

C 25779

*file comm. of Stat
Donat Knapp - L'Oré
sub sec 10-15*

The management is pleased to announce that, following a precedent initiated a year ago with respect to the coal camps and which has proven mutually advantageous to the Company and its employes, the President has appointed for the Minnequa Works and the Quarries an officer to be known as the President's Industrial Representative, who shall act as an intermediary between the Company and its employes at the works and the quarries, in matters pertaining to employment and living and working conditions. To this position Mr. _____ has been promoted from among the ranks of the employes at the Minnequa Works. The confidence and respect which Mr. _____, through years of faithful service in the works, has inspired in his fellow workmen and the management, is the best guarantee that the duties which he may be called upon to discharge will be performed with the sympathy, understanding and integrity so essential in one called upon to act in the capacity outlined.

It is believed by the management that Mr. _____ will be greatly assisted in the discharge of his duties to the satisfaction of the employes and the Company alike, by the employes of each of the several departments selecting two or more of their number in whom they have confidence, to represent them in conference with Mr. _____, in respect to questions of mutual interest, and the Company therefore proposes to invite representation of its employes in this manner, on the basis of one representative to every one hundred and fifty employes in each department of the works or quarry camp.

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