

Mr. DEVINE. So it is increased productivity?

Mr. RAMSEY. Increased productivity.

Mr. DEVINE. More responsibility?

Mr. RAMSEY. Yes, increased productivity with the diesels and with the equipment that is now used in cars and so forth, roller bearings and so forth, to be repaired. It calls for high precision work over and beyond what it was 40 years ago.

Mr. DEVINE. Do you look upon collective bargaining generally as a one-way street?

Mr. RAMSEY. Never.

Mr. DEVINE. I asked that question because on page 6 of your statement you point out the very strong objections that the shopcraft unions have to the recommendation for a job evaluation study because you say, "It might well result in cutting some of the pay raises."

Mr. RAMSEY. That is an admitted fact. The organizations, all who hold collective-bargaining agreements in outside and diversified industry, have had experience with so-called scientific job evaluation, and always wound up on the short end of the horn.

Mr. DEVINE. But you feel that any negotiations should always result in an increase in pay.

I am fully aware of this particular document put out by the machinists. If it would show a nonpartisan type of a study that certain areas should not receive the pay they are already receiving, you feel that that should not be taken into consideration; is that true?

Mr. RAMSEY. As far as that goes, if you will read Mr. Ginsburg's interpretation of what they were talking about in their Emergency Board report, and I furnished a copy of the transcript of that meeting, which Under Secretary of Labor Reynolds vouches for being very accurate, you will find that Mr. Ginsburg and his colleagues make it very clear that they were merely ducking the question of what should be done in the treatment of this inequity that exists and, therefore, they just adopted a suggestion from the Department of Labor, "Just wish upon them job evaluation."

Sir, the industry does not lend itself to job evaluation as you might know it in the plant, factory, or whatnot, because it is not highly repetitive work. Practically every job performed, whether it be on a diesel locomotive or on a car, or on building maintenance, is actually a custom job from day to day, and changing from hour to hour.

So the industry does not lend itself to job evaluation. They have had the opportunity for 40-some years to do their labor grading in connection with the jobs that develop. We have had our classifications of work for more than 40 years.

Mr. DEVINE. On page 14 of your statement you say:

Admittedly the inequity for the skilled shopmen stands at between 40 and 60 cents an hour.

That is admitted by whom?

Mr. RAMSEY. By the Fahy Panel. They took their figures I believe from oral conversation with them, from the overall figures from the Department of Labor, which includes anything and everything.

Mr. DEVINE. Thank you very much.

The CHAIRMAN. Mr. Moss?

Mr. MOSS. I have just a very minimum of questions, Mr. Chairman.