ferences," and would "protect the public interest as a result of the establishment of these interim rules for a period of 2 years or less while the parties undertake, through collective bargaining, to bring about a more permanent solution of the problems."

The record will show that the railroad industry spent the 2-year period—not bargaining with their employees—but harassing and baiting them as never before. They avoided bargaining in any form.

Once the award was rendered and the carriers had secured an air-tight in injunction against any protest, including that of an individual, every minor railroad official in the Nation used his own interpretation of the award in plaguing the ranks of firemen.

I wish that time permitted me to tell you how a huge, impersonal industry zeroed in on unfortunate employees and wiped them out with glee. Those who remained probably had it even rougher. They were not certain one day to the next whether they would work, where they would work, or for how long they would be able to support their families. Many men left the industry in disgust, which was one of the goals of the carriers' harassment tactics. Remember, all this came from a well-meaning Congress trying to avoid the threat of a railroad strike.

Abuses and arbitrary interpretation of the award were widespread and vicious. Only two avenues of relief were open to us: (1) Asking the Board to reconvene and interpret its award, and (2) asking the district court to put a clamp on the railroads' mistreatment of the men.

I recall that at the news conference which introduced the arbitration award to the press, one reporter told Chairman Seward that the award seemed to be an administrative monster. Mr. Seward said it was not, but within a few weeks it indeed had become both an administrative and legal monster.

Arbitration Board 282 had to reconvene 14 times in the 2-year period to answer 454 questions brought before it by the parties. Most were questions posed by the organizations to correct abuses and inequities stemming from the arbitrary acts of railroad officials. I am happy to say that the B.L.F. & E. were upheld in 80 percent of our questions.

By the time we were able to gain relief in the long, involved process of proposing questions to the Board, arguing the merits at reconvened sessions, and then applying them back on the railroads, many men had given up in disgust. To them, justice was not only slow but generally absent.

I have with me a compilation of the questions and answers of Arbitration Board 282. As you can see, it is a large document. I will not involve you with the details, but I would like to give the committee 10 copies—I am unable to supply more at this time—so that you have an idea of what happens when Congress passes an arbitration law and a Board renders a decision.

In the legal arena the story is much the same.

In preparing for my appearance here, I had my staff check our legal expenses stemming from the enactment of Public Law 88–108 and award 282. First, let me tell you that my organization has approximately 36,000 men paying full assessments in the United States. That number is down 12,000 from 1963, because of the award.

You can see we are not the largest union in the Nation. However, our legal expenses may be in that category.