. Comparison between the British procedure and our own with respect to contract negotiations and enforcement as well as grievance machinery kept the fur flying for two hours.

Liveliest of all, because it enabled our team to come into direct contact with British shop stewards at their place of employment, was the day-long session at the Firestone Tyre Co. in the London outskirts. Bread-and-butter items such as basic wage rates, special bonus payments and allowances, job evaluation and merit money were kicked

around for hours at a time with a luncheon break only setting a new atmosphere for the exchange of views.

#### SWEDEN

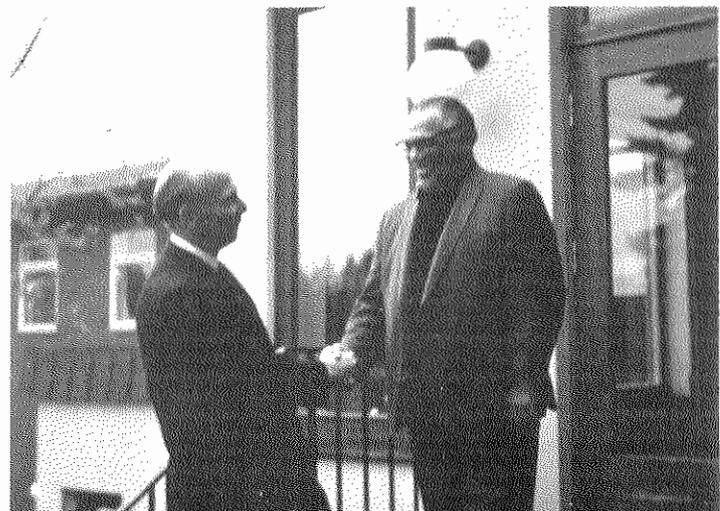
From the drift and confusion and pessimism which we had seen in the United Kingdom the team went to Scandinavia whose countries are probably the most prosperous and orderly in Europe, having made the leap from the rural past to the industrial, urban present without having strewn the land with ugliness. With a population of 22 million—less than half that of England and one-tenth of the U.S.—Scandinavia leads the world in healthy babies, long life, literacy, newspaper readership, book publishing, outdoor sports and innumerable other measurements which say something about the quality of national life.

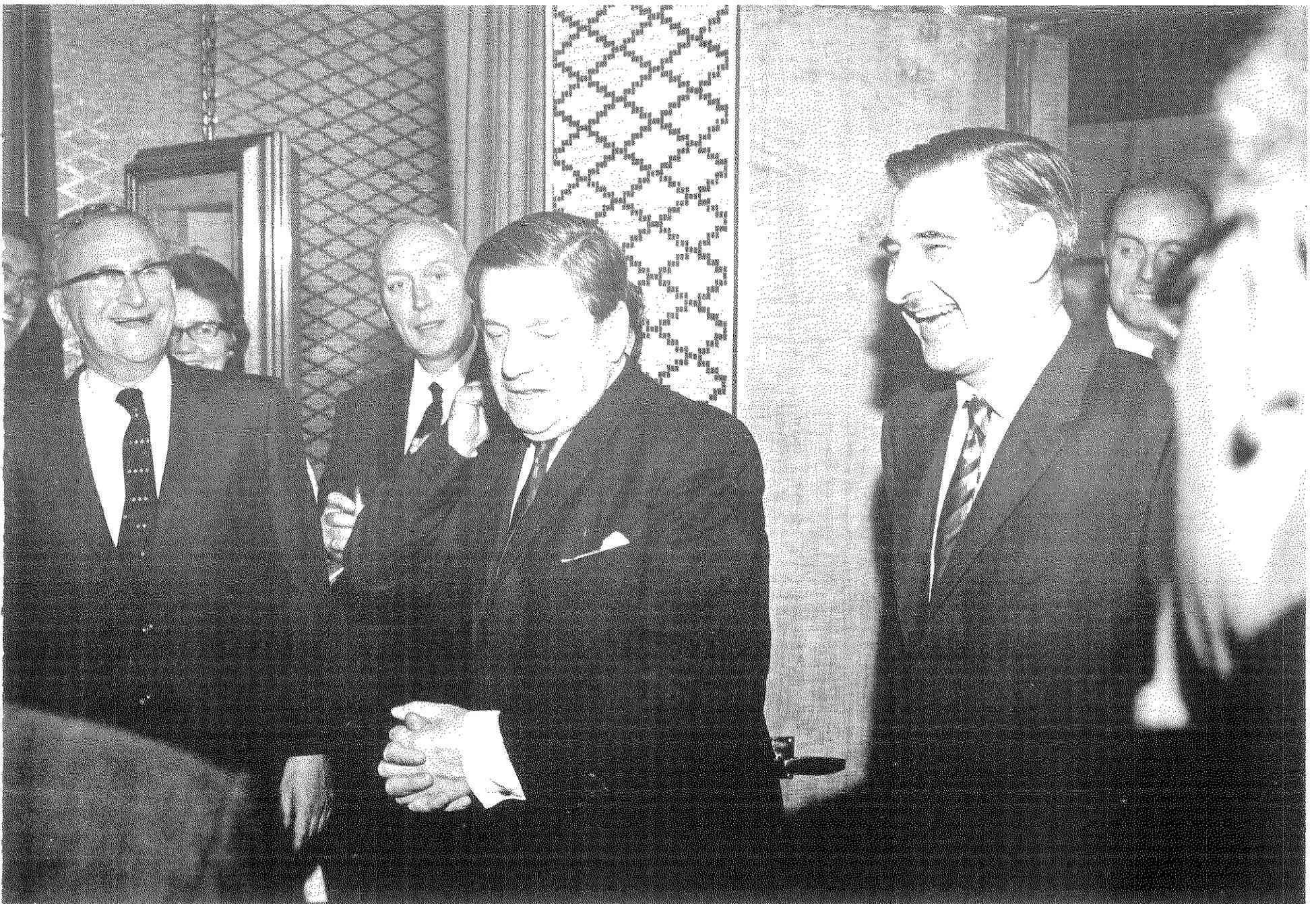
A dominant factor in Swedish life, we found out, is the **Lands-organisationen (LO)**, the 1,800,000-member Confederation of Labor, at whose headquarters we were introduced to the problems of labor-management relations in that Nordic country. The LO has much more authority over its 37 affiliated national unions than has either the labor movement in the United Kingdom or the AFL-CIO in the USA, and is much better financed. Collective bargaining takes place on the top level between the LO and management and the Basic Agreement emerging from these discussions becomes the pattern for all LO affiliates. According to Manfred Nilsson, LO's International Affairs



Jesse France, Local 815 staff representative, and Theodore Sellin, American labor attache who arranged the Norwegian leg of the Workshop Abroad Project, take a breather— at the LO school at Somarke.

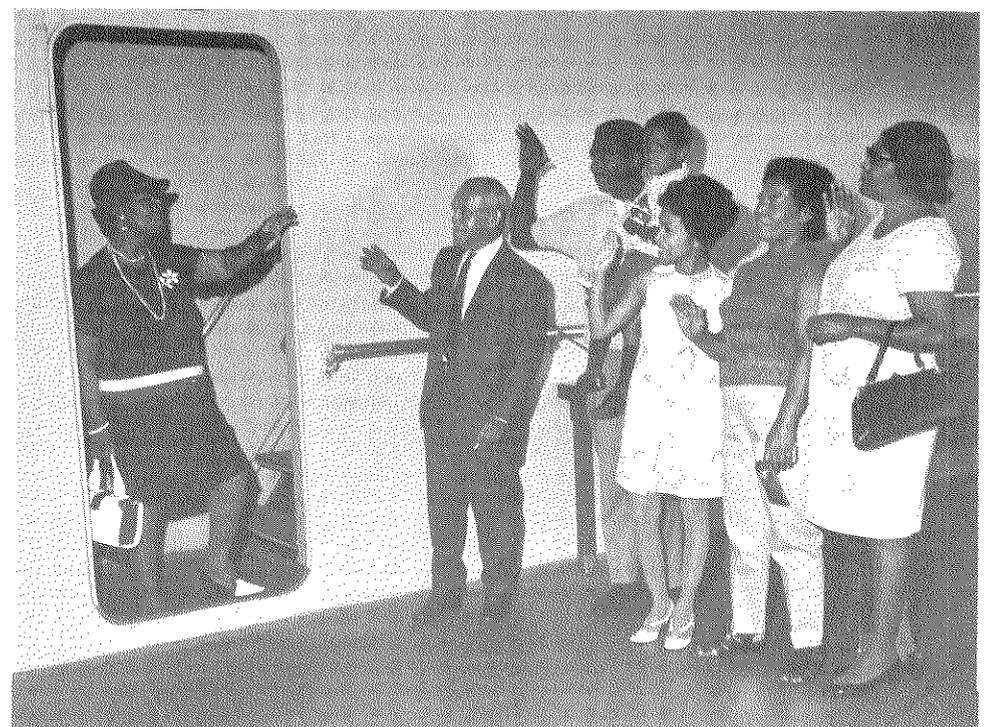
Hyman Plotnick, Foundation Trustee, thanks Ois Hauser, Director of the LO School at Runo, for the hospitality he had extended to the group who admired the extensive educational and recreational facilities made available to Swedish trade unionists.





*Hands clasped together, Victor Feather gives vent to the Yorkshire humor which is guaranteed to keep any audience in good spirits. At Feather's left, and enjoying himself thoroughly, is Lyndon H. Jones, Principal of the Southwest London College which sponsored the Workshop Abroad Project. Feather, who is the General Secretary of the powerful Trades Union Congress with its 9,500,000 members, has been an enthusiastic supporter of the Workshop Abroad Project since its inception. He rolled out the welcome mat for our members, personally conducting them through a tour of Congress House, headquarters of the TUC, and hosting them with a delightful luncheon.*

*Ina Henriquex bids a fond adieu to family and friends just before the warning whistle for departure sounds. A momentous four weeks were to lie ahead for Ina and her co-members of the Workshop Abroad team. Not only did she learn but also she imparted some of her own thinking to trade unionists she was to encounter in England and the Scandinavian countries—and she gave as much as she received.*



Director who, together with Herbert Ihrig, Jr., drew up the program for our group in Sweden, the workers there have the highest wages and living standards in Europe—although these, admittedly, fall far short of the American standard.

There is also a close association, as in the United Kingdom, between the LO and the Social Democratic Party which has been in power for three decades. There is an elaborate social security setup in Sweden with a dependence upon government which our team found it difficult to accept. The richer the Swedes get, the more social security they expect—and the more taxed they become. As the nation enters the broad uplands of prosperity, the government's welfare apparatus finds itself bigger and busier than ever.

We visited with Lennart Vallstrand, Secretary of the Swedish General Workers Union, who admitted that with the LO being so powerful, the role of the national union was limited and that of the local union was virtually nonexistent. Nevertheless, he said, an average member of his Union earned more than \$4000 a year and would be entitled to a pension of \$2800 a year.

Visits were also made to labor schools maintained by the LO and its affiliates, to the headquarters of the co-operative movement which plays an important part in the Swedish economy, and to the famed porcelain factory at Gustavsberg where we discussed with local union representatives how they negotiated and processed grievances. We derived in that discussion a feeling that the rapid rise in living costs seemed to rob trade unionists in Sweden of the real benefits of collective bargaining gains.

The Swedish labor movement is divided into two major segments, with LO representing the industrial workers and the Central Organization of Salaried Employees representing 550,000 white-collar workers, nearly half of whom are women. We spent a delightful day at the headquarters in Sollentuna, just outside Stockholm, concentrating on the relations between the salaried employees union and LO, on the one hand, and its 25 affiliates, on the other. We soon learned that there was less control from on top in the former which has no links with the Social Democrats or, in fact, with any other party.

We also spent a day with the Swedish Employers' Confederation, a highly-centralized, tightly-disciplined association of 25,000 companies. As a force, it would make the National Association of Manufacturers in the USA look like a mere debating society, for, as Carl Erik Vos, its Director, pointed out, it joins with the LO in setting the pattern for Sweden's wage structure. Great stress was placed on "industrial democracy" through a system of Works Councils whose function, according to Vos, is to maintain cooperation between labor and management.

While our members understood clearly the complexities of the Swedish labor-management relationship, they could not wholly approve of that relationship, feeling strongly that from the standpoint of results our Union's agreements and procedures are far superior. These differences—together with even more basic differences on Vietnam, poverty and civil rights—were voiced in confrontation with Swedish management, labor and student groups. There were some rather heated exchanges, particularly with a

group of youngsters who had been fed leftist propaganda about America, and the effective rejoinders by George Barasch, Judge Louis Kaplan and other team members not only set the record straight but also were welcomed by the American Embassy which for reasons of diplomacy could not speak so frankly and directly.

Nevertheless, the Swedes, as individuals, were most friendly, charming and gracious. Everywhere our team went we were to be warmly greeted and wined and dined. Indeed, the meals were so sumptuous and elaborate that for many members of our group there arose the serious problem of breaking the pound barrier. From the standpoint of both understanding and friendship our week's stay in Sweden was a major highlight of the 1969 Workshop Abroad Project.

#### NORWAY

The dawn of August 24 found our group flying to Oslo, a city whose easily-reached heights is entrancing, especially when seen from the fjord, and in whose somewhat haphazard arrangement of streets and buildings there is an unmistakable charm. Stockholm is more elegant and prosperous than Oslo but the Norwegians are just as friendly and, if anything, more frank and honest in their comments.

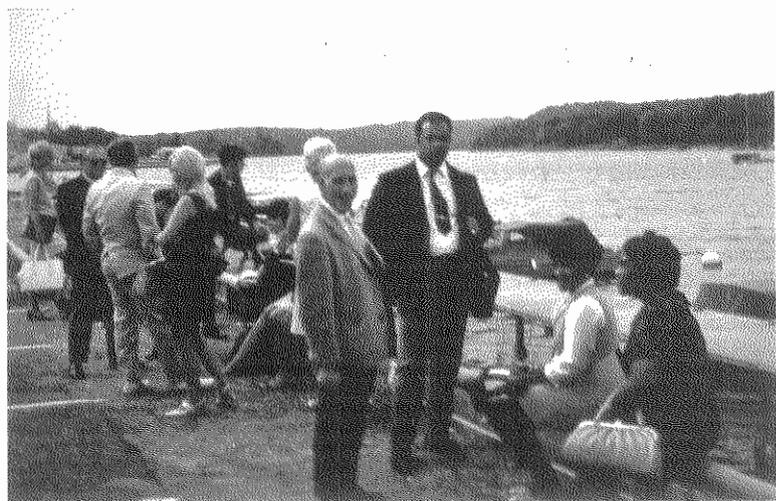
As in Sweden, our program in Norway began at the headquarters of the Norwegian LO which has a membership of 600,000 workers—blue and white collar alike—in 38 national unions. Tor Halvorsen, LO Secretary, said that approximately 90 percent of the workers are enrolled in Norwegian trade unions. This is the same percentage as in Sweden, and the same pattern of control from the top exists. The LO is currently engaged in a political battle, backing the minority Labor Party and particularly critical of the Norwegian Government's support of American policy in Vietnam—a point that produced considerable controversy in our discussions.

Two trips were made in Norway—the first to Somarka, a Workers' School not far from Oslo, and the second to the Eidanger Workers of the Norsk Hydro complex. That four-hour trip took us through winding valleys, precipitous gorges, silvery lakes, heavily-wooded forests and pastoral farmlands with their ancient stave churches—all presenting an unforgettable picture of contrasts and surprises. An important experiment in labor-management cooperation is being carried on at Norsk, and this experiment was defined in detail by Alio Jansen, the company director, and Jon Rolvag, the local union leader. In two years, Jansen said, average wages at Norsk had gone up nearly 25 percent and while theirs is not a life of ease and luxury, the workers at Norsk are living better than ever. Rolvag pointed to the sturdy but charming bungalows painted red and facing a postcard view of a lake, to the rows of cars parked outside the complex, and to the boats on the lake as illustrating some measure of well-being previously unknown to the impoverished Norwegian workers.

Yet, for many of us what was to be the highlight of the whole trip was a reception by the American Ambassador, Philip K. Crowe, whose residence, beautifully-appointed and landscaped, is in the outskirts of Oslo. Thanks to the arrangements made by Theodore Sellin, the American Labor Attache, there were present on this occasion mem-



*Catherine DuBarry tickles the ivories and Charlotte Skoinick gives a mezzo-soprano solo of "Getting to Know You" as Sophia Matsel, Thomas Jusino and Ina F. Henriquez listen appreciatively at pre-sailing reception by the Union for participants and their guests. These were a few of the idle moments before the hard work ahead.*



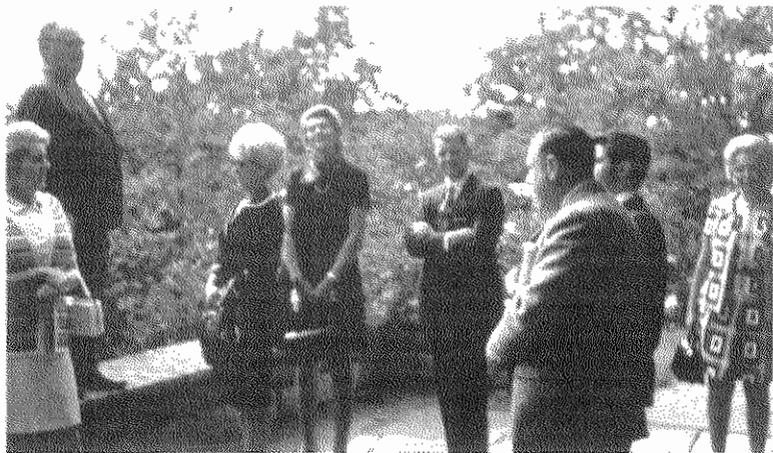
*Waiting for the bus—which would take them back to Stockholm—to arrive, members of the group relax after a visit to the world-famous Gustavsberg porcelain factory. The water behind them is the Baltic Sea which forms an archipelago of 150 miles in and around Stockholm. Several American army deserters were found working there. Casual conversation with them quickly revealed a deep sadness and regret for their action.*



*Ray Tompkins, Director of the Firestone Tyre Co. in a complex business of London, presents management viewpoint on British labor relations—a viewpoint which started the ball rolling in a free-for-all among British shop stewards, management people and our own group. The British shop stewards were very anxious to maintain permanent contacts with our members.*



*Congressman Charles Roybal (r.) from California, shown with George Barasch and Wilfred Jenkins, was a member of the Congressional delegation at Ambassador Crowe's reception for our group. He joined with embassy officials in praising our Foundation for undertaking a trade union version of the people-to-people movement.*



*The last day in Sweden was spent at Bergendahl, the school maintained by the Labor Movement's T.C.O., the organization of white collar employees. Between an elaborate luncheon and a head-to-head confrontation with Swedish students there were a few minutes of relaxation, and the turning of the leaves suggests the autumn in the air.*

bers of the government and leaders of various political parties, representatives of LO and the Norwegian Employers' Confederation and a Congressional Delegation headed by Senator Curtis. Our team was feted for several hours, and the Ambassador stated publicly that trips, such as this, did far more to project the American image abroad than anything he had seen. He thanked the Directors for arranging the project, emphasizing that this reception afforded him an opportunity, as a newly-appointed Ambassador, to get acquainted with the important people in Norwegian circles.

#### DENMARK

The final leg of the Workshop Abroad Project was in Copenhagen which we reached in the early afternoon of August 27. Smallest of the northern countries, Denmark may be the vest of the Scandinavian suit, but it is nonetheless cut of the same cloth. What's more, it's closer to the heart, for our team found no people more amiable and cosmopolitan. Though Copenhagen may not have the scenic beauty of Oslo, it is clean, charming and most attractive, with the Tivoli Gardens being particularly outstanding.

To kick off the proceedings, Ernest A. Nagy, the American Labor Attache, had arranged a cocktail reception at his home—a magnificent gesture on the part of this dedicated and conscientious State Department officer as well as his charming wife. The social setting was indeed a most novel way of launching the program in Denmark but it was also most effective, for it enabled us to meet many of the people who were to participate in the program—leaders of the Danish Confederation of Labor, heads of various Governmental departments and Embassy officials. Heading the latter was Byron Blankinship, the Minister-Counsellor, who publicly commented on the fruitful and helpful nature of projects such as ours.

The first session of our program in Denmark was conducted at the Ministry of Social Affairs with Anton Norager, a member of the Danish Cabinet, and three colleagues



*Manfred Nilsson, the amiable and knowledgeable Director of International Affairs of the Swedish Trade Union Movement, gave us our initial introduction to the labor scene in Scandinavia. He mapped most of the program in Sweden, together with Herbert Ihrig, the American Labor Attache, guided us through the highways and by-ways in and around Stockholm and was a most congenial host.*



A "bon voyage" toast in champagne was lofted by Conference participants and Union representatives at reception in the main lounge of the S.S. United States just before sailing at noon on Sunday, August 3. Each member had been briefed previously as to his role in the project and were given extensive literature for study.



By unanimous consensus of the group the highlight of the trip was the reception arranged in our behalf by the American Ambassador to Norway at his home just outside of Oslo. Shown are Al Redman, Ambassador Philip K. Crowe, Judge Louis Kaplan, Garnet Barkley and Jesse France.

Behind Irving Spinner, as the United States glides across the English Channel from Le Havre to Southampton, is the Isle of Wight. The peaceful crossing was in marked contrast to the storm-tossed days and nights on the Atlantic Ocean the worst in twenty years. Almost everyone was sea sick but only a few missed the conference aboard ship.





*Abe Weiss, Director of Studies, introduces Tor Halvorsen, Secretary of the LO, who briefed the group on the background and problems of labor-management relations in Norway. This briefing was to be the prelude to an interesting exchange of views between Halvorsen and George Barasch on the difference in approach and results between American and Norwegian trade unions.*



*Bent Jensen, Director of the Labor Vocational School at Marlev, discusses the training methods used to gear Danish workers in new skills and techniques. The school, and its facilities and approach, was highly praised by members of our group. It was a practical application of retraining members for better and skilled jobs.*



*A London "bobby" gives Esther Duni a helping hand as she asks directions to go from Soho, London's Greenwich Village, to Buckingham Palace where she was to watch the changing of the guard, just prior to the next scheduled conference session.*

holding forth. Norager described how the welfare program had been carefully and democratically built up, brick by brick, over the past 50 years—a galaxy of accident, health, old-age, unemployment and other insurance available to Danish citizens. From this analysis there arose many questions, some of them put forth rather critically by members of our group: Does the welfare state make people too comfortable, too lazy? Does it destroy their ambition and initiative? Does the welfare state limit freedom? Does the individual smother under the state's warm blanket? Our group felt, in assessing the answers to these questions, that our system is superior and more effective.

Because of limitations of time, we could make only two brief visits in Denmark. The first was to a Labor Vocational School where we learned from Bent Jensen, its Director, something about the facilities and training methods. We were particularly impressed by this emphasis on vocational re-training, and there can be no question that the Danes are doing an outstanding job.

We then visited the headquarters both of the Danish LO and the General Workers Union. At the former we had a lively give-and-take with Peer Carlson, Administrative Secretary of the LO, who argued vigorously that the Danish trade union movement in many respects was superior to ours. While we could not accept that viewpoint, the debate and discussion which followed threw a great deal of light on the comparison between the two movements.

At the General Workers Union we met with Hans Rasmussen, generally regarded as the most powerful man in Denmark not only because he is the head of the LO's largest affiliate (with nearly 200,000 of its 900,000 members) but because he is the leader in the Danish Parliament. Blunt and outspoken, he expressed doubts about the efficacy of the Basic Agreement drawn up on top, pointing out that in his Union there had been an increase in plant-level bargaining and that he looked forward to using this American model as his point of departure in negotiating contracts in the future.

#### FAREWELL—AND LOOKING AHEAD

On the last full day—and only day of leisure—the team members shopped in the **Stroget** (the famous street connecting the capital's two main squares) and went sight-seeing in Copenhagen and its environs. That night, in an atmosphere of conviviality, punctuated at times by tears as well as song and interlarded by speeches, we held our farewell dinner. Bright and early on Sunday, August 31, the group transferred to the airport, boarded the plane and went winging back home—singing "God Bless America" which had been a constant refrain as we rode by bus through the countryside of England, Sweden, Norway and Denmark.

The 1969 study tour rings down the curtain, temporarily, on the Workshop Abroad Project. Apart from the element of expense, there is the added consideration that it takes a lot of time to prepare these projects. The Trustees of the Allied Educational Foundation feel that 1970 should be a "sabbatical" year and that in this period we should assess the program and determine what, if anything, we should do along these lines in the future. When a decision is made, Union members will be informed in timely fashion.



*It was standing room only at the May 8 Educational Conference, and many of the participants are taking a quick glance at The Union Forum which had just been published and distributed. Seats had to be rushed in to accommodate the members in the back.*

## ONE OF AMERICA'S GREAT FORUMS

The Allied Educational Foundation has been proud of the fact that its semi-annual conferences have served as an important forum for the shakers and movers of American society. During the past four years we have had such outstanding leaders address us as an Associate Justice of the Supreme Court, the Majority Leader of the House of Representatives, the Minority Leaders of both the House and the Senate, the pivotal legislators of all political persuasions in Congress, crusaders for social justice and civil rights, Pulitzer Prize winners in history, biography and journalism as well as the seminal figures in all walks of American life.

Applauded for what they said as well as for the way in which it was said—with eloquence and wit—the speakers were invariably interrogated, always critically and at times

quite sharply, on the points they made. It was this exchange—lively, provocative and informative—which has given the conference a special character.

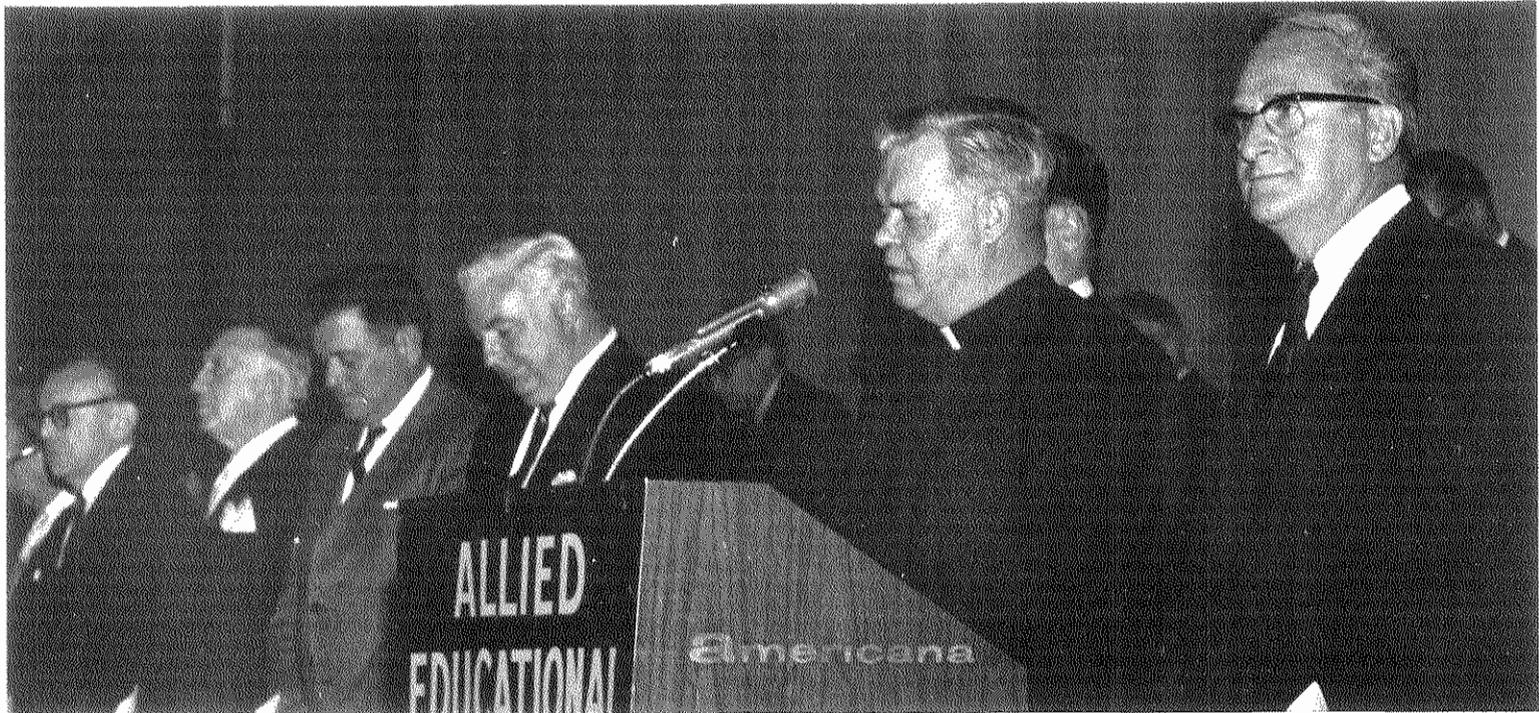
The special character was defined by George Barasch at the May 8, 1969 conference when he said: "There is a time for everything. For what, we may ask, is this the time? What are the issues for which the time has now arrived? What are the problems for which we should say, 'Now is the time to discuss them. Now is the time for their solution. Now is the time for decision.' It is to these larger questions that we have keyed these conferences. . . . Let us light the candle instead of cursing the darkness. Let us lock arms and go forward. The candle is our light to progress. The locked arms are our determination to instill unity, and not division, within the only country on earth which was nursed in its infancy at the bosom of the com-

mon man, reached maturity with the guidance of the common man, and still remains in the hands and at the will of the common man—the United States of America.”

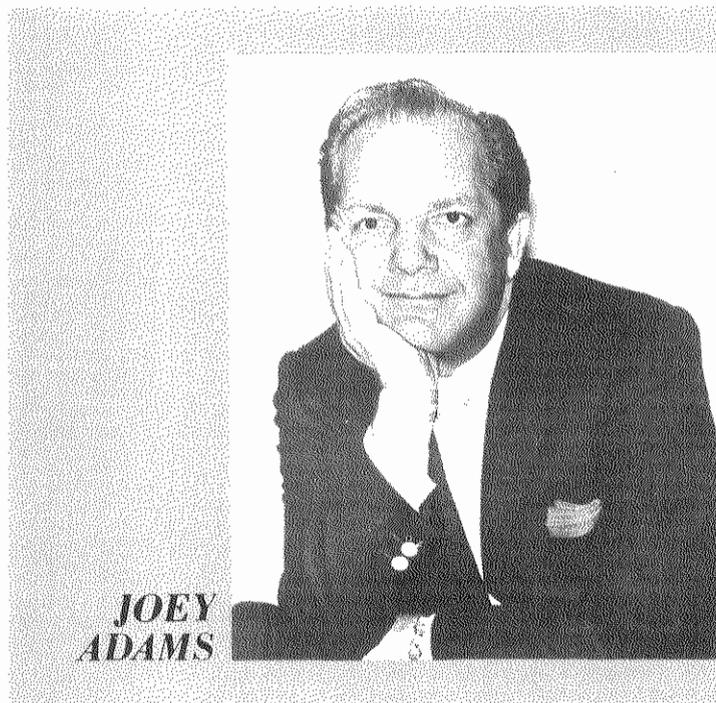
It is within this frame of reference that we should consider the viewpoints set forth by the speakers at the two conferences in 1969, excerpts of which follow on pages 15-30. At the May 8 conference the speakers were, in order, Congressman Adam Clayton Powell, House Majority Leader Carl Albert and Senate Minority Leader Hugh Scott. Gracing the podium at the November 18 conference were

Louis Levine, Labor Commissioner of New York State, Jack Anderson, the nationally-syndicated “Washington-Merry-Go-Round” columnist, and Senators Daniel J. Inouye of Hawaii and Joseph D. Tydings of Maryland.

As much as a year has elapsed since these distinguished Americans expressed themselves on the issues of the day. But time has manifestly not blunted the relevance and meaning of these comments, as will be underscored by reading what they said. What they said then sounded good to one’s ears, and they are just as good in print.



*Father John J. Morrison, Fordham University's Father Minister, imparts to the invocation that special flavor born of long association with the Allied Educational Foundation of which he is spiritual counsel.*



*Joey Adams, the famous comedian, toastmaster and lecturer who has been President of the American Guild of Variety Artists for seven years, kept the audience in stitches at the May 8 Educational Conference. A perennial Good Will Ambassador for the President of the United States, he has circled the globe dozens of times to bring the friendship of America to the troubled areas of the world. A recipient of degrees from four universities, he also served as Commissioner of Youth for the City of New York as well as the President of the AGVA Youth Fund program and the Senior Citizens Fund of America.*



Adam Clayton Powell, Jr., the veteran legislator who has represented the 18th Congressional District of New York for more than a quarter of a century, has also served for three decades as the Pastor of the Harlem Abyssinian Church, which boasts the largest Protestant congregation in the United States, and has long been the embattled and eloquent champion of the Black Revolution in this country.

The Supreme Court has just handed down a decision which said the right to dissent does not end when you pass through the campus gate. I say that the right to dissent has never ended, and never must end.

Where would you teamsters be today if you didn't have the right to dissent? Where would the labor movement be today if we didn't have men who had the right to dissent? Where would Judaism be today if we didn't have barefooted prophets walking up the streets of Jerusalem hurling their holy invectives against the crown rulers of their day? Where would Christianity be today if the Man didn't have the right to dissent?

Where would America be today if a group of people hadn't sailed an unchartered sea on the Mayflower, to found this nation? And where would anybody be today without the right to dissent?

Don't tell me it is only a minority. It has always been a minority that has turned the world around the corner into a new perspective and toward a new horizon and into a new future.

The right to dissent means: stand up! Stand up in your union, stand up on the streets, stand up as an American citizen and say what is on your mind, whether you say what is correct or not, whether I believe it or not. We have got too many people who are being smothered today by the branches of mediocrity and conform-

# The Right to Dissent

by Adam Clayton Powell, Jr.

ity; too many rubber stamps.

Old Samuel Hoffenstein wrote what is going on now with this couplet which I call the song of modern America, "Come weal, come woe, my status must be quo."

We hear all this talk about law and order. When I went to the University of Michigan to speak on law and order, the Board of Regents passed a law that they appended to my contract saying I could not say anything concerning change in the University of Michigan. And I said if that is true, then you'd better run across to the library and burn up the Declaration of Independence when Tom Jefferson said the people have a right to change the government.

Ulysses S. Grant said the people have the right of revolution. Woodrow Wilson said the people have the right to build up and to tear down.

We are against crime on the streets, but above crime on the streets is what causes that crime on the streets.

Do you know that more dope is being pushed into my congressional district in Harlem than all of the United States combined? Do you know that we have 13-year-old dope pushers in my congressional district making \$800 a day pushing dope? Do you know that the United States Customs offices are fewer now at our entry ports than they were in the days of Calvin Coolidge? That is law and order!

When I spoke at Bucknell University the other day, and he was only a couple

of miles from me, law and order, and what kind of twisted, perverted justice put Jimmy Hoffa where he is today? That is law and order?

Don't you worry, he will be out and truth crushed to the earth shall rise again, and error will die among its own interpreters.

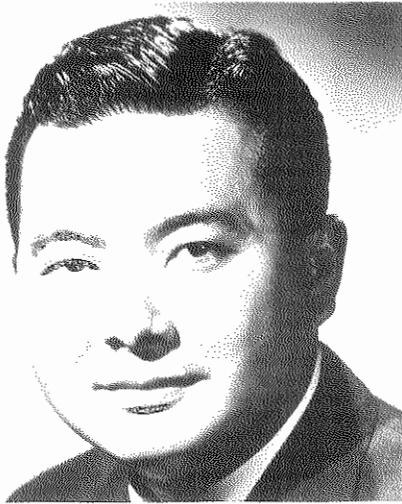
Law and order! Who are the men that live in the penthouses, bringing into this country the dope and the marijuana, control the prostitution and the gambling casinos and the numbers in America? That is what paralyzes our young people. Law and order is who killed Medger Evers. Law and order is who killed my beloved friend Jack Kennedy, who killed Malcolm X, who killed Bobby Kennedy, who killed Martin Luther King; that is law and order. Don't fool around here in the gutters! Get us there and get these big fat cats on the top that are making the little boys and girls do what they do.

Once a gaunt man walked at midnight on Pennsylvania Avenue and he said there would be only one government that would never perish from the earth; it would be a government of the people, black and white; for the people, Jew and Gentile; and by the people, Protestant and Catholic.

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*Climbing the forensic heights which have established him as America's premier orator, Congressman Adam Clayton Powell calls for "responsible militancy" in the continuing struggle for civil rights which he defines as the right to live civilly, peacefully and decently.*





*Daniel K. Inouye, Senior Senator from Hawaii where he led the fight for statehood, is the Assistant Majority Whip and a leader of the powerful Senate Policy Committee. His long and distinguished career has taken him from the slums of Honolulu, through service in Italy in World War II where he lost an arm and received many honors, to election first to the House of Representatives and then to the Senate—the first American of Japanese extraction to serve in Congress.*

We should not be surprised if Asia approaches us with caution and apprehension. And we should not feel too insulted if our motives are questioned and our declarations of good intentions are doubted.

We must recognize that we inherit the legacy of having, for much of our history, looked upon Asians as wards of colonial powers and considered them as less than equal.

It is not long ago that when a New Yorker had a business deal in Hanoi, he did not go to Hanoi but instead he went to Paris. And if he had some business to do that related to Rangoon or Calcutta or Delhi, he went to the pleasant and familiar surroundings of London.

And bringing us back more closer to home, in 1954, after the French defeat at Dien Bien Phu, when the world powers gathered to resolve this Vietnam problem, they went to Geneva, Switzerland to work out the details of their peace agreement.

In 1962, at the request of President Kennedy, who wanted very much to resolve this Indo-China problem, the powers again met in Geneva.

And last year President Johnson made a valiant attempt to once again resolve this Indo-Chinese problem. This time we met in Paris.

Have you ever wondered why we never considered a meeting in places like Kuala Lumpur, Singapore, Manila, Jakarta, Rangoon?

If this is an Asian problem and we

## What About Red China?

by Daniel K. Inouye

go to Geneva, imagine if we had a problem in the United States and some power decided that, no, we don't meet in Canada or in the United States, but we go to Brazzaville, Congo. Then see how you would feel.

And even today we find many foreign officers in our own State Department still dreaming and maneuvering for assignments to London, Paris, to Brussels, to Vienna, to Rome. And they frown upon posts of great importance in Africa and Asia.

In the past, these so-called colonial outposts in Africa and in Asia were, to a great extent, manned by misfits, the ill-prepared, the malcontents and the least able, when we should have been sending the very best that we had in the United States to these troubled spots.

But many times, in fact we sent men and women to far off places like Zanzibar and other places in Africa as punishment.

But, the winds of change are blowing very furiously from the East, and we cannot ignore the message carried by this wind. Difficult though it may be, we must hear and heed this message, and we must deal with Asians—not as vassals, but as equals, as human beings who are sensitive to the pain of insult, humiliation and disrespect.

If we can ever do this, many of our problems can be solved. And if you just happen to change one word in

here, instead of Asians, speaking of fellow Americans, our black Americans, if we can deal with them not as vassals but as human beings, remembering that these human beings are sensitive to the pain of insult, humiliation and disrespect, then I think that that step alone will mean more to better relationship than all the welfare plans that you can dream up. For we must never forget that if welfare and housing is given out in contempt and reluctantly, the recipient is not going to receive it with graciousness.

For a long time we have not dealt with some of our fellow Americans as human beings. And in the same way, if we are to have any understanding and stability and peace in Asia, we had better deal with Asians not as inferior "Gooks," but as human beings.

Before we can truly herald the birth of the Golden Age in Asia and the Pacific, peace and stability must first be established there. I believe that peace and stability in Asia, and, for that matter, in the world, will be ultimately determined by four great powers: the Soviet Union, Communist China, the United States and Japan.

We must learn to co-exist—this is admittedly a nasty word—but we must learn to co-exist with these two Communist powers. We must make every effort to increase our contacts not only with the Soviets but also with the Red Chinese. Our contacts with the Chinese Communists must occur



openly in Peking and in Washington and not secretly in Warsaw, as we are doing now.

It may be extremely difficult to rearrange our relationship with National Chinese on Taiwan, but it would be foolish and dangerous to allow outmoded habits to guide our diplomacy as though nothing has changed.

One-fourth of humanity resides on mainland China. And for us to sit around and just ignore this is going to be tragic and dangerous. We cannot blink at these problems. And if we are to have peace, we must begin to "think the unthinkable." We must prepare ourselves for the day when there will be a Communist Chinese Ambassador residing in Washington and a Communist Chinese representative serving in the United Nations.

We must prepare to deal with the representatives of that one-fourth of humanity in ways that will maximize the hopes of success and if this will result in the establishment of peace and stability in Asia, we should be will-

ing to endure whatever must be endured with patience and understanding.

It would be extremely tragic if we were to attempt to turn back the clock, to return to the good old days of natural alliances with the Western powers. Whether we like it or not, we are looked upon as a world power in the Eastern as well as the Western Hemisphere, and in the Southern and the Northern, and in each of these hemispheres we have real power—the power to destroy or the power to build, the power to divide or the power to help unite.

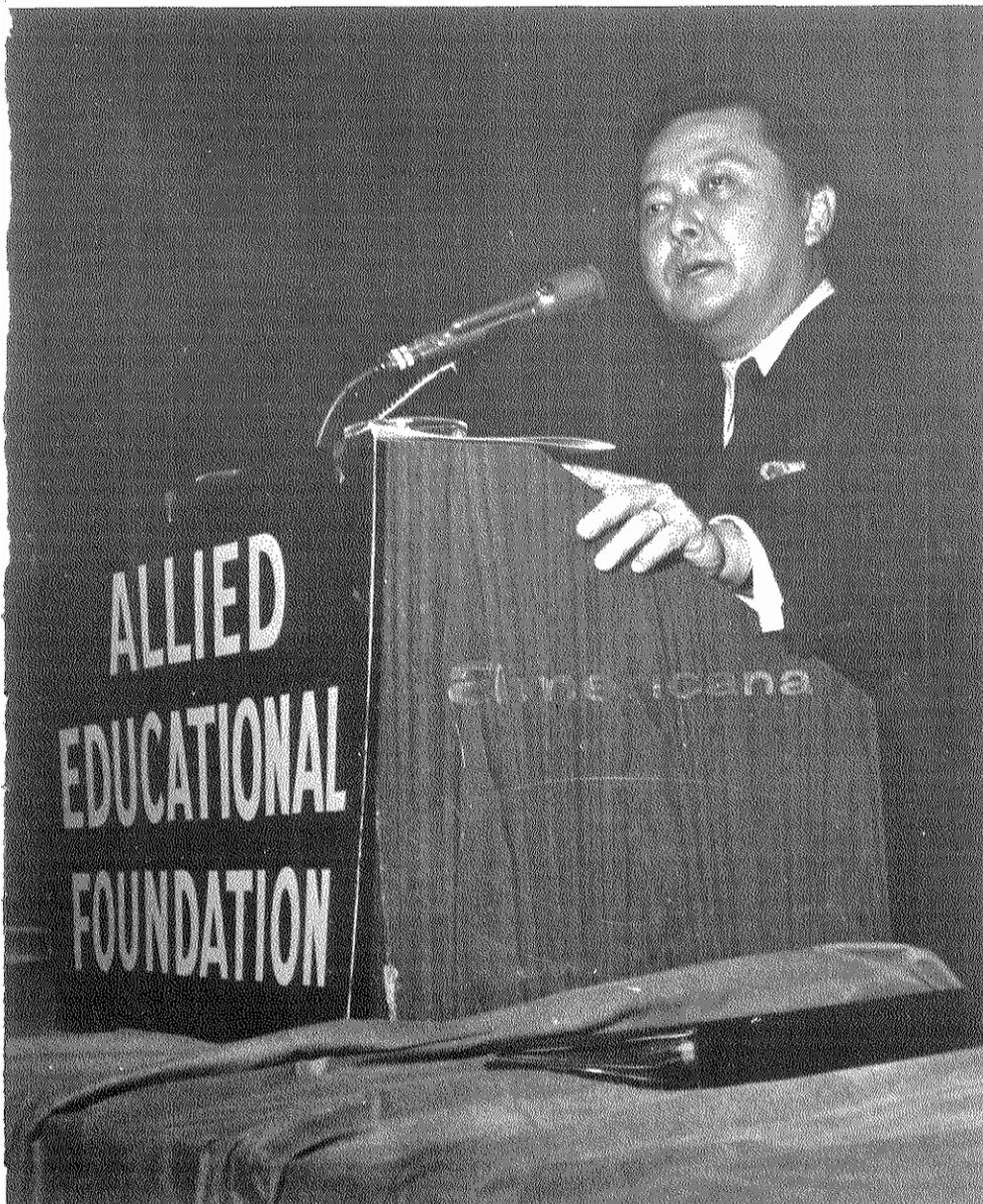
We have reached a stage in the world developments where it is no longer possible to isolate events in different hemispheres. What happens in Rangoon, Calcutta, Bangkok or Hong Kong affects Washington, and what we do or fail to do in Washington affects events in each of these places.

If we are to successfully maintain relations in Asia, which I think we must, there is much which must be

done. First and foremost, we must change our attitude—our attitude toward Asia and our attitude toward Asians. And I am fully aware that this change of attitude may be extremely difficult. After all, most of us, about 85% of us, eat, speak and pray like Europeans and, most important, most of us look like Europeans.

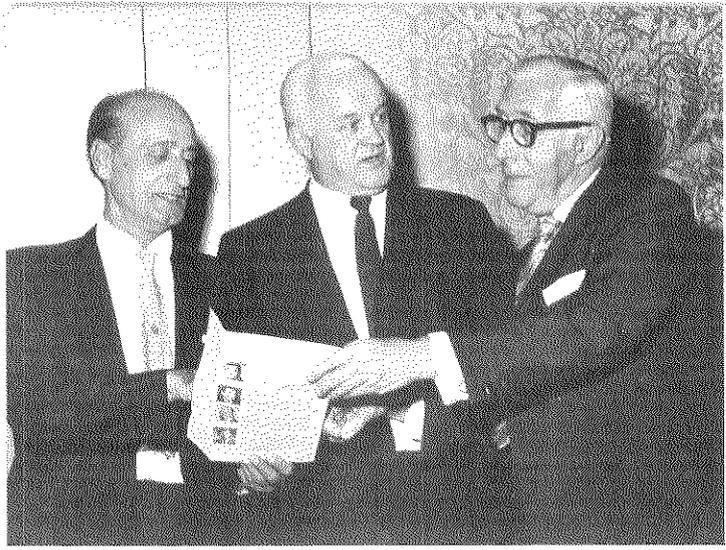
And although we have been involved in Europe's wars, we find ourselves more comfortable with Europeans; whereas, with Asia and Asians, everything is strange. They eat strange foods with strange utensils; they pray to strange Gods in a language with strange sounds; and they have a strange outlook. And we are often very, very uncomfortable with Asians.

In closing, I'd like to say to you, my fellow Americans, that neither preventative war nor a defensive arms race mark the guideposts to a secure future. Rather, I believe, that the time is opportune for men—friendly and unfriendly—to sit down and discuss the future of mankind before it is too late.

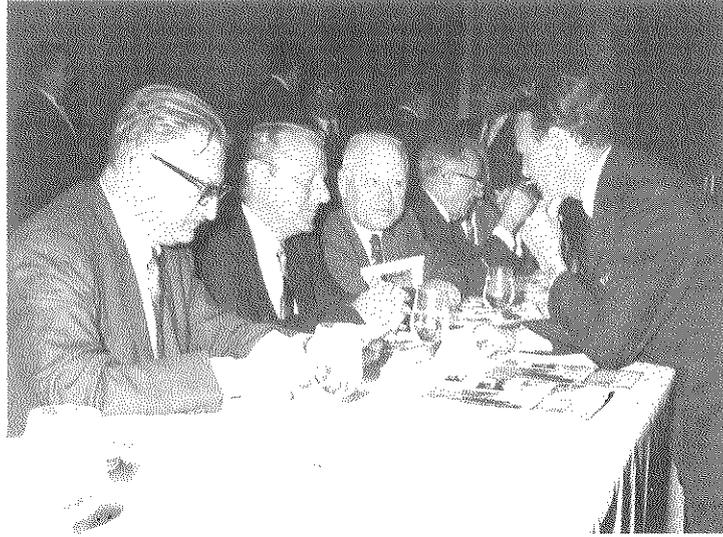


The lively banter between Hyman Plotnick, Trustee of the Allied Educational Foundation, and Senator Inouye is getting a full quota of laughs from Samuel LaWarr (back to camera) and Frank Lasky, officers of the Allied Trades Council, and Larry Plotnick, Local 815 staffer.

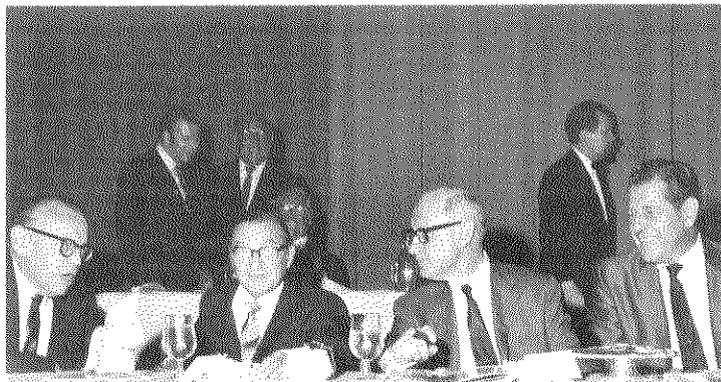
The audience listens with rapt attention as Senator Inouye calls for "settlement of the war in the Vietnam if we are to avert the threat of a thermonuclear confrontation which would destroy civilization as we know it." It takes two however to reach a compromise! No one could predict the action of the other side.



Nick Scusa, President of Local 815, Frank Lasky, President of the Allied Trade Council, and Manny Tobias, member of Local 815's Executive Board (l. to r.) exchange thoughts on the educational program.



During an interlude in the proceedings George Barasch takes up a matter with, from l. to r., Aaron Silver, Commissioners Harry Mason and George Archinal of the Board of Standards and Appeals, Department of Labor of the State of New York.



Among the dais guests are: l. to r., Ben Naumoff, Eastern Area Director of the Bureau of Labor-Management Services and Reports, U. S. Department of Labor, Judge Morton Tolleris, Murray Baron, a political analyst, and Vincent Tabano, President of the New York City Police Honor Legion.



Ben Naumoff, Eastern Area Director of the Bureau of Labor-Management Services and Reports of the U. S. Department of Labor, and Judge Hyman Barshay are all ears as Supreme Court Justice, Ed Thompson, a raconteur of note, holds forth with one of his characteristically funny stories.



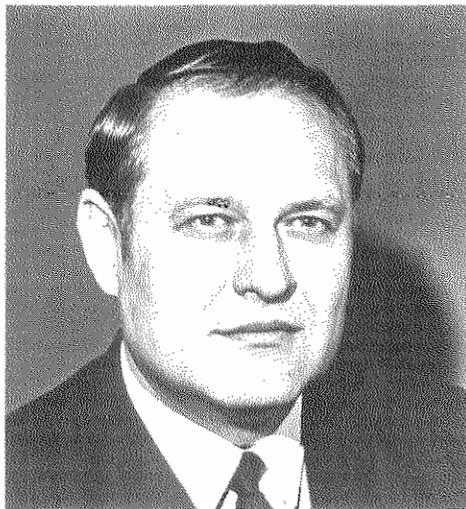
*Frank Brown, Director of the Eastern Area of the Mediation and Conciliation Service of the U. S. Department of Labor, draws another puff from his pipe before responding to a comment by Carl J. Mattei, Director of the Bureau of Industrial Safety, New York State Department of Labor.*



*General August DiFlorio tickled the funny bone and hit the jackpot of humor with his lively anecdotes about Italian life.*



*Senator Inouye graciously affixes his John Hancock to the program of one of his admirers, the number of which went up considerably after delivering one of the most eloquent addresses ever heard at our Educational Conferences.*



Jack Anderson, nationally-syndicated columnist (637 papers) of the famed "Washington Merry-Go-Round" and a long-time associate of the late Drew Pearson, looks upon the "function of a good reporter as not to cover a story but to uncover it."

# No Easy Way Out of Vietnam

by Jack Anderson

Now if we were to draft every able bodied male from age 8 to 80, we are never going to outpopulate that mass of Chinese who sit on top of North Vietnam ready to pour in there at any moment. We just don't have enough.

I was a war correspondent during World War II. And I was in China, and they used to tell us a story there—it was a apocryphal story, I suppose, but it was an appropriate one—about the Chinese general who got a battle report from one of his lieutenants, and this lieutenant came from a bloody battle, almost dead, to gasp out his last report. He was bloodied, bandaged and battered.

And as he staggered into the general, he said, "General, the battle is going terrible." He said, "The Japanese have killed 50,000 of our men and they have lost less than 1,000."

And the Chinese general rubbed his hands with satisfaction and he said, "Good, at that rate, we will wipe them out."

That is the problem we have to face over there.

There isn't a single general in the Pentagon who wants to get involved in a land war with Communist China. Because I will tell you something: if the Chinese stick a big toe in the Chinese

Sea, we can blast it off because we control the sea. We control the air. But on the land, there is no end for defeating 750,000,000 people, and every nation that has tried it has discovered it, to their great horror.

What shall we do? Some have said, bomb Hanoi. Others say, bomb Haiphong, because the shipping is going into Haiphong.

Yes, the shipping is going into Haiphong, and most of it is in Soviet ships. Now let me tell you something: the Soviets have told us, if we bomb Haiphong, they are going to take military action.

Well, now maybe they will and maybe they won't.

But there are a good number of people in Washington who would just as soon not find out.

These are the kinds of difficult and dangerous decisions that are being made in Washington.

Ladies and gentlemen, I have voted for Hubert Humphrey. I wrote against Richard Nixon.

I say to you: it is my prayer that I can come back here in a couple of years and say that Richard Nixon is the best President that we have had, because we are stuck with him and he is the only President that we have.

I say to you there is no easy way out of the Vietnam war, just as there is no easy solution to any of the great problems facing this country. For those who look for simple solutions, for those of you who are looking for easy answers, you are being deluded.

We don't have simple answers. We live in a complex world. And if you sometimes feel frustrated, well, we can't help that, because we all feel frustrated. You are just going to have to find out that there is no easy way out anymore.

We have heard solutions as to how to get out of the war from Vietnam from people like General Curtis LeMay who says, "Let's bomb our way out, let's blast our way out."

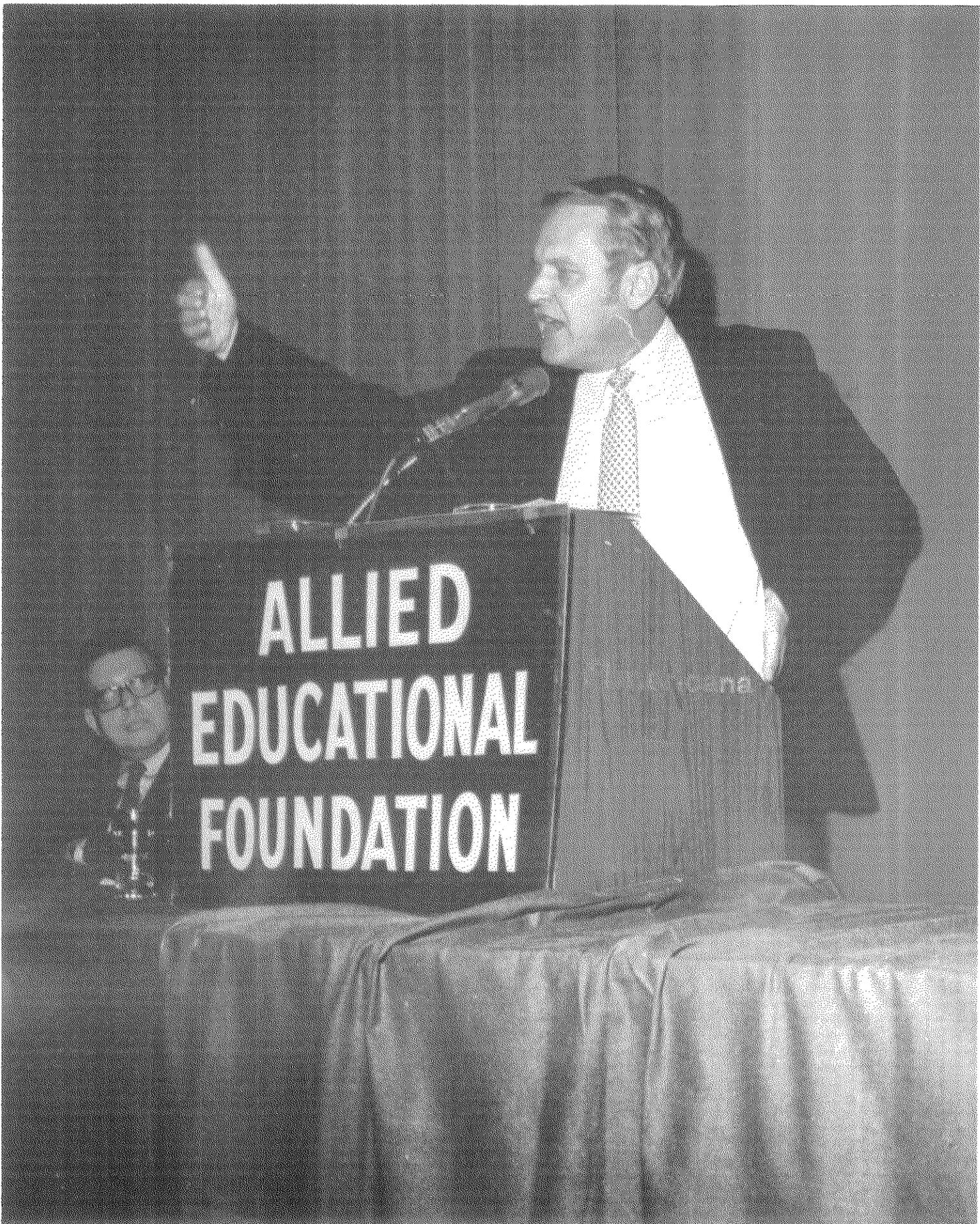
Every time we escalate the war over there, the Communists have escalated it.

Back in 1964, when the Communists attacked one of our outposts, they had to do it with American weapons. They had to go out and capture American weapons first before they could engage in an attack, because the only weapons they had of their own were a few makeshift zip guns that they manufactured in their jungle arsenals.

Today when our guys get into a fight with the Viet Cong, if the Viet Cong should drop their rifles in battle, our guys will throw down their own M-16's and pick up the Viet Cong's AK-47's because they have better rifles than we do.

Every soldier that we have sent over there has been matched by a Communist soldier. And they don't have to make as long a trip.

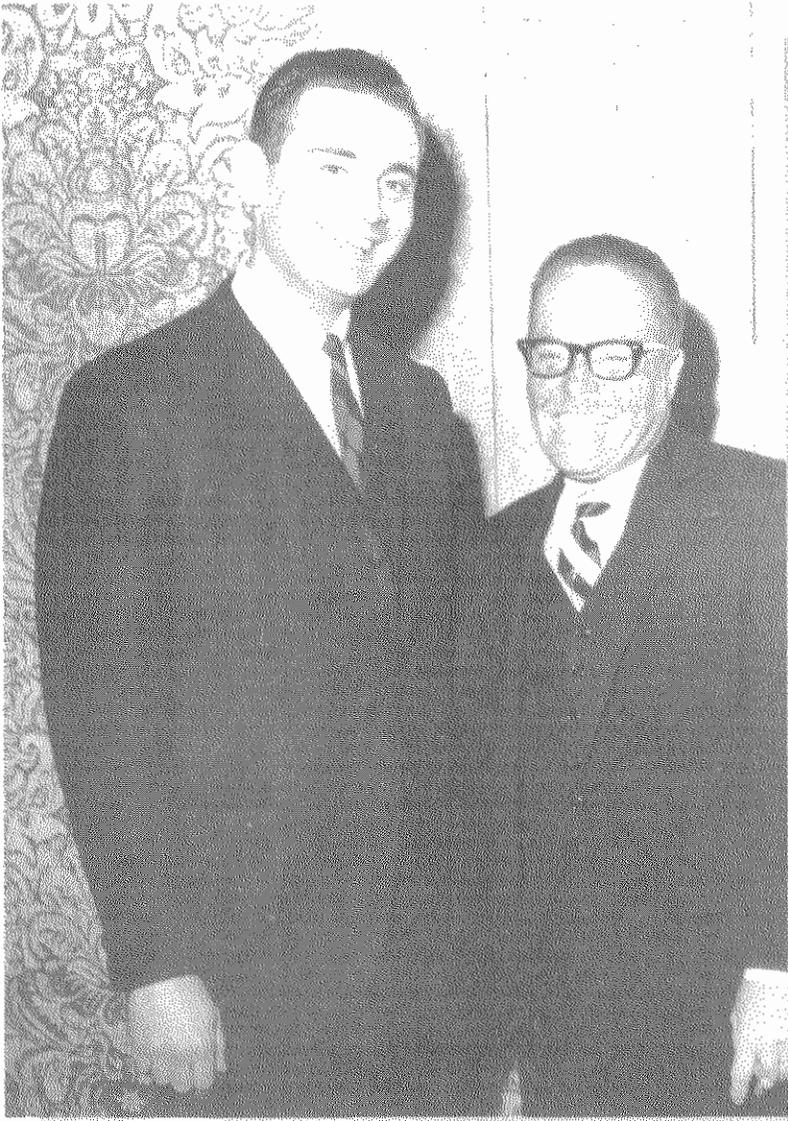




*The forsuivness and eloquence with which Jack Anderson made his points during an hour-long address brought this spontaneous expression of appreciation from the Conference participants. He revealed confidential information which he gathered on his tour never before published and not likely to be published because of its delicate nature.*

In addition to his references to the military arsenal of the Viet Cong (see page 20), he elaborated in great detail upon the intelligence work of various American agencies. Particularly interesting was his analysis of Kremlinology—that is, the examination of the various forces which prompt the leaders of the Soviet Union to act as they do on particular issues. For seventy minutes—the

longest speech ever heard at the Conference—he piled fact upon fact in building an edifice of understanding of the issues not only in Vietnam but throughout the world. And during this hour-plus speech there was not a whisper heard in the audience, the only interruption being the applause which intermittently accentuated one of the points made by Anderson.



*Richard Glazer, a Foundation Trustee, and Judge Evans, discuss Senator Inouye's remarks in the afternoon session. He presented views concerning Asiatic restlessness which would affect the future of American relations and perhaps our economic stability. Central to the position taken by the Senior Senator from the State of Hawaii was that Americans must have an understanding of Asia—its people, its history, its economics, its philosophy—for what takes place in that sector of the world may have even greater bearing for the future of our country than what transpires in Europe. He cited his own experiences to document the case for an end to discrimination which runs counter, he said, to the imperative need to unite all men in coping with the problems of poverty, disease and illiteracy in a troubled world.*



*Steve Barasch, General Counsel of the Allied Educational Foundation, discusses from the standpoint of one who had seen service in Vietnam a point made about that conflict by Jack Anderson as Larry Plotnick, a staff representative of Local 815, listens in. Barasch, who had left the Vietnam theatre of operations after a two-year Army stint, wanted to get Anderson's impressions of the developments in that war-torn country since Steve's departure in January 1959. Anderson and Barasch had a rather animated but amiable discussion of the war—the military logistics, on the one hand, and the possibility of obtaining a settlement, on the other.*



Conference participants were registered with dispatch and efficiency—the system of registration is unique in that it is geared to a check of 1000 members in a half-hour.



Senator Scott and George Barasch prove that Joey Adams is right when he says: "Laugh and the world laughs with you, especially if it's a good joke." As a trade union leader his remarks were both biting and humorous as he challenged the audience to greater activity.



Brooklyn District Attorney Eugene Gold chit-chats with Judge John Starkey, Judge Guy Mangano and Judge Simon J. Liebowitz.



Carl Albert, the Majority Leader and probably the next Speaker of the House of Representatives, has been elected by ever-increasing margins for almost 30 years as the Congressman from the Third District of Oklahoma. As the chief architect of the "Great Society" legislation of the Johnson Administration and as the Democratic link to the Nixon Administration, he has demonstrated that Congress is not only a third branch of government but the real cornerstone of democracy.

## The Challenge of the Seventies *by Carl Albert*

Additional employees, tougher prosecutions, harsher punishment cannot by themselves overcome the problems until a change in attitude toward the law and police can be effected.

Yes, the 1960's have brought powerful onslaughts against most of the major problems of our time. We have done many things in many fields, but we have not done enough. There are still too many people who are, as Franklin Roosevelt said at the beginning of the depression, ill-fed, ill-housed and ill-clothed.

Impressive as the New Deal, the Fair Deal, the New Frontier and the Great Society were, they were not the stopping places. They were only our performance bond for the future.

We must continue to apply all the vigor at our command, all the resources of this nation, mental, spiritual and physical, all of the discontent in those of us who want to see a better America and who cries when he sees an America that is suffering. All this we must apply to realizing our goals and to fulfilling our mission.

We must respond affirmatively to

the inflation of hope which becomes and became more apparent among our poor, our very young and very old or disenfranchised, and among all those who have not been able to find their place in America's mainstream.

The major responsibility of this generation, it seems to me, is to develop the full possession of our human resources within the remaining decades of this century. Nothing short of a massive all-out attack on ignorance, crime, disease, poverty and injustice can fulfill that responsibility.

Our mission was succinctly and forcefully summarized by a man that went to Congress with me, one of the best friends I ever had, the late John Kennedy. In his 1962 State of the Union message he said in his eloquent way words which are still applicable: "We aspire to a strong America, not neglecting the aspirations of its citizens, the welfare of the needy, the health care of the elderly, the education of the young. No, we are not developing this nation's wealth for itself's own sake. Wealth is the means and the people are the end."

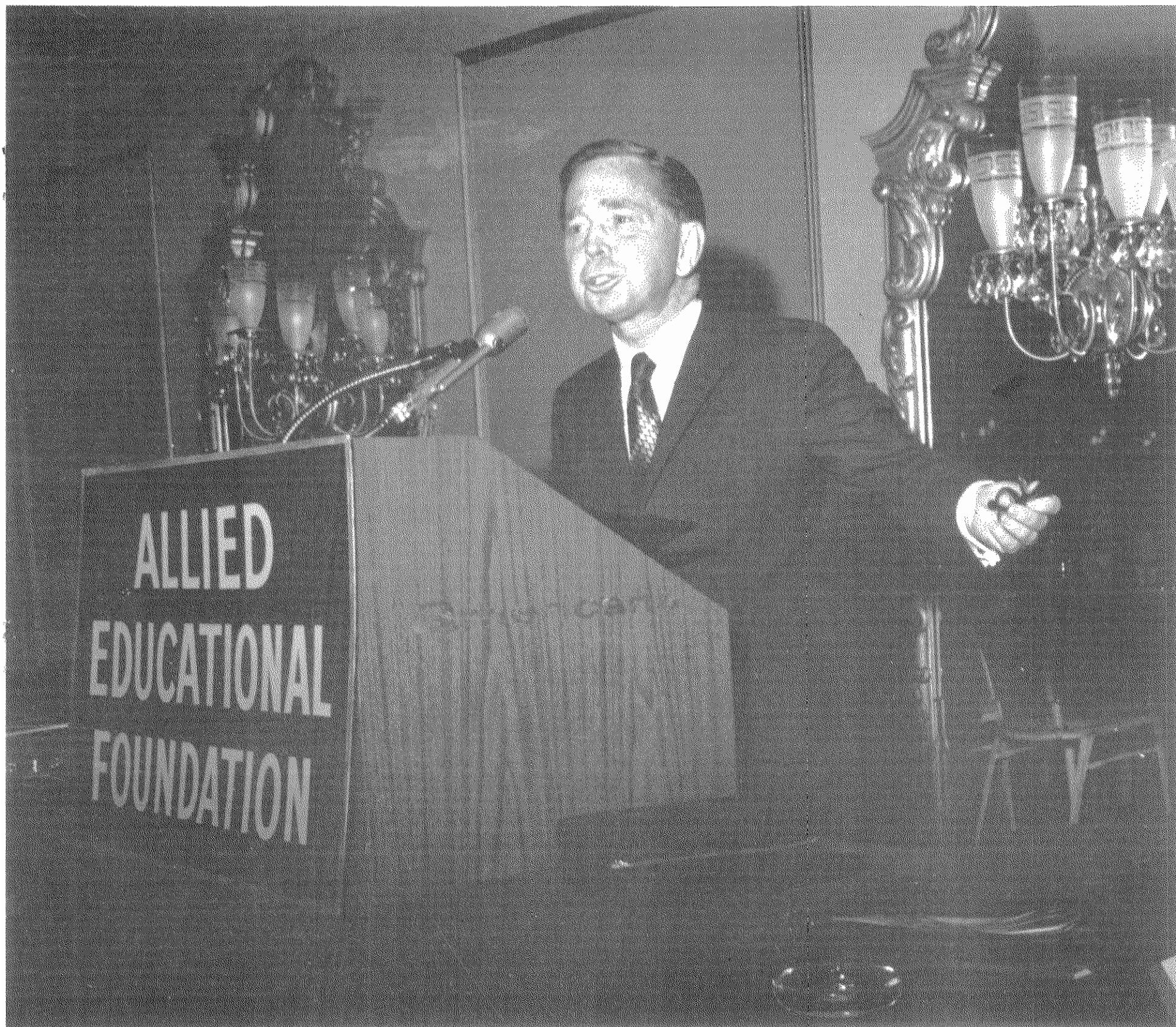
After all we have accomplished in the past ten years, the question you must be asking yourselves, as you approach a new decade is whether we are better off. What is the condition of our society, are we getting healthier, wealthier and wiser, are our children learning more than they used to learn? Are there more jobs available? Is crime increasing, is the American dream of rags to riches a reality?

A recent government report raised these questions and attempted to answer them, and in every answer we were confronted with the documented fact that we were doing far too little with problems that are far too important to the nation as a whole.

While we have done a great deal, we have not begun to do enough. Some people claim that the Federal government should not get itself involved in these things. But who besides the government can do these things? It is the responsibility of the government to provide for the general welfare of our people.

Our government study tells us that although public order and safety is greater now than it was a year ago, it is still a matter of tremendous concern.





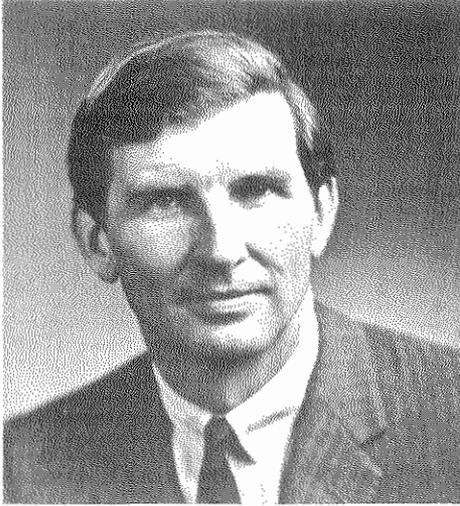
*Carl Albert asserts the willingness of the Democratic majority in Congress to "work as a team" with the Nixon Administration in facing up to the challenges of the Seventies. At left, a questioner from the audience.*

Called upon by the questioner to assess the 1960's, the Majority Leader of the House said that in sharp contrast to the 1950's, a period of relative tranquility and peace, of the cold war and the silent generation, the 1960's must be looked upon as a period of tumult and change. In the first half of the decade, there was a brisk feeling of hope, a generally optimistic and energetic shift from the calm of the late 1950's. In sorrowful terms Albert called upon the members of the audience to remember as he did how a

new President invited his countrymen of all ages to accept a share of the burdens of leadership. There was a consensus that good ends could be accomplished in an orderly and even joyful fashion—America, after all, was Camelot.

And then the President was shot. The long weekend of mourning brought us together as a people, probably closer than we have been at any time since. The sense of disillusionment and of important things begun but never completed ran parallel with grief. Lyndon Johnson came into the White House, ushering in his vision of a Great Society in which there was chalked up tremendous accomplishments in the fields of civil rights, education and social legislation.

It was at this point that the second part of the decade exploded—over race, youth, violence, life-styles and, above all, over the Vietnam war. The latter had become a real war—and, increasingly, a national trial. At the same time, American viewers watched in nightly disbelief television film of rising disorders in their own land, in their own streets and on their own campuses. The explosive years had arrived, and while it is impossible to predict when they will end, they will certainly carry over into the 1970's, according to Albert.



Joseph D. Tydings, United States Senator from Maryland is son of one of America's leading families. He has Chairman of the Senator Judiciary Sub-Committee on Ethical Practices in Government.

You are not going to solve the short term crime problem by blaming the Supreme Court for all the problems, by saying that we must have proper Judges or longer prison terms. And the politician or criminologist or anyone else who tells you that is selling you down the river, because that is not going to do the job.

What you need is an all-out battle attack on many fronts, first of which, is the need of strengthening your law enforcement officer.

For years and years a police officer "on the beat" has been the forgotten American. Thank goodness, that is beginning to change. For years and years a police officer was expected to be a sociologist, a criminologist, an athletic instructor, a social worker, a man with the courage of David, the strength of Samson, the wisdom of Solomon, risking his life day after day, working two or three times that of the average American, for much less pay, and without an opportunity to get a better education.

I think finally we are going to wise up, that we have got to protect and we have got to reward those in the law enforcement field.

The aim should be to professionalize law enforcement in this country, just as it is in Great Britain. The police

Thomas Meekell, District Attorney of Queens County and Democratic gubernatorial candidate, has obviously hit a popular vein, judged by the reaction of Senator Tydings and, in the background, Judge Uisbowitz and George Barssch.

# Violence in the Streets

by Joseph D. Tydings

officer on the beat is just as important as a civil servant in State or Federal Government. And in many areas today he is more important, because on a single decision, a wrong decision, he can touch off a riot that can engulf an entire city. And he is faced with decisions like that day after day.

We will be obligated to put fuller resources into the system to raise the standards and to professionalize law enforcement across the United States. We are going to have to do it, in my judgment, with Federal tax dollars.

However, you can have the best police force in any given city in the United States—let me take Washington, D. C., because I am particularly informed on that city. We can have the finest police officers in the United States in Washington, D. C. But with a court system—and this is a fact—where it takes eleven months for the average felony case to reach trial in the District of Columbia, the best law enforcement organization in the world is not going to do any good. For any policeman will tell you and any criminologist will tell you, that it is not the length of the prison term, it is the severity of it. When a person is arrested for armed robbery, and then he is released on bail and he doesn't even

come up for trial for eleven months, in Washington, D. C., the chances are two to one that he will commit another armed robbery, before he sets foot in court.

Unfortunately, this problem of court backlog and court inefficiency and the failure of the judiciary of the United States to meet their responsibilities in the fight against crime is not limited to Washington, D. C. It is nationwide.

Too many of our court systems are operating as if they were back in the nineteenth century. And we cannot tolerate that. The longer the period of time from arrest to trial, the greater the likelihood of the individual to commit another crime, and the less the deterrent is going to be, so far as it might stop anyone from committing another crime.

And until we do something about our court system, until we demand that our courts modernize themselves, until we simply refuse to tolerate from any bench a judicial system which takes more than sixty or ninety days to try a felony, you are not going to get to first base on the fight against crime. If we don't get to first base, how can we possibly score in this battle against crime and violence in the streets?

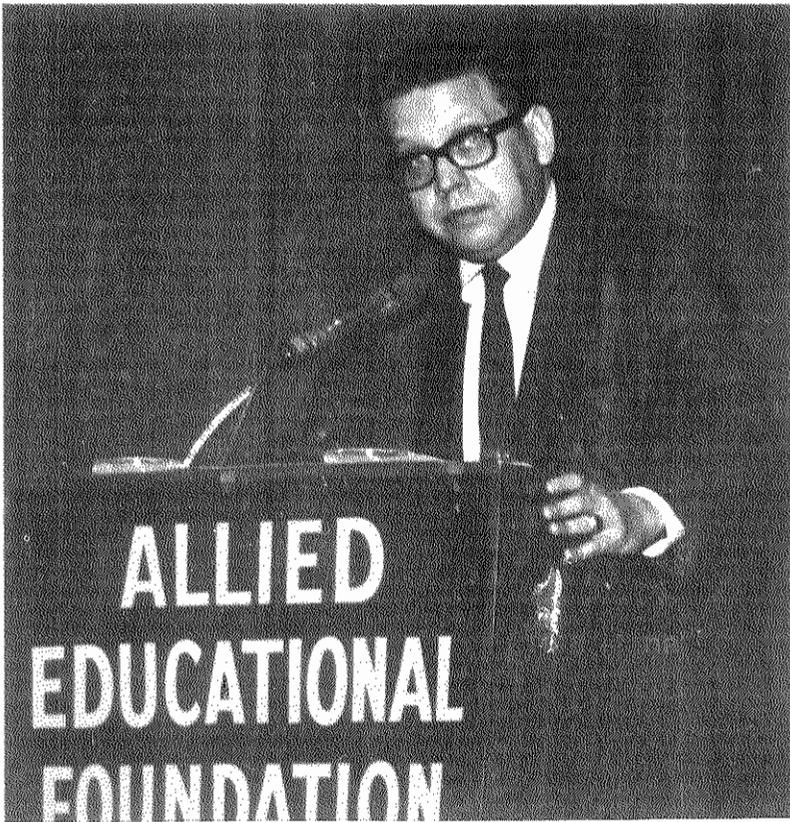




*Senator Tydings was still laughing at the rib-tickling account by General August Ertene, shown accepting congratulations from George Barasch, about life in Italia. He later became more serious but his tongue twisters kept the audience in stitches.*

In the major address of the Conference, Senator Tydings pointed out that society is truly stretching the bonds of compassion when a vicious criminal is allowed to go free as a result of the overcrowded calendar of the courts or legal technicalities. From the police standpoint, the Maryland Senator said, in drawing upon his experiences as a prosecutor,

one of the very real dangers is that decisions from the courts are breeding indecision and uncertainty in the individual police officer. The inevitable result, according to Tydings, is that the policeman's duty has become so diffused that it is difficult for him to carry out his responsibilities.



# Tomorrow's Labor Movement

by *Louis L. Levine*

*Louis L. Levine, Labor Commissioner of New York State and a teacher at the faculties of several universities in the metropolitan area, served for many years as a representative of the New York Central Trades Council.*

The trade union movement of the 70's, if it is to be a visible union movement, must make some radical changes. Forums like this are important, and if more organizations had forums like this for their leaders and for their stewards and their members, I think we would be going in the right direction.

I have never been afraid of education for the members. And sometimes too many of our trade union leaders are afraid of over-education.

I look out in this room and I see hundreds of people present. I have been at trade union meetings where I have found a mere handful of people who show up at the membership meetings, for the majority just didn't care.

In the 1970's we are going to see more and more youngsters come into our society. They are going to be part of our labor movement. Fortunately, at the moment, our labor movement is a viable instrument. It is able to accept those who disagree, it is able to give them a voice, it is able to give them an opportunity to participate.

It is also strange that the labor movement itself, with the exception of the building trades, has not come under very heavy criticism.

I think that is important for us all as trade unionists to understand this. Because, for the most part, the trade

union movement has been able to absorb this pressure. It has been able to adjust to it.

The trade union movement represents a point of view, not unlike the point of view of student dissenters in our society. They want changes and we, as labor people, want changes. We want changes in our economic way of life. We want an improvement and they want an improvement.

But we have not really bridged this gap. Somewhere we have been unable to communicate with the students.

In the 1970's, rapid changes will be taking place in organized labor. Someone said organized labor is standing still and dying. It is not dying, not by a long shot. It is changing form and character. It is a different labor movement. It isn't a labor movement of confrontation and hitting the bricks every two months or three months every year. It isn't a labor movement that resorts to strikes alone as a weapon. It is a labor movement that talks about mediation. It is a labor movement that recognizes its place, and it is a labor movement that is adjusting to changes in our society.

I can remember when professionals of every ilk, teachers included, would look down their noses at trade unionists. But today they are flocking to the banners and they say they want to have

a labor organization protect their rights.

These are the people that will be in organized labor in the 70's. And what happens to them and what happens to you is important. Because these people and yourselves are going to have a great deal to do with the legislation in Washington.

Organized labor is the best pressure groups that you have got. It is able to reflect the changes that are needed. It is able to adjust, work quickly, more than any other part of our society, because it is made up of people, human beings of every race, creed and color.

Each and every one of you is an exponent of that principle. If you weaken, if you give in, then you are going to destroy the labor movement. And, in so doing, then you will destroy yourself.

There are lots of people who say today: Join together with the rest of society, this responsible part of society, to crush the student rebellions.

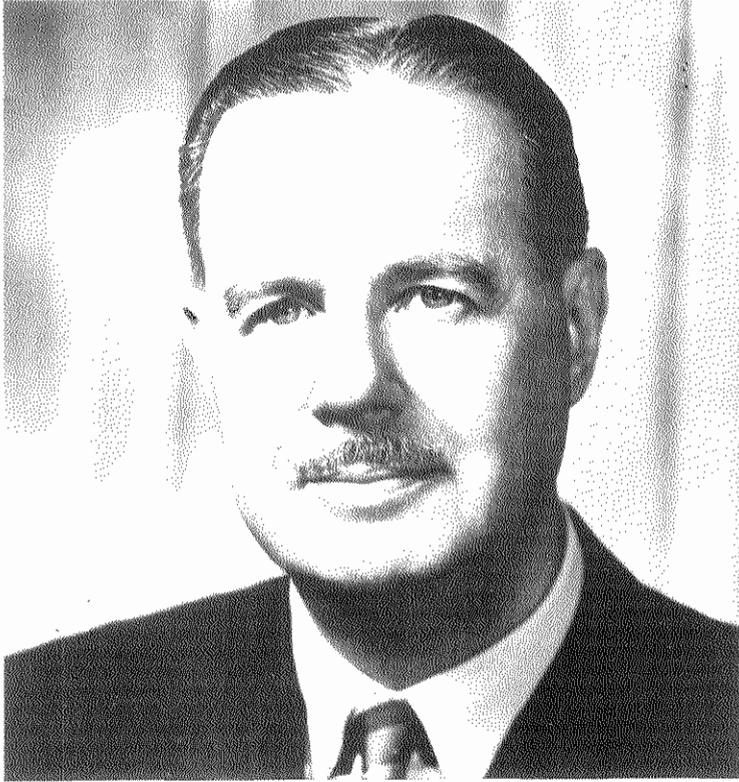
I say to you as honestly as I can: where would you be today without the unrest of the 30's and the 40's? Where would you have been if people had said then, let's join together to kill those trade unionists?



*President Nick Scusa congratulates his "paesano", General August DiFlorio as Manny Tobias, Union Trustee, and Fred Englert, President of the Union Mutual Benefit Association, look on. The General promised some excellent contacts whenever the group decided to return to Italy.*

The General had regaled the audience with many lively anecdotes about the Italians and their attitude both to life and to the problems of the world. Here, in his own words, is his analysis of the problems in the Middle East: "Italia cannot understand why the Middle East problem should be. Why? Because for years

Italia has known that the Jew and the Arab have been the best of friend. The Jew sells the sheets to the Arab. And then all of a sudden, the Arab complains they got some holes in the sheets. And now—with this problem in the Middle East, the Jew don't give a sheet no more."



# Unlimited Aims- Limited Means

by Hugh Scott

*Hugh Scott, the senior Senator from Pennsylvania and the Minority Leader of the Upper House, is the key legislative representative of the Nixon Administration in Congress. A man of superb talents and versatile interests, he was a successful lawyer and a prolific writer before being elected to the House of Representatives 30 years ago and, in addition, saw active service in the Merchant Marine and Navy during World War II.*

I think the United States has got to make a conscious and a determined effort to define the limits of what she can and cannot do overseas. For the limits are surely there and sooner or later we have got to face the fact that we have got to live within them.

I don't mean that we should retreat into any form of neo-isolationism. We are indeed in an important degree our brother's keeper, and I think it is not intelligent to sell isolationism, but our nation, indeed, must still be vigilant to defend our shores against aggression and stand by alliances properly formed.

We must do our share to feed the world's starving where we can afford to do so, and where we keep in mind the hungry and undernourished in the United States as well.

We must promote global peace, and a world of rule, of law through the United Nations, through our own democratic effort, and by pursuing every logical and reasonable channel.

Indeed, there is a continuing need for a strong foreign aid program that fits within our resources to the extent that it is used for inhabitants of receiving nations and is not abused by receiving governments.

We must encourage American trade with neighbors who will trade fairly with us, but we have become mainly aware that there are some things which America used to be able to do with impunity which we cannot do any more.

Thus, although the commendable ends of our foreign policy are limitless, the means at our command to achieve those ends are not.

In our foreign policy we must be prompted by a realization of limitations of American power. First and foremost, we must make an extraordinary and clear move to end the war in Vietnam. The war has been a tragic and expensive lesson in the limitations of what we can do to defend a far-off country in the nuclear age of superpowers.

It has been more of the same until the casualty list exceeded that of the Korean War and we finally made moves to begin peace negotiations.

I have supported every administration commitment to this war and every commander in chief and I still do. This was not always easy for me, often as a member of the opposition party, but I have done so and I do so now.

But I do urge a bold move, and that is that we should withdraw at least 50,000 American troops and replace them with South Vietnamese forces.

I would never advocate anything which lets this country down, but the commies do not bargain at the table the way we bargain or are accustomed to bargaining in the free world.

They do not say in advance that if you will do something we will do something. What they say, rather, is to call us names and to read over endlessly all their grievances, and they use a lot

of cliches about how terrible we are.

But behind the scenes they also use intermediaries to say if you will do something that is clear and definite as an evidence of your intentions, they will follow you up with it.

Now, this is humiliating to us as Americans, to have to take the first step, but this war has been going on and gradually escalating for almost a decade. You can't stop in ten days, possibly you can't stop in ten months what has been going on nearly ten years.

What you can do is make a beginning, and I have attracted some attention to this because I am primarily as well-known as any person who has heretofore not supported this particular move.

But it takes some determination to say I have changed my mind, because we politicians don't like to do that. We like to rationalize, we like to tell you we have been consistent all along. We have particularly liked to tell you we have been right.

But the time comes when you have got to say on the basis of what you know and what might be something that everybody knows, that this is the time to make a dramatic move with a fair expectation that the communists will follow it with a dramatic move of their own.



*The exchange between Judges Louis Kaplan (r.) and George Postel had a humorous impact upon their fellow Judge, Harry Frank. A few moments later the Minority Leader of the U. S. Senate, Hugh Scott, began his address.*

In his speech, Senator Scott noted that there has always been some divergence between the realities of American foreign policy and our ideas about it. He suggested that this divergence has been growing rather than narrowing and that we are handicapped, accordingly, by policies based on old myths rather than current realities. Of these myths the

most obnoxious in his estimation was that America can be the policeman of the world. As a nation extraordinarily endowed with human and material resources, America should concentrate not on remaking the world in its own image but on working out an accommodation, if not reconciliation, with other major powers.

Our Educational Conferences, seeking to offer a bit more perspective than the shifting realities reported in the daily press or television, is designed to engage our audiences and give them the news behind the news. Between the morning papers and the Cronkite show, there is often very little to add but—and this is the dominant feature of our Conferences—insight and attitude.

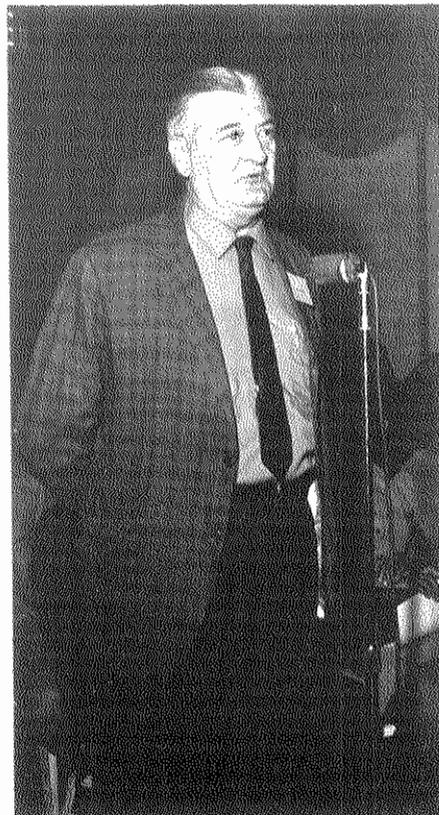
To land on the moon, for example, is to make news which transcends form—the faster the word gets out, the better. But once established, the fact moves from the simple to the complex, begging interpretation of a thousand varieties. It is this emphasis on interpretation which is the special feature of our conferences.

Any point of view has been welcome at these conferences as long as the speaker was important enough and eloquent enough to carry it off, for we wanted the conferences to be both informative and lively. No commitment was made to a doctrinaire program—the only commitment being to make these programs lively, fast-moving and informative.

But despite this lack—or perhaps because of it—the members in whose behalf the Foundation functions formed the habit of searching for the right questions. If two superpowers have superbombs, how does one protect itself from the other? Why is there so much irreverence in our schools to the cherished institutions of American life? Should the civil rights movement go along the road to black separatism, or is this expression of militancy a failure? How can we end the war in Vietnam? What about violence in the streets, and how can it be stopped?



## *THE AUDIENCE HAS A FEW QUESTIONS...*





## *...AND A FEW COMMENTS!*

"If any man have an ear," wrote St. John, "let him hear." These questions—and many others like them—were heard by our speakers, and they responded. But as St. John also said, it is no less important to question answers as it is to answer questions. And the Educational Confer-

ences fulfilled that function, too. Often we were confronted with a situation where the viewpoint of one distinguished speaker was sharply at variance with the viewpoint of another distinguished speaker. And there were times, too, when members of the audience arose to record their misgiv-

ings about a particular point of view. But this is part of the process of thinking—of stimulating the kind of discussion that will lead to action for a better America. And this is what the Educational Conferences are all about—to enlighten, to stimulate and to move America forward.

# HEALTH AND WELFARE CONFERENCE

*A*  
*BUSY LIFE*  
*MEANS*  
*A*  
*FULL LIFE*

Life has many chapters, and for the retired members of our Union, the program jointly developed by the Union Mutual Benefit Association and the Foundation, the most fruitful is that developed for retired members. The Association was founded by the retired members out of a conviction that activity is itself an essential ingredient of successful living.

That period, largely as a result of the advances in modern science and medicine, has now been enlarged. With our retirees now receiving as much as \$615 monthly in retirement benefits including Social Security, economic pressures have been eliminated. But there has to be a creative aspect of life—new thoughts, new ventures, new experiences—if there is to be a distinction be-





*There were busloads of retirees and their guests who came to spend a pleasant few days at the Concord—living well and learning how to live better and longer through change and education. The sense of anticipation is registered as they disembark the bus preparatory to registering.*

*That anticipation was to be realized in days devoted to learning and nights to relaxation. As one retiree put it: "Good food, good talk, good companionship, good times—we never had it so good."*

*It was fortunate that the discussion on diet followed the cocktail party which opened the Health and Welfare Conference organized by the Foundation for the Union Mutual Benefit Association. In any case, the Concord Hotel is hardly the place where one can break the pound barrier. You can rest assured that our old-timers went at the food with gusto—and with no holds barred.*

*But there was food for thought, too. And in the lectures and discussions our senior citizens got a thorough briefing on sex, diet, exercise—and everything else that goes into the making of a better life.*

tween meaningful living and dreary existence. Participation in activities, exposure to new ideas, social get-togethers with emphasis on companionship—these can play a role in making retirement the basis of useful and dignified living.

Accordingly, a whole range of activities has been projected for our retirees—outings to points of interest, educational conferences, parties at Christmas and other festive occasions—and the response to these activities, as measured both in participation and enthusiasm, has been tremendous.

On the pages that follow are recounted, in words and pictures, what took place at the Health and Welfare Conference which was organized by the Foundation for the benefit of the members of the Association. The Conference, held at the Concord Hotel at Lake Kiamesha, New York on October 22-24, was undoubtedly the highlight of the activities of the Union Mutual Benefit Association in 1969. Innovated the year before, and enrolling as participants approximately 350 Association members and their guests, in many instances the spouse of a member, the Conference focused attention on the requirements to sustain health among the elderly—proper exercise, sound diet, fresh air and a natural way of living in line with the intent of nature.

This was the theme sounded by George Barasch who served as the Conference Chairman, introducing the speakers: Charles Gerras, Public Relations Director of the Rodale Press which has long been crusading for the natural organic way to health and happiness; Leo Gold-

man, Managing Editor of *Prevention*, a magazine with a circulation of 700,000 which offers each month a wealth of material and sound suggestions relative to science and diet; and John Haberen, Editor of *Fitness for Living*, whose frame of reference is physical fitness and exercise. Excerpts from the remarks of the chairman and the three speakers are set forth in the following pages.

Others who addressed the Conference, somewhat more briefly, were Judge Simon Liebowitz, Henry Freedman, Secretary-Treasurer of Local 815, IBT, Hyman Plotnick, Trustee of the Allied Educational Foundation, Dr. Herbert Dickstein, Fred Englert, President of the Union Mutual Benefit Association, and Abe Weiss, the Foundation's Public Relations Director.

Interspersed with the lecture-discussions, and with the lively give-and-take of questions and answers, were the sumptuous meals of the Concord, a cocktail party, walks in the brisk air and pleasant country surroundings, a plunge in the indoor pool and a session in the sauna bath as well as nightly dancing and entertainment. From dawn to the wee hours of the morning the members of the Association deported themselves in a way that belied their age. Or to put it more exactly, and in keeping with the philosophy of the Association, if age is a state of mind, the state of mind of the average member of the Association is on youth. It is this kind of activity that keeps them so vigorous and so enthusiastic, and the Allied Educational Foundation is especially proud of its role in sponsoring such activity.



Charles Gerras is Managing Editor of *Prevention*, a magazine devoted to the study of health and nutrition.

## The Young At Heart

by Charles Gerras

The idea of staying young is a development in the past few years, and it started out as a chemical discovery that was remarkably transferred into the kind of diet that we eat. What happened was that the chemists were able to find out what it is that makes the cells repeat themselves. Why is it that when you get a haircut, your hair grows again? Why is it that if you have a bump that breaks the skin, the skin grows over just in that place and it doesn't keep growing? What it does is simply grow over and take on a natural appearance. But it starts, and starts exactly where it should.

Now they found out that what causes this is a very small minute element in all cells called nucleic acid. There is a DNA and RNA, Vitamin A, and both of these have a strong part to play in the way your body replenishes itself, keeps itself young. As you get older, these cells get lazier and the nucleic acids in them don't do their job like they used to do.

The doctors found out that there is a way of replenishing nucleic acid in animals and in people.

Dr. Benjamin Frank tried out his theory on a bunch of old mice. He experimented with these twenty-year old mice, giving them daily injections of a formula that contained nucleic acid, DNA complex factors and some protein.

He said, "Not only did the activity of these mice increase considerably, but their dry and matted hair became soft, their general and obviously old appearance became more youthful and these changes occurred without a change in diet and without any other maintenance conditions."

Dr. Frank tried the same thing on human beings and he found, "The most immediate effect observed even in dosages as low as 30 milligrams of RNA daily was an increase in energy and well-being of all of the patients who went on the formula. These effects were observed more rapidly with higher doses, when they could be seen as early as in the second or third day."

What they do, what you see is a complete change in the skin, the wrinkle lines. The early effects also show a smoothness and color in the skin, and a mental alertness, a loss of the wrinkles in the forehead and a general skin tightness.

Now this is injection. But what the injection contained is interesting, the completely natural elements that you can get in a careful diet.

Nucleic acids are contained in yeast. You can buy Brewer's Yeast anyplace, at any drug store, or in any health food store and it is very inexpensive. You can put it into a milk shake; you can put it into orange juice, anywhere.

Along with the yeast there were B-complex vitamins, some minerals and some metabolic sugars, some fats, and they come quite cheap. They are in any kind of olive oil, corn oil, any kind of an oil element—sunflower seed oil—that you care to buy. You can really go and buy the kind of flavor that you want, that you like best.

The foods that you can get which are rich in nucleic acid, aside from the yeast, are seafoods of all kinds, especially sardines, herring, roe, and the organ meats, particularly, for some reason, sweetbreads.

There is a formula for youthful appearance and for youthful vigor, a change in mentality, that anybody can invest in for a few cents. It does not require you to do anything but change your way of eating just a little bit and it requires no long stay at a hospital, no pain and no change in your financial status. Anybody can do it. They are all very inexpensive foods.



*Having discovered from the speaker that sex organs, among others, can be had at a bargain at \$19, Trustee Hyman Plotnick announces his availability and George Barasch and Henry Freedman find it difficult to contain themselves. There was fun as well as learning at the Conference.*

*Among the things which Hymie and the other members of the audience learned were that sex was popular because it was centrally located and that it was also the most fun you can have without laughing. Reference was made to the famous report of Dr. Alfred Kinsey who developed statistics to show that the best three things in life are a martini before, and a nap after. Though Hymie had raised the question of sex as a driving force, he was stumped by the answer which underscored the fact that frequently one runs out of gas. In addition, there are as many women drivers as men, and perhaps too many reckless drivers.*

#### **Our Environment and Our Bodies** by Abe Weiss

In the last century man has contrived to raise the carbon dioxide content of the entire earth's atmosphere by some 10%. There is a limit beyond which such a change, assuming it does not choke all of us to death, will alter the earth's climate with unpredictable but distinctly unattractive possibilities. If man does manage to hold the carbon dioxide level within life-sustaining limits, he will, nevertheless, have to cope with an increasingly acute health hazard or wear an oxygen mask on earth as well as on the moon.

Sunday's Times had a story pointing up that simply by walking through the streets of New York one day, a New Yorker breathes the toxic equivalent of almost two packs of cigarettes.

The point of all of this is not to terrify. But, rather, it is to demonstrate the need to improve our environment, if we are to improve ourselves.

How can we be a more productive, more stimulating person, unless the air around us and the water we drink are as sound and as pure as our body tissues?



*Leo Goldman is a prominent editor, lecturer and educator who has specialized in developing the organic concept of living as a key to sex fertility, health and happiness.*

## Is Sex An Age Thing?

by *Leo Goldman*

About 15,000 women and 35,000 men past sixty-five got married this past year. In 13,000 of those marriages, both partners were sixty-five or older. Public personalities like Justice William O. Douglas and South Carolina's Senator Strom Thurmond bring attention to the trend to marry in the mature years.

Why marriage after sixty-five? For companionship, of course. And for love, too, undoubtedly. But perhaps the most important reason for marriage in the late years is to continue an active and enjoyable sex life.

Granted, the elderly are not nearly as flamboyant about it as the young folks are but, as the saying goes, "Still water runs deep." Which, being translated, means that twinkle in grandpa's eye may not be entirely the business deal he closed yesterday.

Dr. Ewald W. Busse, Chairman of the Psychiatry Department at Duke University, is one of the few men who are well supplied with facts about sex among the aged. He discussed those facts at the 118th annual convention of the American Medical Association in New York in July, and there he said: "Approximately 60 percent of married couples between the ages of sixty and seventy-four years of age remain sexually active."

Many older people are concerned that sex will be harmful to their health—and some feel it will leave them exhausted. They try to conserve their energy by abstinence. And abstinence makes the heart grow fonder.

In truth, in some cases, sexual activity can produce exhaustion. This is not a normal thing. Just as some persons can run ten feet and others ten miles—and still others not at all—so it is with sex.

St. Paul's admonition, "Do all things in moderation," can certainly be applied to the sex life. But moderation is not, of course, synonymous with abstinence.

One of the most common fears, especially in men who are more than fifty years old, is that the stress sex places on their hearts could lead to a heart attack.

Now I have another piece of evidence to go along with that. A recent study underscored the fact that while sex relations are somewhat strenuous, abstaining from sex when it is desired is probably equally strenuous to the nervous system and to the heart.

Hazards lie in extremes. Older men who have reason to suspect a heart condition should certainly not go out of their way to cultivate a passionate affair. Sex can be pleasurable without being terribly strenuous emotionally or physically.

Extremes in temperature and overeating before sex, incidentally, places an additional strain on the heart. So does too much drinking.

For some, sexual relations seems a means of proving something: masculinity, youth, health. To succeed in bed becomes the big thing. Again, this is fraught with emotional stress, with tensions and anxieties.

These emotional hazards are not healthy. If the only way to reduce emotional strain is to avoid sex, then it ought to be avoided.

Within these guidelines, though, and this is the positive aspect that I must emphasize, there is no reason why healthy older persons can't have as active a sex life as they wish. And even these guidelines are merely suggestions.

Many young people would do well to follow them—and many older folks throw caution to the winds without adverse effects.

Within the boundaries of common sense, an active sex life is normal and healthy at any age.



*Our senior citizens were literally transformed into whirling dervishes as they went through the exercises—and "sexercises"—prescribed by John Haberen as part of the reconditioning of the body and mind—and it was effective. The questions to the speakers suddenly became numerous and challenging. Most of the questions centered on sex, and Haberen said, apropos of the battle of the sexes, that every woman has her curves and every man his angles—and no man can be both biological and logical. Most women, he added, conceal their age because men don't act their own. With respect to nutrition he pointed out that Americans have more food to eat than any other people and more diets to keep us from eating it. Nature, he concluded, is perverse, putting most of the vitamins in food we don't like. And with all these pills being publicized, a man in good health feels he is missing something if he doesn't use them.*

### **The Cycle of Life**

by George Barasch

Benjamin Franklin once said that, fifty is the old age of youth and sixty is the youth of old age. Ageing, according to the theory which is gaining widespread acceptance, is random destruction of cells caused by accumulative poisons from drugs, poor diet and the lack of exercise over a period of time. Cells die and are not replaced. Enzymes fail to function properly, energy production is reduced, the ability of the body to renew itself and recover from the destructive attacks of serious disease is seriously diminished.

You have no doubt seen old people who seem to be shrunken and wrinkled, and probably dismissed this phenomena as a natural part of growing old. It is. But only because there is a tendency to neglect the cellular structure and to permit it to be smaller with time. Living cells die and are not replaced. When they are not replaced fast enough the number of cells decrease and there is a shrinkage.

Ageing is also the result of damage done to the nervous, muscular and circulatory systems. The outer appearance is only a reflection of what is going on within the body.



*John Haberen, editor of Physical Fitness, has developed exercises and techniques designed to prolong life and arrest the erosion of the body functions.*

# How To Prolong Your Life

*by John Haberen*

A lot of people talk about exercise, but that is all they do—talk about it! You have probably heard some of your neighbors saying, “Well, you know, I am really on a jogging program. I jog every night.” (Or I go cycling every night, and I do calisthenics, and I swim thirty laps every morning). They even walk for several hours each night.

These people are only faking. They are only kidding themselves. I like to refer to these people as fad followers.

You know, when a book comes out on exercises, like Aerobics, suddenly everybody is on the Aerobics program. This book is a great one and it has fascinating and fabulous programs and exercises for your heart and cardiovascular system.

Perhaps the most frequently used expression at cocktail parties about a year ago, when the book came out, is how did you do in the twelve-minute run, which Dr. Cooper, the author of the book, suggested in the book.

They knew darn well that exercise was the “in thing,” and they didn’t want to be in the “out crowd.” So it is easy for them to say that they are working on the Aerobics program or some other program. Who’s going to check up on them?

Well, today it is a different story here at the Concord, for we are going to check on you and we are going to do some actual exercising. When you leave the room today, you can go back to your home and say, “I heard something about exercise, but I actually did some work.”

In fact, I think that exercise should be on the menu of every dinner meeting. Instead of having dessert, topped with cream and all the other fattening foods, I suggest taking a nice, leisurely stroll.

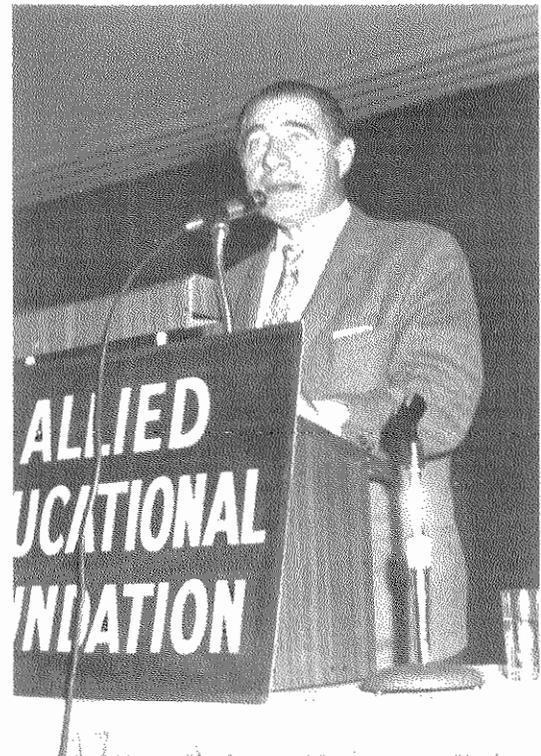
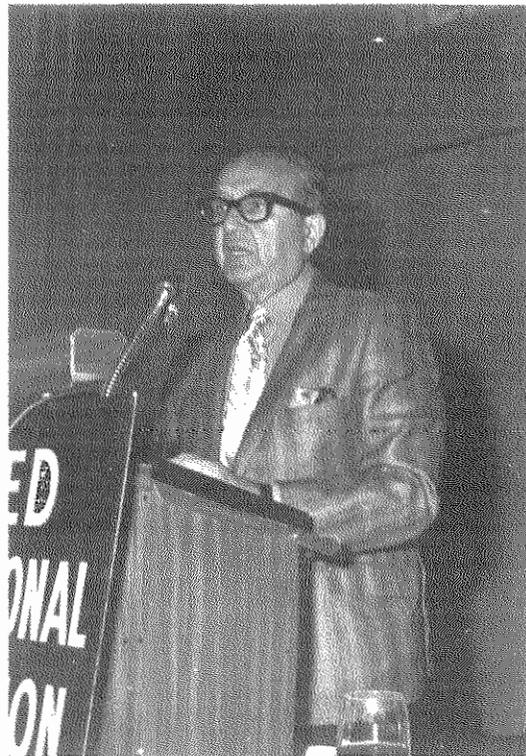
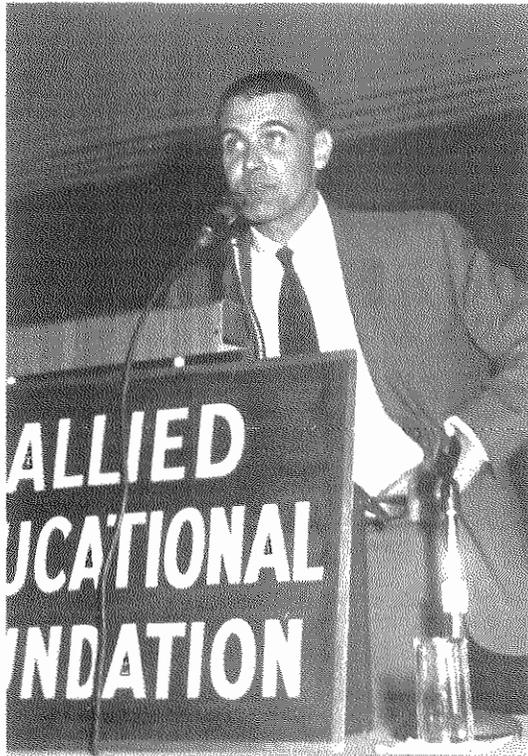
If you read the papers there are often a lot of reports you see about executives in the prime of life dropping over after a heavy meal. So my proposition is, starting today we will start a new campaign that after a dinner meeting, we do a little walking.

I do hope that at least one of these exercises we demonstrated sticks with you as you go home. Remember, with any exercise, no matter how strenuous, if you are going to start on a program, it is always good that you check with your doctor before starting any program. There are many cases of silent heart disease, which you and I don’t know about and which could erupt into a full case of heart attack, if you start to do strenuous exercises.

So the main point of the exercise today is to give you some idea of what you can do to limber up, work on your flexibility and strength.

Of course, we think that the most important exercise is cardiovascular exercise, the circulatory exercise for the heart and circulatory system.

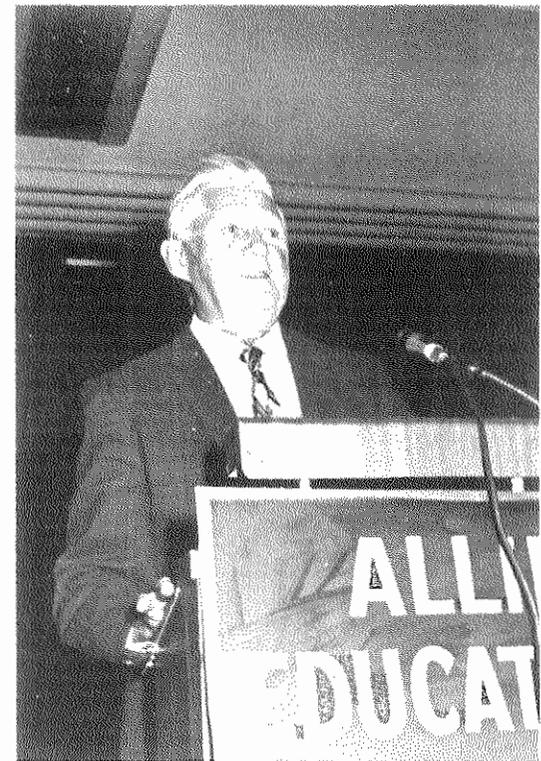
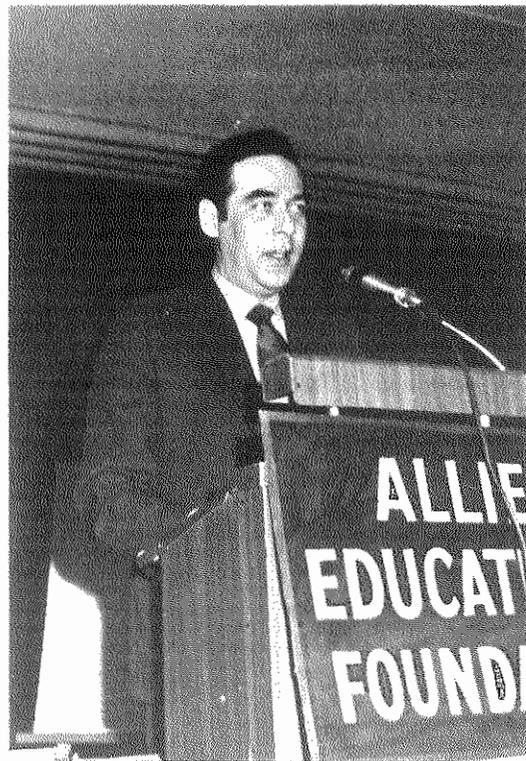
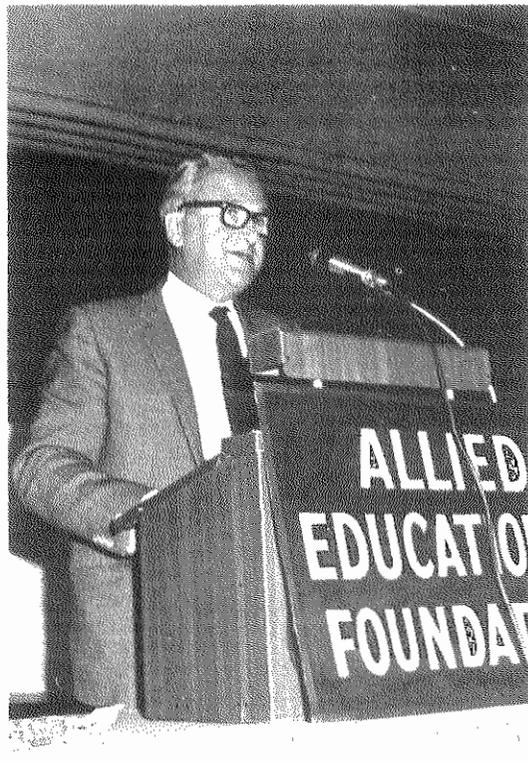
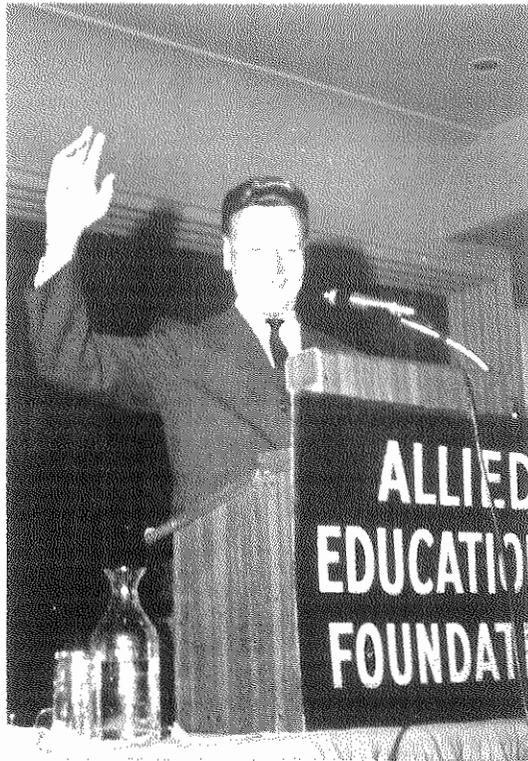
We all know what exercises and vitamins can do to you to keep you looking and feeling young, in helping to retard the aging process.

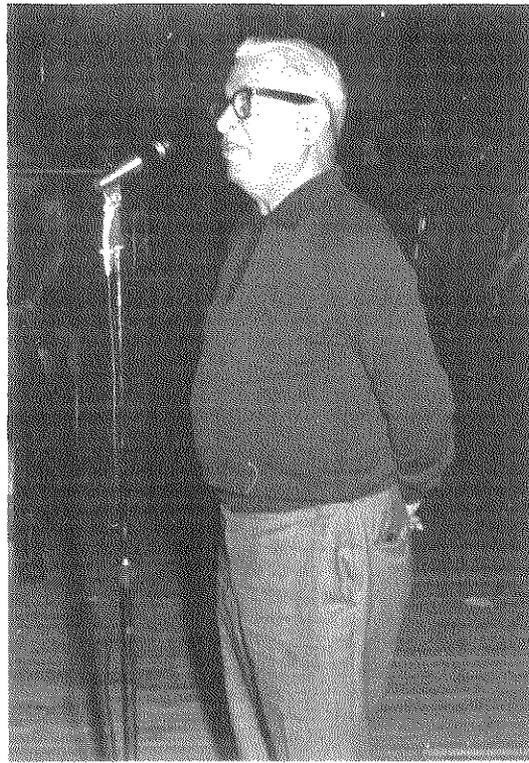


## CONFERENCE SPEAKERS

### GRACING THE PLATFORM

Among the speakers at the Health and Welfare Conference are, starting with lower right and proceeding counter-clockwise, Fred Englert, President of the Union Mutual Benefit Association; Dr. Herbert Dickstein, staff representative of the Medical Center; Abe S. Weiss, Public Relations Consultant of the Allied Educational Foundation; George Barasch, Director of the Foundation and Chairman of the Conference; John Haberen of the Rodale Press; Judge Simon Liebowitz; and Henry Freedman, Secretary-Treasurer of Local 815, IBT. The theme of the conference, sounded by Barasch, was to key mature men and women to living with themselves in a world of change, and to living better and more fruitfully than before.

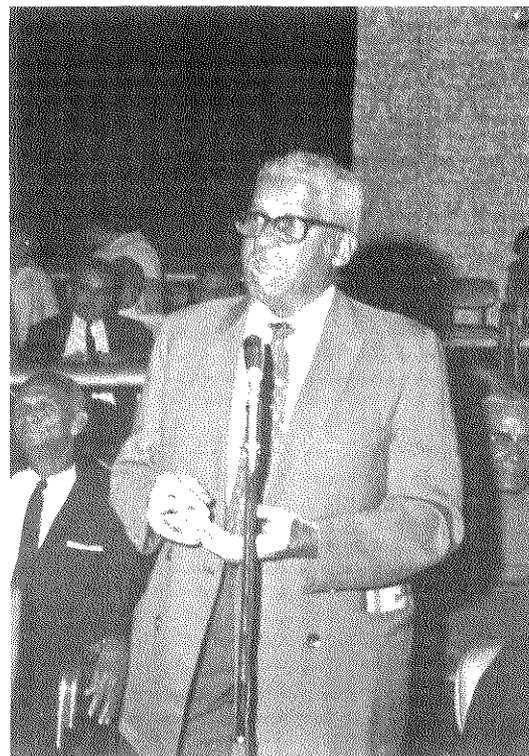
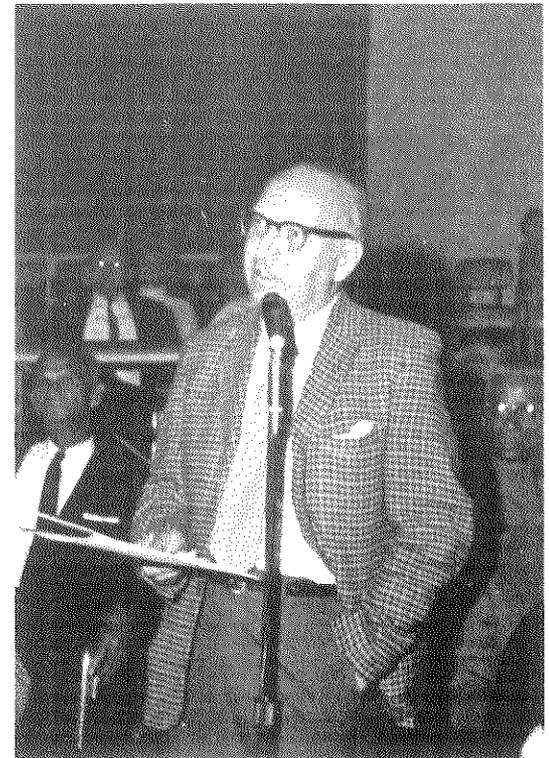




### QUESTIONS, PLEASE

*What about sex in your sixties and seventies?  
How much exercise should I take, and in what form?  
What about these miracle drugs and pills?  
What foods should I stay away from?*

*These and hundreds of other questions were thrown at the speakers, and they were fielded with considerable skill. But as Charles Gerras said, in his inimitable way: "Questions? That's something that makes animals such agreeable friends because they don't ask any." But our senior citizens asked, and the sessions were wholesome, constructive and interesting as well as entertaining.*



"NO GAIN WITHOUT PAIN"

## DRUG CONFERENCE EXPLORES PROBLEMS IN NOVEL COLLECTIVE BARGAINING APPROACH

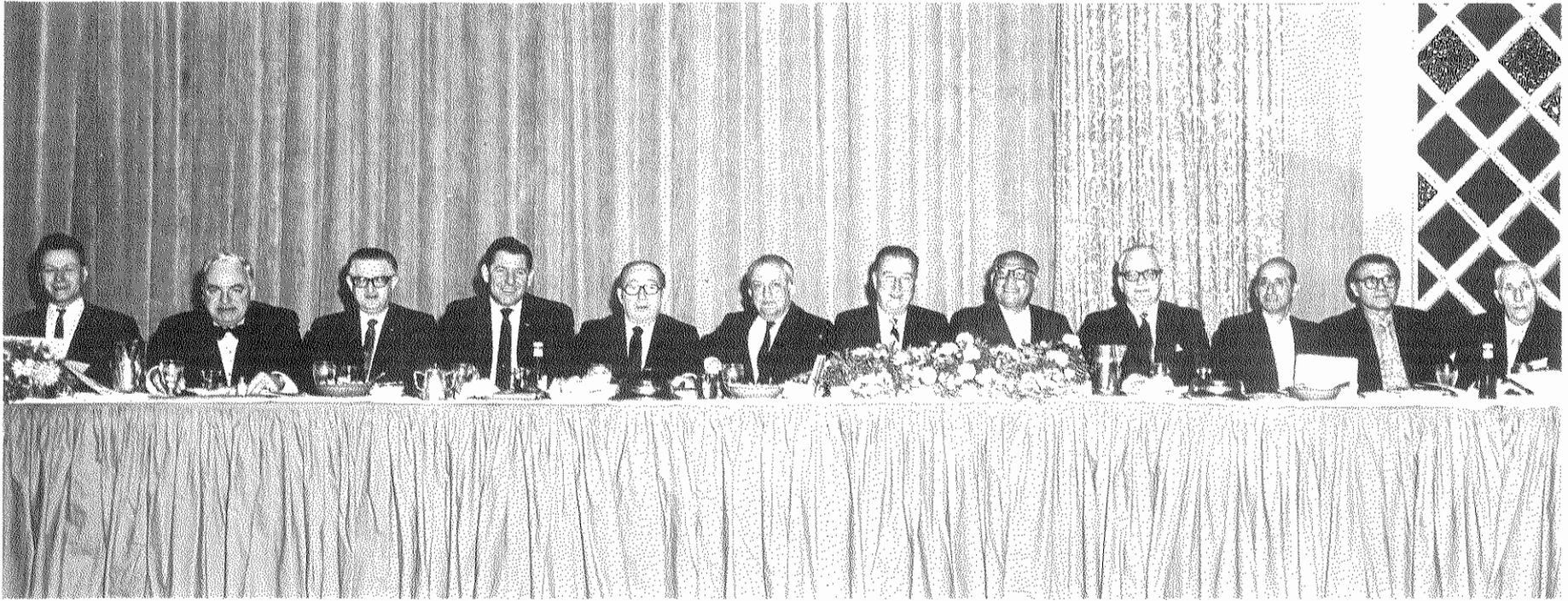
In keeping with that emphasis on the creative and the novel which has been so characteristic of its trail-blazing approach, the Allied Educational Foundation conducted a Drug Industry Educational Conference on March 29-30 whose objective was to lay the foundations for a new approach to collective bargaining negotiations. Approximately 700 shop stewards, committeemen and active rank-and-filers attended the week-end conference at the Concord Hotel where a frank and full exchange of views resulted in a consensus with respect both to negotiating guidelines and to raising collective bargaining sights.

The opening speaker at the Conference was George Barasch who was introduced by Chairman Abe Weiss, the Foundation's Public Relations Director, as a great leader who has placed his qualities of heart and mind—unbounded devotion, absolute integrity and sheer intelligence—at the service of his people. Barasch stated that the aim in holding the conference was to get away from the tensions and strain which invariably accompany collective bargaining and to set forth as well as to realistically evaluate the facts, however great the difference in interpreting the facts.

Stressing the need for independence on the part of working men and women, Barasch stated that what bol-

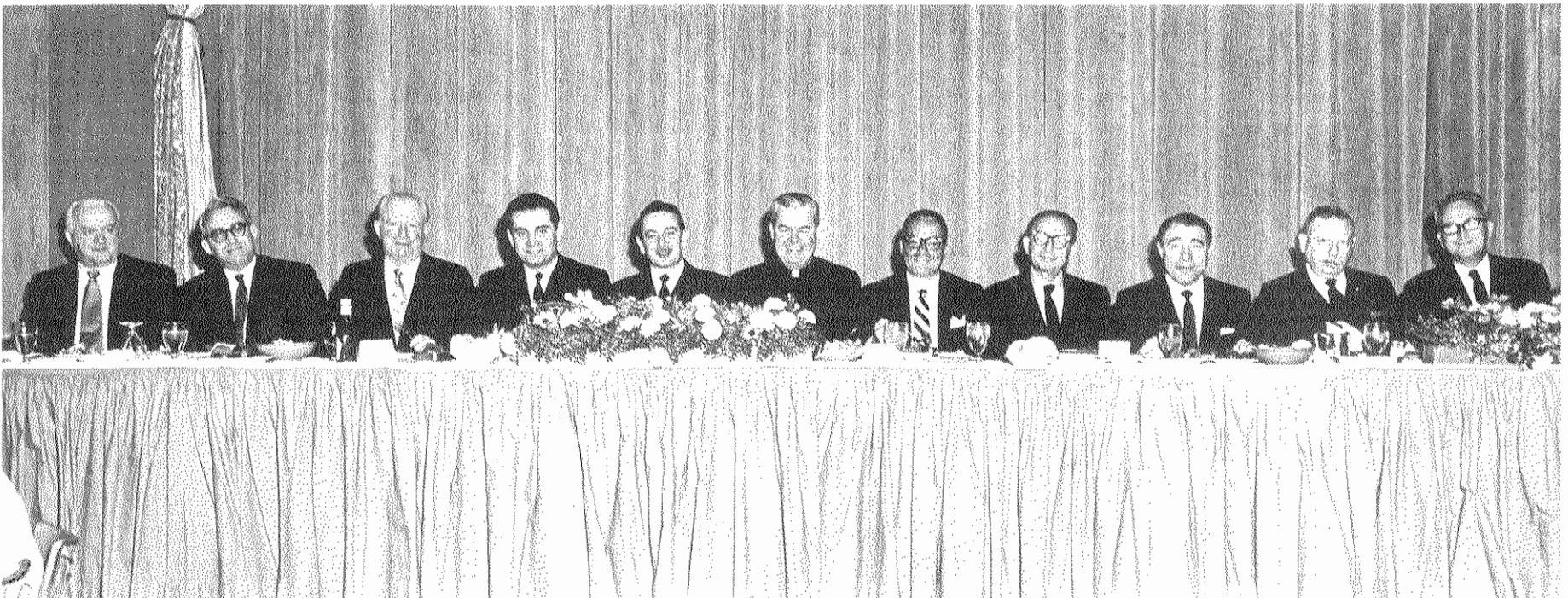
sters this independence are "effective labor unions, freely organized, and effectively controlled, expressing their own individual self-respect and ever alert to the change in the economic and political balance of power." He traced the history of trade unions in the United States, pointing out that we were born in a period of strife where the major objective was job security. Changes came during the war and in the post-war period—and symbolic of these changes was the inauguration in 1945 of the first welfare program in New York City. During the post-war years there was launched an intensive organizational drive, and the successful enrollment under the Union's banner of the plants in the drug industry was the foundation on which was built our pension program. Years later, ever-mindful to the dictates of change, the foundations were set up—blazing a new trail in the kind of educational projects, benefits and related activities necessary for our members to have a more fruitful life.

Following up on Barasch's remarks, George Baldanzi, President of the United Textile Workers of America, commended the Foundation's Trustees for having the vision to organize this forum to prepare members for the process of collective bargaining and for giving them the proper tools for this process. He noted that nothing came easy, using his own long experience in the labor movement to



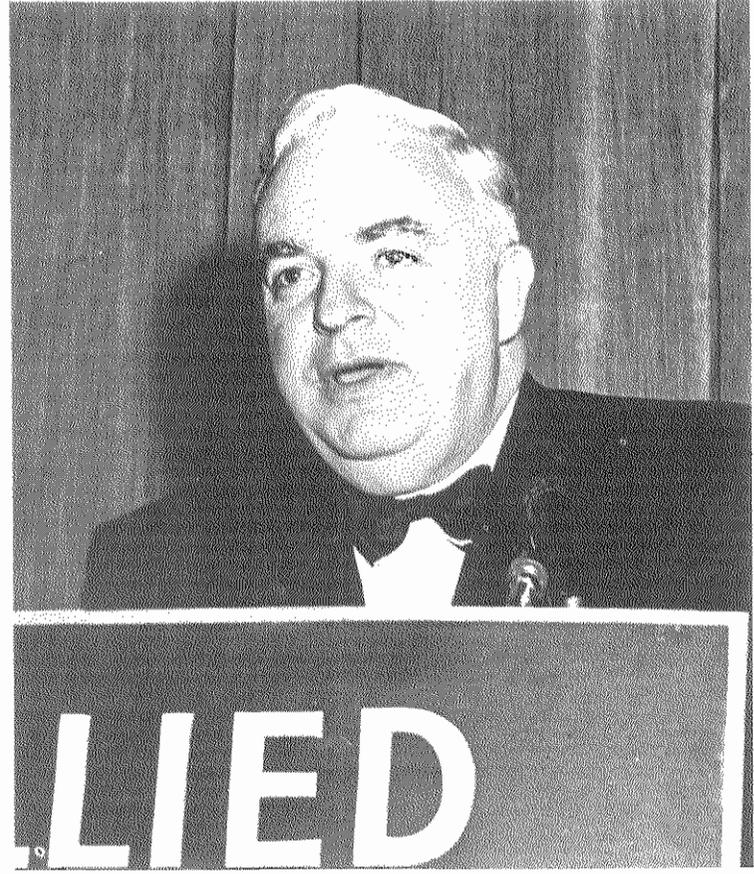
*Dais guests (above, l. to r.) are George Barasch, Director of the Allied Educational Foundation; Thomas Mackell, District Attorney of Queens County; Aaron Silver, Special Counsel to the Foundation; Vincent Tabano, President of the New York Police Honor Legion; Charles Feinstein, President, International Leather Goods, Plastics and Novelty Workers' Union; Matthew Solonger, Impartial Chairman of the Allied Welfare Fund; Paul Hardy, Trustee of the Allied Educational Foundation; Hyman Plotnick, Trustee of the Allied Educational Foundation; Nick Scusa, President, Local 815, IBT; Dr. Harold Leff, Director of the Medical Center; and Manny Tobias, Trustee of the Union Mutual Fund.*

*Below, in the same l. to r. order, are Frank Lasky, Vice President of the Allied Trades Council; Henry Hamburger, General Counsel of Local 815, IBT; Frank McGuire, former Inspector of Police; Richard Glazer, Trustee of the Allied Educational Foundation; Matthew Jaffe, Insurance Consultant to the Fund's welfare program; Father John J. Morrisson, Fordham University's Father-Minister and Spiritual Advisor to the Foundation; Judge Herbert Evans; Judge Simon J. Liebowitz; Henry Freedman, Secretary-Treasurer of Local 815, Teamsters; Judge Louis Kaplan; and Abe Weiss, Public Relations Director of the Foundation.*





*One of labor's greatest orators and a veteran of a thousand picket lines and collective bargaining confrontations, George Baldanzi, President of the United Textile Workers of America, A.F.L.-C.I.O., emphasized that the gains of the past are only the prelude to greater gains to come, adding that these gains are essential to stabilize the American economy by maintaining the purchasing power of workers.*



*Thomas Mackell, District Attorney of Queens County, was the featured speaker at the dinner terminating the Conference, expressing his gratification that George Barasch serves as a labor consultant in his office. He topped a penetrating analysis of the problems of drug addiction and control with a round of anecdotes and songs, the latter in an Irish baritone that regeled the audience.*

document the "suffering and privation which was necessary to insure the gains of the past." He pointed out that our country had the technology and capacity to reach a Gross National Product of one trillion dollars but that the increased purchasing power was an absolute necessity to insure that our economy was kept on a full employment basis.

Another featured speaker, Thomas Mackell, District Attorney of Queens County, gave high praise to George Barasch for his willingness to give of himself to help others, citing specifically Barasch's contributions as a consultant to his office. He enlarged on one of the major problems confronting not only Queens County but the city and nation as a whole that involved in drug addiction and control—an area "of special concern to you people who work in the industry."

It was the elements of what constituted a satisfactory contract that the basic theme of the Conference centered. Barasch emphasized that it was not the function of the Foundation to define collective bargaining demands or to determine their priority—that was the role of the Union. Among the many demands that were brought up for consideration, unquestionably the one with the highest priority and which elicited the greatest response from the members was an increase of \$40.00 weekly which was presented from the floor for consideration. In question and in discussion speaker after speaker took the floor to note the spiral in living costs and to suggest that the \$40.00 increase was necessary to keep pace with these higher costs. Since the Foundation could not participate in any action other than educational the discussion alerted the union officials as to the need and will of the members.



*In a down-to-earth speech, in which he traced the Union's trailblazing exploits, George Barasch discussed the economic problems now confronting the wholesale drug industry in the metropolitan area and evaluated the positive steps in the area of collective bargaining which must be taken to resolve these problems. There was a spontaneous demand from the floor by the members for a \$40 weekly increase as a priority item in the negotiations that will commence later this year.*



*Abe Weiss, Public Relations Director of the Foundation, opens the Conference, defining its general objectives and introducing George Barasch who was to supply the specifics. Listening with rapt attention are, l. to r., Buddy Hipes, Felix Vasquez, Ben Camendeco and Henry Freedman.*

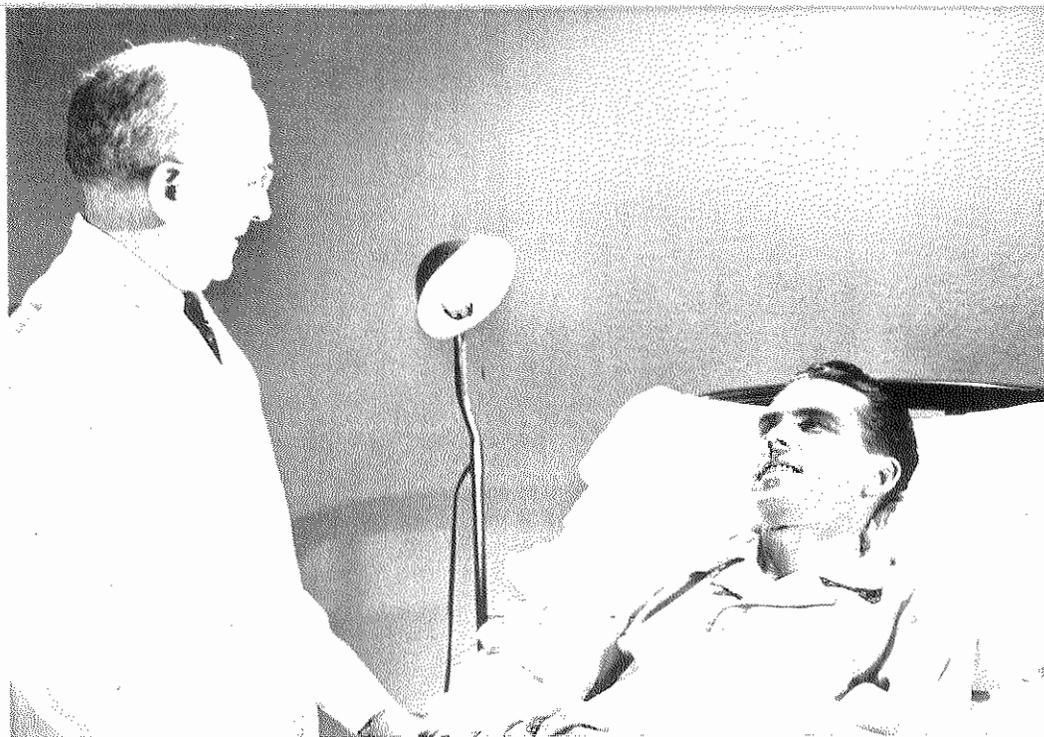
**"... ONE OF OUR COUNTRY'S  
BEST WELFARE PROGRAMS ..."**

That is the way a leading government official characterized the comprehensive benefits available to members of our Union and their dependents through the Allied Welfare Fund and the Union Mutual Fund. These benefits—which are given free of charge—were drawn up with a picture clearly in our minds of the once-crippling costs and anxiety of illness, accident and old age that plagued workers in our industry before the Union was founded. Now, thanks to the Fund, a worker who is injured or sick need no longer fear that his income will be cut off. Now, going to the hospital does not mean the complete loss of pay or the indebtedness which always accompanied illness. Now, he need not keep on drudging away in the shop or plant in those golden years where he is too old to work and too young to die.

Behind the operations of the Fund is the aim of giving to members of our Union a greater measure of security and dignity. That is why, year after year, there have been improvements in benefits and services. Below we are setting forth an itemization of these benefits, but we are confident that, good as these benefits are, there will be an even better program in the days ahead. That is what the Fund is all about, for however far we have come, there are—and there will always be—new benefits to be added if the Fund is to meet with deeds the needs of those who turn to it for help.

#### **BENEFITS AND SERVICES**

- 1. Complete Medical Examination**—Physical checkup, electrocardiogram, X-ray of heart, lungs, stomach and intestines, rectal examination, blood chemistries, urinalysis, together with diathermy treatments, physiotherapy, inoculations and immunization as well as consultation with staff doctors of the Medical Center and a written report, including, the most outstanding specialist service—without limitations.
- 2. Dental Care**—Examinations of oral cavity, X-ray of mouth, scaling and cleaning and every type of dentistry, including dentures, gum treatment, dental surgery, gold and porcelain capping, fillings, periodontal work and nerve extractions, among other procedures. (Limitation: \$300 annually).
- 3. Sickness and Accident Benefits**—Disability benefits of up to three-fourths of salary (to \$150.00), including state disability, for thirteen weeks.
- 4. Hospitalization and Miscellaneous Benefits** \$55 daily for room, for a period of 60 days, plus miscellaneous benefits of up to \$300.



**5. Surgical Benefits**—Up to a maximum of \$1,000, depending upon the kind of procedure.

**6. Surgical Consultation**—An outstanding specialist will make an exhaustive examination before advising you whether or not, in his opinion, surgery is essential or desirable.

**7. Maternity Benefits**—Up to \$400 toward the hospitalization bill for normal delivery cases and \$600 for cesarean or extra-uterine cases.

**8. Life Insurance**—Benefits of from \$4,000 to \$20,000, depending upon years of service.

**9. Optical Benefits**—Eye examination, one pair of glasses and all other optical and ophthalmic procedures and services.

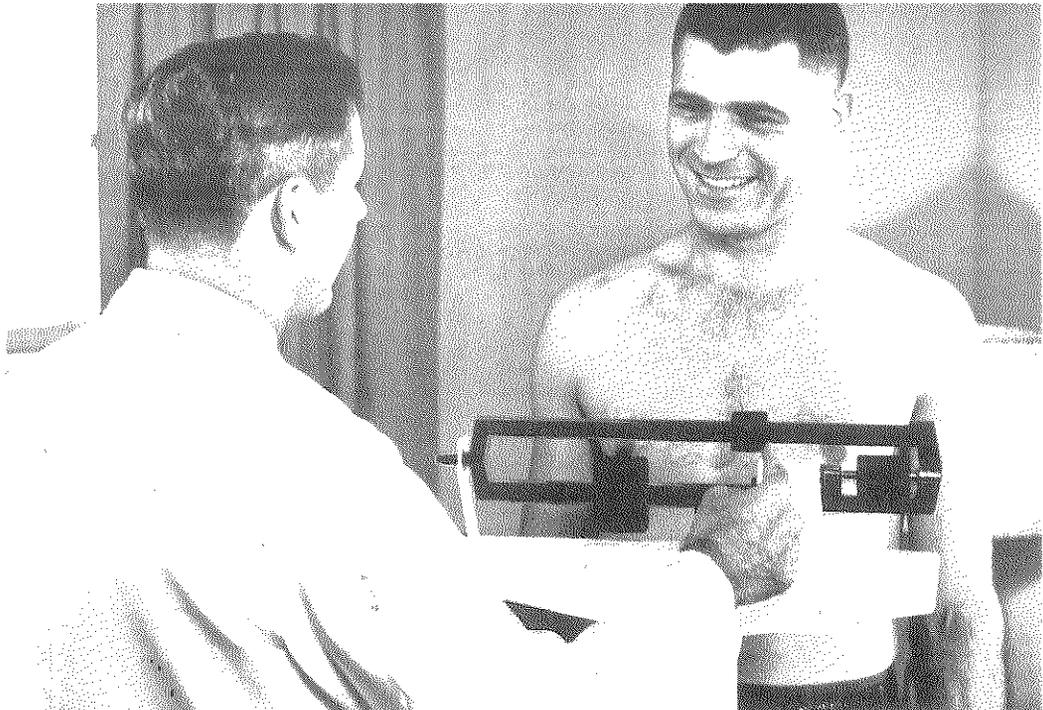
**10. Cardiac Care**—Through arrangements with the New York Cardiac Center, with its staff of outstanding doctors aided by trained nurses and other personnel, beds are always available for our members and eligible dependents who require extended convalescence after being stricken with a heart ailment.

**11. Pension Benefits**—Members can receive retirement benefits of up to \$400 monthly, including social security, and are eligible to retire as early as 62 years of age or after 15 years of service at reduced pension.

**12. Scholarships**—At least 20 and as much as 30 scholarships a year—worth \$1,000 each—are available through the Allied Educational Foundation for promising and meritorious children of members to pursue a college career.

Remember this: All of the benefits itemized above cost Union members nothing. Everything is given to members free of charge. Not one penny has to be contributed on their part to defray the cost of the insurance, sickness, hospitalization, surgery, dental and pension as well as the other benefits. This is truly a welfare fund of the members, by the members, for the members—and their dependents.

(Booklet with complete details available upon request)



**Complete Medical Examination**

**Surgical Benefits**



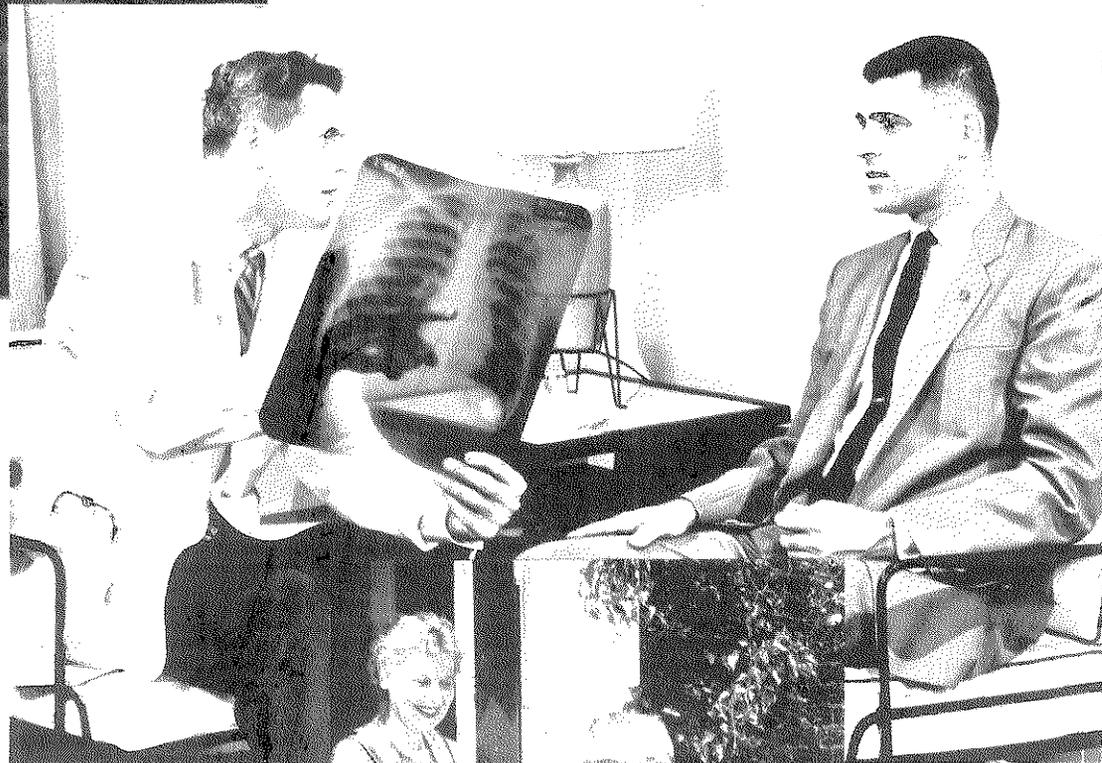
**Maternity Benefits**



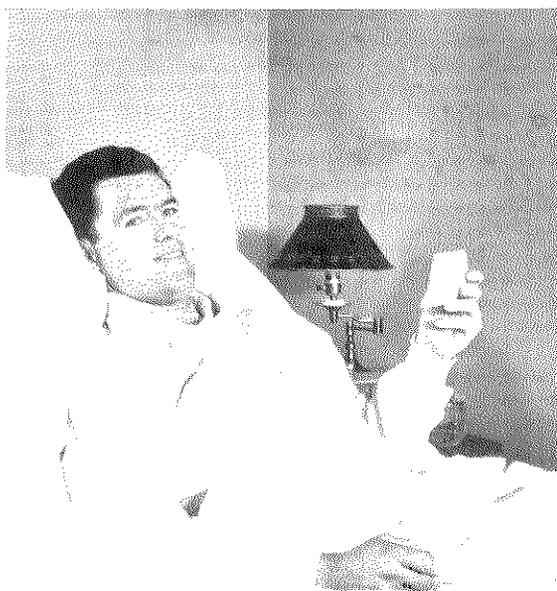
**Surgical Consultation**



**Dental Care**



**Sickness and Accident Benefits**



**Hospitalization and Miscellaneous Benefits**

**Pension Benefits and Life Insurance**

