

man of the RLEA, can and does represent the railway labor movement in many proceedings; that he was not and is not one of the participants in this particular dispute.

Mr. DINGELL. I am aware of that. I just indicate that there is nothing you could add with regard to the submission that he will be making to this committee on those particular points. If there is something you would like to add to what he is submitting, I would like to have it submitted.

Mr. RAMSEY. I don't know. Has he already submitted it?

Mr. DINGELL. To my knowledge, he has not.

Mr. RAMSEY. I didn't think so.

Mr. DINGELL. Now, with regard to the question of seizure, you mentioned this possibility. I wondered what the options before us really are. One is to have a strike. One is to have a limited strike. One is to have seizure. One is to have the administration's proposal. One is to have compulsory arbitration. Are there any other options before this committee that occur to your mind?

Mr. RAMSEY. To place the railroads in a position where they would have to sit down and negotiate as they would in outside industry and try to come to an agreement.

Mr. DINGELL. I am trying to find out what options you feel are before this committee among the various courses that might be available to us. Is there anything else to your mind above and beyond those options I have mentioned?

Mr. RAMSEY. I don't have any at the present time.

Mr. DINGELL. Thank you.

Mr. FRIEDEL. Mr. Keith.

Mr. KEITH. Thank you, Mr. Chairman.

Mr. Ramsey, in your statement, you said that more sophisticated maintenance work is performed by your members on the railroads' new precision equipment. Wouldn't this equipment require less skill on the part of other employees? It doesn't ring true when you say that in this gigantic industry there is no place for job evaluation. It seems to me that statement is outdated.

If you are going to move to more precision equipment, shouldn't there be job evaluation?

Mr. RAMSEY. We don't happen to agree with your way of thinking, Mr. Congressman. We have had a great deal of experience with job evaluation in some highly technical industries. All we as representatives of labor have ever seen is a result that certainly was not in keeping with the wages that were properly necessary for any of those jobs. They downgrade jobs. That is all they do.

Mr. KEITH. I understand that some jobs have to be downgraded occasionally. If you had a girl who did her bookkeeping by hand and you no longer needed that girl because you had more sophisticated equipment, you would say, "Look, I am sorry, but you are not contributing as much as you did. Either learn some new skills or you will have to stand still for a while."

It seems to me that in connection with earlier railroad negotiations, the railroads have agreed to pay the penalty to keep these people on at the present wages or with modest increases.

It seems to me that in this mechanized society in which we live, there must be a lot of jobs requiring less skill rather than greater skill.