

I want to compliment you, Mr. Ramsey, for your statement. I find it an important contribution. The supplemental material I think will also be helpful.

Mr. RAMSEY. Thank you.

Mr. MOSS. On the matter of what goes into bargaining between an employee and an employer, one important item of consideration should be the rates of compensation for similar skills in other industries, shouldn't it?

Mr. RAMSEY. I would agree with you, Congressman, that that consideration must be given. Where it is a matter of rates in the transportation industry, then we should look at our competitors in the transportation industry, particularly the interstate operations of airlines, trucking, and so forth.

Mr. MOSS. I had difficulty getting that information. I think, however, with the concentrated energy of my staff, doing much telephoning, we succeeded in developing some information which I placed into the Congressional Record at the time of debate on the proposal to extend for the 47 days the period during which efforts would be made to bring about settlement of this dispute.

You can't take any one industry and break it out of the community and say that it is separate and apart. It competes in the labor market and must avail itself of the services that are in that community. It must pay whatever should be paid for the services.

It is a very complex group of factors that go into determining what rates of compensation should be; isn't it?

Mr. RAMSEY. I would say that would apply to factories, et cetera. I wouldn't say it would specifically apply to transcontinental operations. We have to have, Mr. Congressman, standard rates, very standard rules, or there just wouldn't be room for agreements.

Mr. MOSS. My point is that you can't just look at the increased productivity as the only criterion for wages.

Mr. RAMSEY. No, sir.

Mr. MOSS. For one thing, if we applied that rule, we can look at the increased cost of transport. I don't know whether that means that we get more tons for the tons that we buy. I don't think we do. There is increase in the cost of transportation. There are increases in the cost of everything.

As long as I can remember, costs of most items, and there are few exceptions, have been on a gradual upgrade, whether it is wages, services, or whatever it might be. I think in many instances profits also share that characteristic.

So it isn't a simple matter of defining one thing as being the essential in determining whether or not an increase should be granted.

Mr. RAMSEY. That is correct.

Mr. MOSS. Thank you.

The CHAIRMAN. Mr. Nelsen.

Mr. NELSEN. Thank you, Mr. Chairman.

I would like to again refer to page 6, where you state you could not come back to your people with an agreement cutting some of the rates.

Are you fearful of the reaction of your members rather than merits of the adjustment that is involved?

Mr. RAMSEY. No. 1, Mr. Congressman, we don't believe there is any merit to job evaluation in this particular industry.