

The persons selected by the employees to represent them in conference with Mr. _____ will be the duly accredited representatives of the employees at the Joint Meeting of the representatives of the employees of the Minnequa Works and the Quarry Camps with representatives of the Company, which it is proposed to hold in Pueblo during the month of January, for the purpose of discussing matters of mutual concern and of considering means of more effective co-operation in maintaining fair and friendly relations. They will also be the accredited representatives of the employees at all subsequent meetings and in all matters of co-operation between the Company and its employees, until the employees shall designate some other persons to represent them. It is, therefore, highly important that the employees choose with the utmost care those of their number in whom they have most confidence.

For the purpose of electing representatives, the employees at _____ are hereby invited to assemble in Mass Meeting on the _____ of _____ at the hour of _____ at _____, for the purpose of selecting by ballot one or more of their number to represent them.

In order that the men may feel the greatest freedom in making their selection, neither Superintendents nor Foremen shall attend, and none other than wage earners in the Company's employ shall be entitled to be present and vote in the choice of a representative.

The meeting will choose its own Chairman, whose duty it will be to see that the purpose for which the meeting is called is duly carried out, and to notify the management in writing of the name of the person selected as representative.