

to strikes in the industry indicates to you how well the organizations have handled this situation.

Compulsory arbitration is something that is like waving a red flag at a group of workers, whether they be railroad workers or other workers. It is compulsion.

We have agreed to voluntary arbitration in many, many cases. But whenever the railroads get to the point where they think that all they have to do is say no, and force us into compulsory arbitration, then the freedom of our men disappears.

We can't do that in a free land such as we have in America. We could expect something like that in a Communist country.

Any action that is taken here to deprive our workers of their right to strike is certainly going to be exploited in every Communist country in the world, because it is going to have a serious and a very material effect.

I would like to say very briefly something about our meeting over in the Pentagon on Tuesday.

We were told at the beginning that they had already made up their minds that our plan was inoperable even before we had the opportunity of explaining how it would be handled.

Based on my experience in the railroad industry, and that is based upon 20 years' experience actually working on the railroads in various capacities which gave me an opportunity to not only observe but participate in many railroad operations, I say that our plan is a plan that can be worked out.

I want to point out to you in 1959 the Air Force did believe our plan would work out, and the railroad management joined with us in saying that we would work out a system. But here we found that the determination had already been made, and regardless of how feasible the operations would be under what we proposed they said, "Well, the decision has been made and we are not going to change it."

That is, in effect, what they said.

With respect to the compulsory arbitration that is now present in the so-called minor disputes, years ago on the railroads when you had a large number of disputes on the railroad a group of organizations would band together, set a strike date, which would immediately result in conferences with the railroad management, and those grievances on the individual railroads—in some instances going up to 100 or more—were settled.

Years and years ago I can only recall one strike in connection with that of any moment, and that was on the Missouri-Pacific Railroad. But generally they resulted in settlement of those disputes.

Then the Supreme Court decided that on minor disputes they must be submitted to the Adjustment Board. Then the backlog on the Adjustment Boards began to rise until today the first division, which handles the operating organization cases, is 8 to 10 years behind in their decisions on disputes.

We are receiving decisions now from the third division to which the clerks, maintenance of way, signalmen, telegraphers, train dispatchers, and other organizations take their cases—we are getting decisions now on cases that were filed 8 to 10 years ago.

That is what happened when the Supreme Court put into effect compulsory arbitration on the Adjustment Boards.