

ments over the last 30 years have caused this gross inequity in the pay of the skilled people to exist. Both of you have agreed to that. Both of you have agreed that the horizontal settlements have been the cause.

Each of you has blamed the other for it, and I think probably both of you are right.

I coined the term early in the procedure that it took two to tango and Mr. Ramsey admitted that it took two to tango.

I asked Mr. Wolfe if he regretted any of this, and he gave me a succession of wars and emergencies that he said caused each case to happen.

I am looking to the long-range future, not necessarily so much at 559, because just as soon as we get through with 559 one way or the other we will be taking up Mr. Pickle's bill or something similar to it.

Here is something that disturbs me greatly, and that is this question: In the first part of your package you went percentage, which, had you done it so many years ago, you would not have the problem we have today, but in the second part of your package, yes, you broke off the skilled, but you immediately went back to the pennies again.

I know there must be a range of skill within the skill range. There certainly are various skills. You come right back and ask for a pennies settlement from the very most skilled man and the most unskilled skilled man, asking for 12½ cents within that range, or whatever it is. Doesn't that compound the same thing?

Mr. SCHOENE. No, I don't think that is true as to this particular group. There is a great deal of standardization of the skilled crafts in the shop crafts.

Mr. KUYKENDALL. What is the difference between your bottom-pay skilled and top-paid skilled? Would you clarify that?

Mr. SCHOENE. There is none.

Mr. KUYKENDALL. In other words, this whole package of people are all making exactly the same amount per hour?

Mr. JOSEPH RAMSEY. The machinists, electrical workers, and sheet metal workers have a single rate of \$3.01475. There is another group of the shop craft, carmen, blacksmiths, and boilermakers, that have a lesser rate, \$3.01, and they have various grades, A-B, and C-D, which I mentioned yesterday, the carmen.

The electrical workers have some varying rates that cover linemen and other work that do not receive the one standard rate.

Mr. KUYKENDALL. Do you feel, sir, that this whole skill package in your industry should be making the same amount of money?

Mr. SCHOENE. Not in the entire industry. This is true particularly of the shop crafts. They have a standard rate or almost a standard rate for their mechanics.

Mr. KUYKENDALL. And you feel it should continue?

Mr. SCHOENE. That, I think, should be continued. You see, these people serve an apprenticeship.

Mr. KUYKENDALL. I am not talking about that. I am talking about differentials only. I am not talking about what they are worth. I think they are underpaid. I am talking about differentials within the broad skilled area.

Mr. JOSEPH RAMSEY. Not only do they serve an apprenticeship but they are very versatile, sir, and they may be used for this type of work