

Shopcraft Unions has been extended to June 19, it would appear that a meeting as you propose is not now necessary."

I don't believe that seems to be a very well thought-out answer.

Secretary WIRTZ. I should think incomplete, at least. There is the subsequent letter that I just referred to. If it hasn't been made a matter of the record, I will introduce it as soon as I obtain it.

(See p. 142.)

Mr. FRIEDEL. We can make it a part of the record.

Mr. MACDONALD. I would like to see it, and also, aside from the exchange of letters, I hope that the matter will be taken up because whether or not a national emergency does exist would depend in large degree on what material the unions say they will carry.

Secretary WIRTZ. Mr. Chairman, I would simply respect the request of any member of the committee, regardless of anything else, that there be such a meeting and I will undertake to see that there are conversations of that kind.

Mr. MACDONALD. Thank you.

Mr. FRIEDEL. Mr. Springer.

Mr. SPRINGER. Mr. Secretary, it seems to me the big issue, at least as I see it, in which these particular unions are interested is this whole question of differences in abilities and skills.

It is my understanding, Judge, that you included job evaluation as one of the important recommendations of your committee.

Is that correct?

Judge FAHY. The Emergency Board, which was chaired by Mr. Ginsburg who was here Tuesday, recommended a job evaluation, in recognition of the fact that there were inequities which had arisen over the years—differentials between the skilled and the less skilled.

That Board also recommended—in connection with the job evaluation—the creation of what was termed an escrow fund from the carriers, out of which these inequities would begin to be compensated for as the job evaluation progressed.

Mr. SPRINGER. How long does the job evaluation take?

Judge FAHY. It wasn't specified.

Mr. SPRINGER. Did they put a limit on the time of the job evaluation?

Judge FAHY. 120 days, yes. And if they did not agree, it was to be arbitrated.

Mr. SPRINGER. On this job evaluation, there is a 120-day period. If they come to a conclusion at the end of that time, then this escrow fund was to pay these differences in skills. Is that correct?

Judge FAHY. Yes. But when my group came along—I was not on the Emergency Board—I was the Chairman with Dr. Taylor and Dr. Dunlop, of the Special Presidential Panel of Mediators which was appointed during the 20-day extension period.

Mr. SPRINGER. What did you recommend?

Judge FAHY. On that problem of the job evaluation, we took a somewhat different position but one which we thought was consistent with the general approach of the Emergency Board. That was this: We thought some "downpayment" should be made to the skilled without awaiting the completion of a job evaluation and its uncertainties.

Mr. SPRINGER. Did either party accept that?