

miles apart, they were very close together and a settlement was made in less than a week.

Mr. FRIEDEL. When was the last time you had what would be called a free collective bargaining meeting?

Mr. LEIGHTY. Insofar as my particular organization is concerned, we are one of the organizations that disposed of our dispute. I am president of the Transportation Communication Employees Union, which, together with the Maintenance of Way Employees, the Signalmen and the Dining Car Employees settled on January 13, 1967. Our settlement was 5 percent for 1967 and 2½ percent for the first 6 months of 1968.

It was a firm conviction of the organizations involved that the settlement in 1968 would eventually be 5 percent. We also secured an agreement with respect to negotiated away-from-home expenses which is a very important item to us.

We are also free to negotiate on any other subject except wages at any time, and on wages as of July 1, 1968, we can begin our negotiations. That is, we can begin our negotiations 3 months in advance of that date.

Mr. FRIEDEL. That 5 and 2½ percent, how long does that work? Is it for 1 year?

Mr. LEIGHTY. The 5 percent was for 1967. An additional 2½ percent will be applied effective January 1, 1968. We can reopen on July 1, 1968. I will say to you very freely that when we made that settlement of 2½ percent for half a year, we fully expect to get 5 percent for the year.

Mr. FRIEDEL. What would that run over a period of 2 years?

Mr. LEIGHTY. How much money?

Mr. FRIEDEL. Not money, percentagewise. You are talking about 5 percent for 1 year and 2½ percent for 6 months. Is it 7½ percent?

Mr. LEIGHTY. It would amount to 7½ percent as of July 1, 1968. But very frankly we hope to make that up in the rates that will eventually become effective July 1, 1968, so our increase for the year would be 5 percent.

Mr. FRIEDEL. I think my time is up.

Mr. DINGELL. You have 1 more minute.

Mr. FRIEDEL. I was told they are not too far apart but because of this 2½ percent that was given to some other unions it will bring a variation down on the 5, 5, and 5. They feel because one settled on 2½ percent they are out of line that much.

Mr. LEIGHTY. If they settle for the 6 percent and the other organizations that are open on January 1, 1968, settled for 5 percent, which in my opinion they certainly will secure, the shopcrafts on July 1, 1968, are not only going to be 1½ percent behind, but they will be 4 percent behind.

Mr. FRIEDEL. That is what I understand. They will be behind.

Mr. LEIGHTY. That is correct.

Mr. DINGELL. Mr. Devine.

Mr. DEVINE. Thank you, Mr. Chairman.

Unfortunately I was detained and didn't have the benefit of your complete statement, Mr. Leighty. I would merely say this to you: Sitting up here we get the impression that management and labor