HOTICE

To the Employer	s of the Colerado Fuel & Iron Company,
AE	*******
Who i	employee of the Colorado Fuel & Iron Company employed
16	are hereby invited to assemble in Mass Mosting
-	of at the hour of
t	for the purpose of
lecting by ba	llot one or more of their number to represent them at a
oint Meeting	of representatives of the Company and employes at its
ifferent comp	e, to be held in Denver, for the purpose of discussing
atters of mut	tal concern and of considering means of more effective
cooperation in	maintaining fair and friendly relations.

You have already been notified of the appointment of Mr. David Griffith as a mediator between the Company and its employes in matters concerning the welfare of the latter. It is believed by the management that Mr. Griffith may be greatly assisted in the discharge of his duties to the satisfaction of the employes and the Company alike were the employes at each of the several camps to select one or more of their number, in whom they have confidence, to represent them, if they so desire, in conference with Mr. Griffith in respect to questions of mutual interest, and the Company therefore proposes to invite representation of its employes in this memor, on the basis of one representative to every two hundred and fifty employes in each camp.

The person selected to attend the Denver conference shall be the duly accredited representative of the employes, not only at the first Joint Meeting, but at all subsequent Joint Meetings and in all matters of cooperation between the Company and its employes, until the

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