

Mr. HARDY. I am trying to see if I can understand what your intentions are, whether you have really established any policy in that regard. Do not misunderstand me, if you are developing some worthwhile policy here this morning, I think that is fine. But I do not think that we ought to try to understand something has been going on. For instance, you talk about on-the-job training. In the early part of the testimony I got the impression that there has been some extensive on-the-job training in the past. But now I get the impression that this is something about to start.

Mr. MONTAGUE. There was on-the-job training in the past because we had the one-phase machines and we had men who had been trained and had gained experience in it back in 1950. There was on-the-job training with regard to those machines.

Now we are starting with an entirely new machine.

Mr. HARDY. The on-the-job training does not mean anything to me unless we have some indication as to really what it consisted of.

Did a man, after he had taken his training course—I do not know how long it was for the B. & W. machine—did he have a competent and qualified—if there were such, and I doubt that there were—operator of this B. & W. machine assist him over a long period of time?

Mr. MONTAGUE. Yes.

Mr. HARDY. We have talked so much here that I do not know whether this is really concrete or whether we are just reaching into a hat for what was supposed to have happened.

Do you know, as a matter of fact, that for a period of—well, somebody mentioned a year, I think you did—for a period after the course was completed that actually the fellow who was going to become an expert had with him someone who was a qualified operator?

Mr. MONTAGUE. Yes; that was up until we started with our new machines. But now we have a three-phase machine and the inspectors who are trained in it are the first ones to get such training.

So we do not have experienced men who can give on-the-job training in this machine. These are the first men to get this training. In the future, there is no doubt we will use these men to give on-the-job training to people who may follow. But as of now we do not have people who had previously received training in these particular machines, who can give on-the-job training in them.

Mr. HARDY. You have six of those; is that right?

Mr. MONTAGUE. That is correct.

Mr. HARDY. You have six of those, so actually they are not receiving any on-the-job training, are they?

Mr. MONTAGUE. No; they are not.

Mr. HARDY. I got the impression that they were. This is an even more complicated machine than the others. So they are getting their on-the-job training by attending seminars, carrying along these graphs with them and interpreting them; is that what they are doing?

Mr. MONTAGUE. That is correct, they will be. But some of these men were B. & W. operators also. They did have the training on that machine.

Mr. HARDY. For whatever that amounts to.

Mr. MOSS. Would you yield at that point?

Mr. HARDY. Yes, Mr. Chairman.