

Mr. RAMSEY. That is where you think in terms of production shops.

Mr. KEITH. I can think of it in connection with my office, in connection with what I read in the press concerning the railroads. I think the public, generally speaking, feels that you have made some mistakes in the past when you have insisted on certain numbers of firemen, certain hours of work, certain conditions, certain pay. I think you have discredited the other merits to your argument by sticking to such old-fashioned ideas that a job evaluation isn't a sensible part of this whole problem.

I might say that in your statement you make reference to the congressional offices having been flooded by propaganda from management. I have yet to have the first railroad executive or representative of railroad executives call on me in my office in connection with this whole matter. I have had in my office visits from, and very effective presentations on the part of the shop unions, and I am very friendly to the trade unions in my district.

As you probably know, I supported the repeal of 14(b) and other progressive legislation at the State and National level. But this, it seems to me, is exactly the situation faced the Governor of Massachusetts when the labor unions were demanding this, that, and the other thing. He said, "None of it until you clean house in these abuses."

It would seem to me that there should be some kind of an arbitration panel that would take this chore away from management and away from labor, and truly arbitrate on the question of job evaluation.

Mr. RAMSEY. Mr. Congressman, I will tell you this, that as far as mechanics are concerned in the railroad industry, I would voice this opinion: If job evaluation by law or otherwise is ever foisted off on the mechanics in the railroad industry, if they can't strike you will have mass resignation. Nobody can stop that.

Mr. KEITH. I think you can show some leadership here and point out to your membership that these panels have the kind of people that will defend the contribution that these mechanics make to the overall operation of the railroads. I would think you can do it. I know how expensive mechanics are, and I am willing to pay them if they can do a good job on the equipment that I use in my home and in my business, in my personal life. I expect to pay for it in increased costs of transportation as I do in increased costs for improved services in other sectors of our economy.

Mr. RAMSEY. Don't you think, Mr. Congressman, that where the railroads did not seek job evaluation and where we did not seek it, that the Emergency Board went a little bit off the beam when they decided it?

Mr. KEITH. No. I think, that in the public interest, they are seeking some new ground that both of you can buy.

The CHAIRMAN. The time of the gentleman has expired.

Mr. Van Deerlin.

Mr. VAN DEERLIN. No questions, Mr. Chairman.

The CHAIRMAN. Mr. Cunningham.

Mr. CUNNINGHAM. Mr. Ramsey, I have one thing that keeps moving through my mind. I heard it when we had the first railroad case a few years ago, and I heard it in the airlines case, and now I hear it again, this phrase about bargaining in good faith.

I am no expert in this field, but you are. Management also has its experts in this field. The thing that keeps bothering me, that causes