

Pickle is a sound bill and ought to be given very profound consideration.

But I also think, and perhaps I think this more strongly than anything else, that if Congress decides that something should be done, then I think the Congress should enter into this with the idea that the equities of all interested parties will be preserved, but these entirely too frequent crises should be avoided and something should be worked out that will be an effective remedy.

Mr. BROWN. Do you see any "daylight" in the possibility of Federal legislation which would eliminate the nationwide nature of this problem?

Mr. WOLFE. That has been discussed by a great many people, but I honestly believe that it would do more damage than good. I make that statement for this reason: The unions would be severely handicapped if they had to handle, in particular, their wage movements with each carrier.

Keep in mind there are over 200 railroads in this industry. If a union sought to secure a wage increase and they had to go from railroad to railroad, by the time they finished with the 200 railroads most of the beneficiaries would be retired before they got it. It would put a terrible handicap on the unions.

Also, wages for most of our employees are pretty much standardized. You have the problems of ability to pay and many other things. I really do not think that it would improve collective bargaining. Instead, I think it would bring about a deterioration of collective bargaining. I just cannot believe that the unions would support that.

Mr. BROWN. I might say I am not sure that House Joint Resolution 559 will improve collective bargaining either.

The CHAIRMAN. Mr. Satterfield.

Mr. SATTERFIELD. Thank you, Mr. Chairman.

Mr. Wolfe, you have been questioned at some length about specific issues in this dispute. I don't doubt but what there will be additional testimony in this area by future witnesses. That brings to mind a point I would like to pursue.

In answer to a question by the gentleman from Illinois, you stated this morning there were two general areas of dispute, one being the amount of money involved and the duration, and you stated the third being the adjustment of inequities.

Are you talking here about—and I base this on a statement made yesterday that you recognize that there are inequities that ought to be corrected—the question of job evaluation? Is this where the dispute lies in this area?

Mr. WOLFE. It does to a great extent, Mr. Satterfield. The Emergency Board, that is Emergency Board No. 169—and by the way, the previous Emergency Board found the same situation and reached the same conclusion—found a comparison of rates, basic rates, must be accompanied by a comparison of skill requirements, and that can only be accomplished by a job evaluation study.

Mr. SATTERFIELD. Is the question of a job evaluation study in dispute?

Mr. WOLFE. Yes, sir.

Mr. SATTERFIELD. It is also a question in dispute as to who is to conduct such a study?