

me to lie awake nights thinking about it, is this "bargaining in good faith" business. Just what do you mean, and the other people who have testified in other disputes mean when they say one party is not bargaining in good faith?

Mr. RAMSEY. Mr. Congressman, have you had the opportunity to glance at this chronology?

Mr. CUNNINGHAM. Yes.

Mr. RAMSEY. Of course, you will notice there was only a total of four dates on which we met the carriers in direct negotiations, alleged direct negotiations, I might say, for a total of 4 hours for the purpose of discussing our proposal and their counterproposal. We talked about bargaining in good faith, but even their chief negotiator failed on two out of the four meetings to even be present.

Do you think they had any intention of settling anything? No; they had no intention until after they had established what they maintain is a pattern. Then, as in a previous move, after they had an agreement with one of the smallest organizations of the nonoperating, then they insisted that was the pattern and that everyone had to take that.

As Senator Morse so graphically portrayed to the carriers, "You are saying that when one individual organization, regardless of how small it is, makes a settlement, he has negotiated for all of the organizations, all 23 or 24 organizations?" He pointed that question.

"Well, yes, as far as the railroads are concerned, that is what it adds up to in substance."

So, they got away with a 5-percent deal with somebody and everybody else is supposed to take it, regardless of how rare and how unusual your situation is. We can't buy that as good faith bargaining.

Mr. CUNNINGHAM. I want you to know that I have an open mind. I wanted to know what you had in mind and what the other people had in mind when they used this phrase.

It would indicate to me, and if this is not your feeling I would like to have you say so, that in this instance the issues are so fundamental to you and to management that you are steadfast in each of your positions. Therefore, would that be a reason why you might meet for a few moments and you can see that neither side is going to give, the issues are so fundamental, so basic, that the meetings terminate within a short period of time?

Mr. RAMSEY. The unions never terminated a conference.

Mr. CUNNINGHAM. I didn't say that you did, sir.

Mr. RAMSEY. As we said here earlier, it takes two to tango. When they got up and left the ballroom, there wasn't anybody to tango with.

Mr. CUNNINGHAM. We have this list of meetings and I do see that some of them were very short. I am wondering if this dispute is more than the matter of wages. There is a basic principle involved as far as your union is concerned and as far as management is concerned, is there not? You may come together for 10 minutes and you see that neither one of you are going to give, so the meeting is broken off. Whether that is not bargaining in good faith, I will leave to somebody else's judgment. I am just trying to find out more of what is meant by the term "bargaining in good faith."

I think both sides are sincere and honest people. I think they must want to bargain in good faith, but maybe the issues are just too basic, so that neither will budge.