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Our Activities in the Past...

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 constitutive 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 educati...
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 Patrick's School for Girls and Richmond Hill Latin Grammar 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 M. MAYEKS

Born in Manhattan and raised in the Bronx, Bill Mayeke spent his first education with his parents—Nicholas and Mme Mayeke—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 Scientist. He brought to that ambition a fine mind and a 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 Programs. At St. Francis College he continued that intellectual development which was to prompt his decision for the scholarship award.

NICHOLAS CURRO

Born on December 23, 1930, in Jersey, Monmouth, Curro 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 Yugoslav and his mother an American and both parents preferred the freedom and opportunity of this country to the Iron Brand of Communism. He matriculated in the New York City school system. He encountered some difficulty in mastering the English language as a junior high school student in New York but his proficiency increased rapidly, as was underscored by his academic achievements at St. Francis Technical High School. Particularly meritorious was his selection to the National Honor Society, given his flair for sports; his intent to major in chemistry at college.

GARY DAVID TERENCE
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A graduate of James Monroe High School, the Bronx, currently enrolled at Brandeis University, Gary David Terence played on the American history—"To me," he writes, "it is heavily 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 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 those views is his allegorical posture to life in the city—"this race of unnamed isles where once nature's beauty reigns unfettered." He lived in New York City until he was 12, then to Montgomery, Alabama, where "tree-stuffed through the trees, the full spectrum of nature beauties opened before my eyes." There he had full rein for his interests—sports as well as hobbies—boats, trains, and model rockets that actually fly. All in all 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.

ELLOD NADELSON

To be a doctor—and help cure the sick—of 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. Nadelson, 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 here—as a delivery boy and as a cabbie—and he has played hard, too. At his favorite sports—as a result of which I have gradually acquired a great 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.

DIANA REYNOLDS

A congenial and talented student, with a reputation for good work in the face of a problem, particularly if it is a problem in mathematics, Diane Reynolds is now attending Adelphi University in Garden City, Long Island. Her activities included her to play 4 years in P.S. 114, became a Special Program student at John Wilson Junior High School and obtain outstanding grades at Samuel J. Tilden High School in Brooklyn. Majoring in mathematics and science, 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 Beta Alpha but she is also assuming a leadership role in such other organizations as the Twisters, the Junior Council and the Council of '70.
SUZANNE GAGLIE

Twenty-year-old Suzanne Gaglione lives in Wallingford, Connecticut, with her parents. She was born to parents who were active in the community, and she has been involved in sports and the arts since childhood.

JANET PAPPALU

At 19, Janet Paper卢 is finishing up her two-year stint at Florida State University, where she is majoring in history and English. She plans to attend law school after graduation.

SHARON BISHURMAN

Up until entering college, the most important move in her life was attending a school for the deaf, which she attended from the age of six. She is currently majoring in education at the University of Illinois at Urbana-Champaign, where she plans to teach deaf children.

CHRISTINE KAPAN

At 18, Christine Kapman is a junior at the University of Pennsylvania, where she is studying psychology. She plans to attend medical school after graduation.

GREGORY LEARY

Brooklyn-born Gregory Leary is a senior at New York University, where he is studying economics and statistics. He is planning to attend business school in the fall.

LORRAINE MURPHY

Blue-eyed, brown-haired and attractive, Lorraine Murphy has been a student at New York University for the past two years. She is currently majoring in English and plans to attend law school after graduation.

ROBERT MENGESCHEL

Bob Mengeschei is a junior at the University of Illinois at Urbana-Champaign, where he is studying engineering. He plans to attend graduate school in the fall.

LUIS GOMEZ

Born in Havana on January 20, 1963, Luis Gomez remembers his childhood days as being "happy." He feels that his parents supported him well and that he was able to learn from them.

MARC E. MOSKOWITZ

"To be or not to be"—that was the question Marc E. Moskowitz put to himself as he decided to move to New York City. He is currently majoring in philosophy at the City College of New York.

LAWRENCE COWMAN

Larry Cowman saw the light of day six weeks after his parents, who had been married for ten years, were killed in a car crash in New York City. He is currently majoring in English at the University of California, Berkeley.

ROBERT SULLAE

Robert Sullae has portrayed himself in the face of family and financial difficulties, which have caused him to leave college. He is currently working as a waiter at a restaurant in New York City.

PETER JEFFREY KENT

At 20, Peter Jeffrey Kent is a junior at the University of North Carolina at Chapel Hill, where he is studying political science. He plans to attend graduate school in the fall.
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.
and to a luncheon which our British hosts gave with generous hospitality.

The more formal sessions were held at the 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 Gwn 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 Ovary, 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 Landsorganisationen (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

![Image of a man and woman at a conference event, with text overlayed on the image.](image)
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 Henriques 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 cooperative movement which plays an important part in the Swedish economy, and to the famed porcelain factory at Gustavberg 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 Sonarka, a Workers’ School not far from Oslo, and the second to the Eidermark 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 stone 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 Alf 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 there 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-
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 Gustavasberg porcelain factory. The water behind them is the Baltic Sea which forms an archipelago of 180 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.

Catherine DuBarry tickles the ivories and Charlotte Stainick gives a mezzo-soprano solo of "Getting to Know You" as Sophia Matz, Thomas Jingle and Jim P. Harvicks Italian atmosphere at a pre-selling reception by the Union for participants and their guests. These were a few of the idle moments before the hard work ahead.
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.

DEBARK

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 Attaché, 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.
A “bon voyage” toast in champagne was offered 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.

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

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 Radman, Ambassador; Philip K. Clow, Judge Louis Kaplan, Samuel Bankley and Jesse France.
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.

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 sightseeing 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.
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 com-
mon 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 con-
sider 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.
The Right to Dissent

by Adam Clayton Powell, Jr.

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 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-
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 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 1952, 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 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 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 willing 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.
Nick Scusa, President of Local 815, Frank Lesky, President of the Allied Trade Council, and Manny Tobias, member of Local 815's Executive Board, 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 Toerrits, Murray Baron, a political analyst, and Vincent Tehanta, 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 Barslay 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 DiFiorio 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.
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.”

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.
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 Mangnana and Judge Simon J. Liebowitz.
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.

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."
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.
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 with- out 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 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 obliged 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.

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?
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.
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 dissidents 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 Scuss congratulates his "peccoso", General August DiFlorio as Manny Tobis, Union Trustee, and Fred Engelt, 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 friends. 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."
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.

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.

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 20 years ago and, in addition, saw active service in the Merchant Marine and Navy during World War II.
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?
"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 Conferences 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 misgivings 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.
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 Goldman, 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.
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 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 anywhere, 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.
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?
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.

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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.
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.
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.
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.
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-file members attended the weekend 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 bolsters 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 of 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
Delegates (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 Benevolent Association; Charles Feinberg, President, International Leather Goods, Plastics and Novelty Workers' Union; Matthew Salinger, 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 Left, 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 915, 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. Morison, 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.
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 Barash 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 Barash, who was to supply the specifics. Listening with rapt attention are, I. to r., Buddy Hipas, Felix Vasquez, Ben Cerendeo and Henry Freedman.
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 chemistry, 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)