

I am deeply touched by this turnout tonite. I don't believe anyone

came out here because they want a job as an international representative. My influence with the UAW has diminished since my retirement so I take it that those who are here are my friends. And I want to thank you for giving up your favorite TV program or breaking a bowling date or some other engagement to come.

If I seem to be overwhelmed by gratitude -- forgive me. During my long years as a Labor Leader I have found gratitude isn't our chief virtue. I can think back to a long list of associates whom I have tried to help and who are no longer with me (going back to Toots Martin).. But I don't think this is the place or the time to review history... or to talk of my deeds or my misdeeds. After all the words that have been spoken it would be like putting more icing on the frosting of the cake.

Looking back 30 years I would say we have come a pretty long way in getting a better deal for the worker. Now if we can mobilize only a small part of that spirit when we first started this industrial union movement; if we can get just a small part of the effort and the sacrifice that those fellows gave, we can gain more in the next 30 months than has been accomplished in the last 30 years.

I don't plan to make a long speech... that is, long for me. But last week I told some negro ministers who met with me that there's a difference when a worker in a factory retires and a fellow who has made his living using his brains and his wits.

If the last couple of months in Florida proved anything to me it proved I wasn't going to be happy spending the rest of my life sunning myself on a rocking chair. If I can't do all I could 5 or 10 years ago I still can outthink -- and figure out a few short cuts to help the workers...or the retirees. And having

been doing this so long, I may as well go on doing it.

But nowadays it's not the worker that needs help so much as the fellows that have given up working...or the young fellows that want to work but can't...and they can't because there is no job to be found for too many of them.

Yet there is one simple remedy that can help both these groups of people...the young fellow looking for a job and the old-timer who has given his up. That is our Sixty Now program where we make it possible for the older worker to retire with a decent pay check so he can enjoy life and live in dignity. While we are helping him to a well-earned and long deserved rest we are helping create a job opening for the younger fellow just out of school.

Let me just give you a few facts before I leave this point.

The Social Security Department reports that the average monthly benefit to the 13 million people retired under this law is \$76.66. That is less than \$1,000.00 a year. If the President and the Congress really want to cure poverty here's a swell place to begin. Let's raise Social Security...and if we have to reduce anything, let's reduce the age...NOT the Social Security benefit.

The 1960 census report says there were nearly 3 and 3/4 million men and women between the ages of 60 and 64 working in this country. At the same time the United States Labor Department reported there were between 4 and 5 million persons unemployed. If we could make it possible and worthwhile for these older persons to retire on a decent benefit it would nearly take care of all the unemployed.

Now just let me make a final point. No one has to tell me that not all these young fellows have the skills or the aptitudes to take over all these jobs.

So I would like to recommend to our school and university officials; to

our legislators in Congress, in the State, to the county commissioners and to the City Council that they find the money to make available the facilities needed for training. I think you would find the employers, the unions and the public willing to do their part and carry their share.

It would mean that the present vocational facilities at Macomber and the University of Toledo would have to be expanded. I read that school officials in 5 counties in this area have gotten together to open a vocational school at the Rossford Erie Depot.

What would be wrong with the employers forming a joint committee with the teachers and the labor unions and making up a flexible training program so these youngsters could be able to fill all the openings in the plants and elsewhere. And why not follow a program such as the UAW skilled trades which I directed combining training in the school with that on the job.

I would recommend that once a fellow signs up for this training he has to finish the course and can't bid on some higher paid opening which might come up while he's learning. The youngsters today have to learn that it's not the quick or easy buck that counts but the ability and willingness to learn skills or trades that will stick with him a lifetime and give him the chance to get a job anytime, any place while the untrained worker is automated out of a livelihood.

I could go on for a lot more but I think these points are important. I am willing to help in this in any way I can...up to the limits of my resources.

In closing I think I should say I deeply appreciate your coming and the sentiments that were expressed. I want to assure everyone that I shall continue to make any contribution I can to help people so long as I can draw a breath.....