

After the Emergency Board report, meetings with the carrier committee totaled 2 hours. Meetings with the Labor Department officials, including Secretary Wirtz, Under Secretary Reynolds, et cetera, totaled 7 hours and 20 minutes. Meetings with and before the Fahy Panel totaled 23 hours and 40 minutes on the dates of April 14 to 23, inclusive.

The subsequent meetings after the Fahy Panel report with the carriers involved 40 minutes. That was the total time.

To continue with my statement, meanwhile, in late October 1966, our members in every union and every craft had voted overwhelmingly to strike if necessary to achieve a satisfactory agreement. However, contrary to what has been previously testified to you by the carrier witness, no strike date was set by us until months later after exhaustion of all procedures of the Railway Labor Act.

The reason for the overwhelming strike vote lies in our members' lagging pay. The skilled shopmen, who include about three-quarters of our total group, earn less than \$3.05 an hour. After deductions, many of them take home less than \$100 a week. Yet they see men with comparable skills in other industries earning far, far more, in some cases as much as \$1.50 an hour more.

Judge Charles Fahy, chairman of the President's special mediation panel, publicly confirmed this drastic pay lag of the skilled shopmen. He told the Senate Labor Committee on April 24 that these men "are at a lower rate than comparable skills in other industries * * *. The figures we have on the differential range from 40 cents an hour to 60 cents."

The skilled railroad shopmen have been and are being drastically squeezed by lagging pay and rising costs of living; that is why they marked "Yes" so overwhelmingly on their strike ballots.

As for the laborers we represent, their pay is even less. Moreover, the railroad shopmen received a wage last year of only about 3 percent; as you know, consumer prices rose last year by 3.3 percent.

The railroads would like you to think that we who represent the railroad shopcrafts are a handful of stubborn men, bent on making trouble. That is simply not true. There is a wide unrest in this country today.

I know you are conscious of it. And this unrest is not limited to college students, or Negro slumdweller, or peace marchers. It is very, very widespread among the railroad shopmen who see frustration at every turn in their effort to gain the pay they deserve and need to support their families.

We, their leaders, sincerely want to negotiate a fair settlement of this dispute. We have tried to negotiate one. We are still trying. But the railroads refuse. They seem to think they hold the whip hand—as indeed they will, if you deprive us of our only economic weapon.

The President on January 28, 1967, appointed an Emergency Board in this dispute, which issued its report and recommendations on March 10. The members of that Board were no doubt well-intentioned gentlemen, but their recommendations were inadequate and in important respects impractical.

Probably the worst aspect of those recommendations was the Board's proposal for a "job evaluation study" of a kind which would be long and costly, which would probably take no account of the "custom"