

Mr. FRIEDEL. Can you now strike on any particular railroad, or two or three, without disrupting the whole service throughout the United States?

Mr. LEIGHTY. Yes.

There isn't any one railroad or two railroads in the Nation that are absolutely essential. There are other means of transportation that can handle the traffic they haul.

If the national railroads were struck, they would all go down at one time.

There would not be, in our opinion, sufficient transportation to carry the goods of the Nation if such a strike should occur.

Mr. FRIEDEL. Mr. Wolfe made a statement that 74 percent have agreed to settlement, leaving around 26 or 27 percent who have not. Is that a correct statement?

Mr. LEIGHTY. No; that is not a correct statement. They have signed agreements, yes, but it isn't on the so-called pattern principle.

There were additional items considered in every one of those settlements. For example, in the Trainmen's settlement, instead of being effective from January 1, 1967, to January 1, 1968, it went back to August 12, 1966, and those employees received an increase of 5 percent from August to January that these other employees did not get.

They also received what amounts to 2 cents an hour increase in their health and welfare benefits. They also received \$2,000 life insurance for employees who retire after a certain date.

The Firemen settled on a somewhat similar basis.

In connection with the Railway Clerks, they settled for a 5-percent increase. They also received a commitment from the railroads with respect to away-from-home expenses as well as some other commitments that I am not in a position to discuss here.

Mr. FRIEDEL. They were agreed upon, is that correct?

Mr. LEIGHTY. They were agreed upon settlements, but the point I am making is that they are not pattern settlements. I say there isn't a pattern in this industry at this time.

Mr. FRIEDEL. I am not speaking of any pattern. He made a statement that around 73 or 74 percent have settled.

Mr. LEIGHTY. Yes; that is true.

Mr. FRIEDEL. So it is only around 26 or 27 percent where there is no agreement. How far apart are they? Are they close on this thing?

Mr. LEIGHTY. Officially or unofficially?

Mr. FRIEDEL. Any way you want to give it.

Mr. LEIGHTY. Officially they are quite a ways apart.

Mr. FRIEDEL. Unofficially?

Mr. LEIGHTY. Unofficially they are not too far apart.

You appreciate, Mr. Congressman, that in negotiations neither side makes the disclosures. It is a matter of bargaining. Neither side makes a disclosure of what they would actually settle for because that jeopardizes their position in bargaining. You just approach it gradually.

If you say, "I will take this and nothing else," then the charge is made you have set your feet and you are not negotiating fairly and properly. That isn't done in collective bargaining, and it isn't possible in collective bargaining.

Having participated in collective bargaining on a national basis since 1946, I can tell you that in cases where on the surface they were