

Judge FAHY. I think without violating any mediation technique, one might term it, that is now accepted by both parties, but the amount has not been accepted. That approach was accepted.

Mr. SPRINGER. Let me dwell on this evaluation on one more problem. It is my understanding on the limited research my staff has made, that there is a substantial difference between what, we will say, a machinist on the South Side of Chicago gets who works in the yards—this is a technically different question from what you are talking about, Judge—and a machinist at O'Hare Airport, which may be in the nature of 50 cents to 75 cents an hour more, I understand.

If I am wrong about this, we will correct the record. Was anything done on that kind of evaluation as between the same skills in the same union, in the same community?

First, is my conclusion correct about this, Judge?

Judge FAHY. Yes. The principal emphasis on the job evaluation was on the compression—let me put it another way.

Mr. SPRINGER. That is within the railroad industry between the skilled and the unskilled. I am talking about another problem now, the skills within the same union, apparently doing approximately the same job. I don't know whether it takes more skill to be a mechanic on an airplane than it does on a train or not. But I take it they are relatively in the same category.

Judge FAHY. That element of differentiation was not pressed upon my group.

Mr. SPRINGER. By anybody?

Judge FAHY. No.

What was pressed, Mr. Springer, was the differences between the skills in the mechanics and journeymen in the railroad industry and comparable skills in other industries.

Mr. SPRINGER. The point I am raising in the second issue was not raised?

Judge FAHY. I wouldn't say it wasn't raised. That would be going too far. There was a suggestion by the carriers that the job evaluation would disclose not simply the differentiation—which was conceded—between the mechanics and journeymen in the railroads and in General Motors, for example, but also that some of the skilled within the unions themselves were less skilled than others, and that that should be taken into consideration.

Mr. SPRINGER. In other words, then, even within a union group there is a difference as to if you are doing a certain job you should receive more than if you are doing another job, even within the machinists or some other skills, is that right?

Judge FAHY. Yes; I think that is correct. But let me add in defense of what our group did, and I don't want to enlarge upon it because it would be subject to Resolution 559 if it passes, it would be subject to the reappraisal of the different group. We recommended in our mediation proposal of April 21, that we begin immediately to rectify that inequity by 5 cents an hour increase in the wages of the skilled.

Mr. SPRINGER. For each 6 months' period?

Judge FAHY. April 1, 1967. And another 5 cents October 1 of this year, and the final 5 cents next year.