

date for conference, which must be held within 30 days from the date of the notice, unless there is a mutual agreement to defer.

There was no such agreement and, therefore, the initial conferences were held as prescribed by law.

In June 1966, on various dates, the carriers, parties to the dispute, served counterproposals. Conferences were held by the parties in July and August 1966. These conferences were between the system committees and representatives of the individual railroads. No agreements were reached.

In the meantime, the unions had requested that the dispute be handled on a national basis.

On September 28, 1966, discussions and negotiations began at the national level. On October 12, 1966, the parties mutually agreed to request the assistance of the National Mediation Board.

On October 19, 1966, mediation began and continued intermittently through January 6, 1967.

On October 25, 1966, the unions authorized a strike for February 13, 1967.

On October 27, 1966, the Chairman of the National Mediation Board proposed a settlement to the parties. The settlement proposed by the National Mediation Board followed almost completely the pattern settlements that had been made with several other unions.

The railroads accepted this proposed settlement, but it was rejected by the unions.

On January 6, 1967, the National Mediation Board, carrying out a mandatory function under the Railway Labor Act, proffered arbitration to the parties and endeavored to induce the parties to refer the dispute to the procedures of arbitration. The carriers accepted the proffer of arbitration; the unions rejected it.

On January 28, 1967, President Johnson, after being notified by the National Mediation Board that the dispute threatened to substantially interrupt interstate commerce so as to deprive the country of essential transportation service, created Emergency Board No. 169.

That Board, whose members I identified earlier, was chaired, as I indicated earlier, by Mr. Ginsburg.

For brevity and perhaps more precise identification, I shall hereafter refer to the Emergency Board as the Ginsburg Board.

The Emergency Board began its hearings on February 1, 1967. The parties, at the suggestion of the Board, streamlined their respective cases so that only material sufficient to bring out all of the essential facts in the case, and establish a clear understanding of the issues involved and possible solutions was presented.

That material was presented through exhibits, witnesses, argument of counsel, and finally the closing argument which, at the request of the Emergency Board, was submitted in the form of briefs.

The recommendation of that Board, in our opinion, was generous, very generous. Those recommendations did provide for a peaceful solution of what had become a very perplexing and disturbing controversy.

After most profound deliberations on the part of those of us who have the responsibility of representing the carriers, we concluded that the best interests of the public, of the employees, of the unions repre-