

No. 2, yes; we would certainly have a reaction from our membership that might destroy the union insofar as this industry is concerned, and these other unions, because the rates are already so low for skilled people that they are absurd in the present age.

Mr. NELSEN. Isn't it possible that a job evaluation would indicate that some of the crafts are below the level that they should be, and some might be adequately compensated, so that if an increase in a new contract were to be negotiated, there might be some who will need to move forward less rapidly than others?

Mr. RAMSEY. It has been my experience, if I may make this comment, Congressman, that corporations, and even small companies, are not willing to go out and pay to these engineers, consulting engineers, for a small company \$100,000 and big corporations millions of dollars, to have job evaluation applied to their industry without the full expectation of recovering the money invested five times over, and very rapidly, which has been our experience, whether it is in aircraft—and I am talking about airframe plants—or whether it was in atomic energy, or where it might be.

I have participated in a lot of programs where it was already foisted off on us. All we ever got was reductions.

Mr. NELSEN. The point I would like to make is that without question, in my judgment, some of the machinists are underpaid. I would like to see in a job evaluation some adjustment in that direction. But it is also a possibility that advances in some areas might need to be greater than in others.

Turning to page 9 in your statement, you state:

First, the railroads claim that political pressures force them to accept settlements beyond those recommended by emergency boards.

I asked Mr. Wolfe if there had been political pressure, recalling what happened in the airline strike, where repeatedly those who appeared before us indicated pressure from high sources. They never named them. Has there been pressure on the railroads by political sources to go higher or lower or move in any direction?

Mr. RAMSEY. That is their statement, Congressman. I don't know. I know what happened in the airline dispute because I was there.

Mr. NELSEN. Yes; I recall.

I would also inquire as to your statement on page 11. You refer to the President's Mediation Panel. Did I understand that the President's Mediation Panel came close to the objectives that you seek?

Mr. RAMSEY. I wouldn't say so, sir.

Mr. NELSEN. You would not say so?

Mr. RAMSEY. No. As an example, what they suggested for an 18-month period was a 6-percent wage adjustment. As I pointed out in my statement here, as far as the overall earnings for the 18-month period, at 6 percent versus the 5 percent that was applied to another group, plus 2½ percent, the aggregate earnings for that period of time would be within shooting range.

But, at the same time, the rate for a mechanic, the hourly rate, would lag 5 cents an hour over what he would have obtained on the 5 and 2½ percent if we were willing to accept anything of that nature.

Mr. NELSEN. I notice that you mentioned that the Emergency Board recommendations and the President's Mediation Panel were close as