

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

The persons selected to attend the Pueblo Joint Meeting shall be the duly accredited representatives of the employees, not only at this meeting but at all subsequent joint meetings and in all matters of cooperation between the Company and its employees, until the employees in like meeting 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.

In order that the men may feel the greatest freedom in making their selection, neither Superintendents nor Pit Bosses 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 is to 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.

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