

C 25782

*Suggested draft ^{10cc} 8-15
not used -*

To the Employees of the

Colorado Fuel & Iron Company,

At the Minnequa Works and Lime Quarries:

As our employees are aware, a plan of representation of employees in matters pertaining to employment and living and working conditions and an agreement with respect to the same was entered into between the Colorado Fuel & Iron Company and its employees in the coal mining camps in Colorado and its employees of the iron mines in Wyoming, during the months of October and November of the present year. The plan and agreement, after being approved by the Board of Directors, were submitted to a vote of the employees by secret ballot and were adopted by a large majority; and the employees of the Company at the coal and iron mines are at the present time working under this plan and sharing its advantages. In order that the Company's employees at the Minnequa Works and Lime Quarries may be accorded treatment equally favorable to that of the Company's employees at the mines, the management has asked and obtained the approval of the Board of Directors to the application to the Minnequa Works and Lime Quarries of an industrial representation plan and agreement similar to those in operation at the coal and iron mining camps.

In order to give our employees a full knowledge of the provisions of the plan and agreement as proposed for the Minnequa Works and Lime Quarries and to afford them an opportunity to express their wishes as to their adoption in a manner which will insure perfect freedom of expression, the management is enclosing herewith a copy of the plan and agreement which it is prepared to adopt and become a party to, should the employees so desire, and

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