

AMERICAN SMELTING AND REFINING COMPANY

120 BROADWAY

NEW YORK 5, N. Y. May 11, 1949.

ROGER W. STRAUS  
CHAIRMAN OF BOARD OF DIRECTORS

AIR MAIL

Mr. Earl R. Marble, Manager  
American Smelting and Refining Company  
P. O. Box 1605  
Tacoma 1, Washington

Dear Mr. Marble:

Enclosed is a copy of a letter from President John Clark and Vice President Reid Robinson of the International Union of Mine, Mill and Smelter Workers, demanding Company-wide bargaining, together with my reply. I thought you might wish to have these during your forthcoming labor negotiations. You may also wish to give copies to your employees so they may know the reasons for our attitude against Company-wide bargaining.

It is obvious that the demands of Messrs. Clark and Robinson were drawn up for publicity purposes. For example, this Company has a pension plan, as well as a life insurance plan, and, in fact, was one of the first companies to adopt a pension plan. More important, our pension plan is considered by insurance people to be an extremely liberal one. I wish you would each see to it that the employees at your plant understand the pension plan and the advantages it offers them.

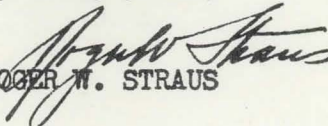
Of course, as far as health and welfare plans are concerned, the set-up as to doctors, hospitals, insurance and the like, is different at every plant. As for "union security", the I.U.M.M. & S. W. leadership has disqualified itself by not filing non-Communist affidavits or Union financial reports.

In spite of three rounds of more or less uniform wage increases since the war, the Company's basic wage scales reflect local mine or plant conditions and wages paid by others locally. In this period of lower prices and reduced sales of our products, it is especially important to have regard for local wage rates and other local conditions.

You know that it is Company policy to pay fair wages, to provide proven benefits to the men, and to try to make our employees so satisfied with being on the A. S. and R. team, that it outstrips its competition in efficient production. After all, that is the only real way to obtain "full employment". If we don't all do our jobs well, our competitors will get the best of us and then we'll all be in trouble

The best way at collective bargaining time is not to forget, whatever the provocation is from outside, that A. S. and R. employees, including you and me, all will continue at their jobs together long after the contract is signed, and to try to help our employees understand that we are all aiming at the same thing -- a strong and successful Company,

Very truly yours,

  
ROGER W. STRAUS

May 3, 1949

REGISTERED

Mr. John Clark, President  
Mr. Reid Robinson, Vice President  
International Union of Mine, Mill and Smelter Workers  
431 South Dearborn Street, Suite 818  
Chicago 5, Illinois

Dear Sirs:

We have your letter of April 25, 1949, proposing a meeting for the purpose of negotiating a collective bargaining agreement with your Union on a Company-wide basis.

You are well aware that this Company is and always has been firmly opposed to Company-wide bargaining. Each of its plants and mines operates under direct and responsible local management. The plants are even, in many cases in wholly unrelated industries and they are in 10 different states, with widely varying laws and other conditions.

Last year, you made a similar request. It was declined by the Company because of the reason just stated and because your Union's officers had not signed the non-Communist affidavits. We were also much influenced by the findings of the Investigating Committee appointed by President Philip Murray of the C.I.O. and the consistent adherence by your Union publications to the Communist Party line.

Developments since your request last year for Company-wide negotiations have made it even clearer that the present leadership of the International Mine - Mill Union is in sympathy with the Communist Movement. For example, on February 13, 1949, the New York Times reported that on the preceding day the International Mine - Mill Union and two other "unions with pro-Communist leadership" appeared in the trial of the eleven communist leaders in New York and attempted to intervene to assist the communists. The failure of the International and its officers to file non-Communist affidavits has of course continued.

Developments since last year have also confirmed our view that almost all AS&R employees are loyal Americans who want no part of the Communist Party.

We therefore decline your request for a meeting and advise you that it will be the Company's policy to continue to insist on local bargaining at each plant.

Very truly yours,

AMERICAN SMELTING AND REFINING COMPANY

By /s/ R. W. Straus  
Chairman of the Board

INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS

431 S. Dearborn Street

Suite 818

Chicago 5, Ill.

REID ROBINSON  
Vice President

JOHN CLARK  
President

M. E. TRAVIS  
Secretary-  
Treasurer

April 25, 1949

American Smelting and Refining Co.  
120 Broadway  
New York, N. Y.

ATTENTION: Mr. R. W. Straus

Gentlemen:

The Local Unions of our International Union having collective bargaining agreements at various plants of the American Smelting and Refining Company have delegated the International Union of Mine, Mill and Smelter Workers to negotiate a collective bargaining agreement on a Company-wide basis through our International Union.

The Union proposes to negotiate a contract with the Company incorporating the following clauses of a Company-wide nature:

1. Parties to the Agreement
2. National Bargaining
3. Contract Duration
4. General Wage Increase
5. Health and Welfare Plan
6. Pension Plan
7. Full Employment
8. Union Security and Check-off

Please be advised that while the above proposals constitute the major demands of the Union on a Company-wide basis, they are not to be considered as limiting or precluding additional demands of a Local nature being presented by the Local Unions.

The International Union of Mine, Mill and Smelter Workers offers to meet with the Company for the purposes of negotiating uniform terms and conditions on the above matters at the Company's office in New York City on May 5, 1949 at 10:00 A.M. We request that the Company designate such officials as it may desire to attend this meeting.

Please advise the undersigned, at your earliest convenience, if the time and place for the proposed meeting is convenient and acceptable. We shall, of course, be glad to consider any other proposal for a meeting that you may care to make.

Very truly yours,  
/S/ JOHN CLARK, President  
/S/ REID ROBINSON, Vice-President and  
Bargaining Coordinator

# TACOMA SMELTER

E. R. MARBLE  
MANAGER

AMERICAN SMELTING AND REFINING COMPANY

PAUL T. BENSON  
GENERAL SUPERINTENDENT

TACOMA 1, WASHINGTON

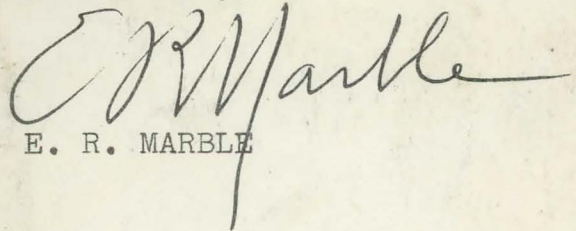
May 13, 1949

TO TACOMA SMELTER EMPLOYEES:

Please find attached letter from the officers of the International Union to Mr. Roger W. Straus under date of April 25th, his reply under date of May 3rd to the International officers, and Mr. Straus' letter to me dated May 11th.

I know you will be interested in these letters as they indicate the position taken by the International Union and by Mr. Straus.

Yours truly,

A handwritten signature in cursive script, appearing to read "E. R. Marble". The signature is written in dark ink and is positioned above the typed name "E. R. MARBLE".

E. R. MARBLE

ERM:F  
Enclosures