Mr. SPRINGER. Can you tell me what you think that recommendation is so that we can see it here in dollars and cents?

Mr. RAMSEY. The recommendation insofar as wages are concerned is, of course, a 5-percent increase the first year, a job evaluation study, and they recommend that we withdraw all other proposals with the exception of the vacation proposal, which would be in line with the others, 3 weeks after 10 years.

In that recommendation, of course, Emergency Board 169 made no suggestion of any specific amounts that might be paid to erase the inequity that exists between the unskilled, semiskilled, and the more skilled employees. They merely recommended job evaluation.

Mr. SPRINGER. Substantially, then, if I understand you correctly, the railroads' offer is 5 percent plus job evaluation. I think Mr. Wolfe used the words "plus escrow to be agreed upon."

Would you say that is substantially the situation?

Mr. RAMSEY. Mr. Wolfe informed us when the subject was first discussed, after the Panel recommendation, that there was no reason to establish any escrow fund of any nature until job evaluation had taken place and a determination made as to how much was needed, if anything, and at that time, certainly, they would pay it, but they didn't need any escrow fund.

Mr. SPRINGER. Then it would be your position that it is 5 percent plus job evaluation?

Mr. RAMSEY. With the exception, as I said in my statement, that at our last meeting he said that in light of this 18-month recommendation from the Fahy Panel, they would consider placing in effect for a contract not to exceed 18 months an amount not to exceed 6 percent on the general wage increase, and that they would consider placing in effect the first 5 cents, and during the ensuing 120 days they would cause a job study to be made.

At the end of the 120 days, which the railroads consider adequate time, they would determine whether any more money was needed in connection with these inequities, or not. At that point, I raised a question, "Well, you are still thinking in terms of job evaluation and possibly lowering the rates on some jobs." He agreed that that was their thinking.

Mr. SPRINGER. Could you tell me what you believe is the brotherhoods' offer at this time?

Mr. RAMSEY. At this time our firm offer remains at 6½ percent on the general wage increase to be effective January 1, 1967, and, in addition, 12½ cents toward erasing the inequity and, effective January 1, 1968, an additional 5 percent on the general wage adjustment, the basic wages, with an additional 12½ cents toward erasing the inequity.

Mr. SPRINGER. That is substantially where you are at the present time; is that correct?

Mr. RAMSEY. That is correct.

Mr. SPRINGER. Could you give me this information: I would assume that since you have 5 percent and job evaluation, 5 percent is what they have offered in the way of an increase, outside of job evaluation. So I am taking 5 percent as the only thing that I have firm at this time.

What would your offer be in terms of percentages in the 2-year period over what it is as of January 1, 1967?