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Ottawa, November 21, 1916.

Mr. J. F. Welborn,
President, The Colorado Fuel and Iron Company,
Denver, Colorado.

Dear Mr. Welborn:

I am glad to have your letter of the 9th instant mentioning that you have under consideration the suggestion for educational work among employees respecting the relations between the Company and themselves. As your letter mentions that you will probably be writing further on this subject before long, I shall only say in reply that I hope you may be able to work out some method, either by way of A.B.C. Bulletins or by A.B.C. instruction, which will help to let each man in the Company's employ know exactly what his rights and privileges under the Industrial Representation Plan amount to. I feel sure that any plan of instruction which is genuine in this particular and is promoted solely from the object of familiarizing the employees with the Plan in its essential features, could not be other than the subject of favorable comment by the public in the event of such a plan being put into operation and becoming generally known. As a matter of fact, I should incline to feel that any course

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