



Fieldcrest

MILL WHISTLE



A Message From Management

Now that our mills are running again, the major task ahead of us is to get enough orders to keep them running. At the same time, I thought it might be appropriate if I were to discuss with you frankly our thoughts and feelings about the strike which has just ended.

The most welcome sound that I have heard for a long time was the blast of the mill whistles last Wednesday morning, calling people back to work. I am sure that all Fieldcrest people felt the same way.

As I have said before, no one wins a strike. In the strike which we have just experienced, you lost over five weeks' pay, the Company lost its profits for the period, and we BOTH lost orders for our goods which we need in order to run.

Before and during the strike, I stated to you that we could not understand what was being or could be accomplished by this strike. Now that it is over, I repeat that we cannot see what WAS accomplished by the strike.

The Union called off the strike and you are back at work at exactly the same wages we offered to pay before the strike began. You could just as well have been receiving these wages for the past five weeks. The matter of wages is still to be negotiated. What its outcome will be I do not know. I do know, and I think you do too, that whatever is done in the end would have been done without this needless strike. The new contract contains nothing which we were not ready to do before the strike was called. It contains nothing which could not have been worked out without the strike.

I am glad we are all back at work without the bitterness and hard feeling among employees and between employees and the Company which sometimes accompanies strikes. Let's keep it that way.

What about our future relations with the Union? We have again signed a contract with the Union. We have done so because indications are that the majority of our employees want to be represented by the Union. We have again agreed to accept check-off cards and deduct the Union dues of the employees who so request by signing such a card.

We feel obliged to remind you that under the North Carolina Right-to-Work Act it is illegal to make Union membership a condition of employment in this State. Nobody has to sign a card. As you know, our check-off is revocable; it can be withdrawn by any employee who has signed a

card at any time he wishes, by notifying the Company in writing. Forms for that purpose are available in the various Personnel Offices.

We have instructed our supervisors to see that the following provisions of our contract with the Union are observed:

SECTION 3 (b)—"The Mill will not interfere with the right of the employees to join the Union or engage in Union activities and the Union agrees that such activities will not be carried on in the Mill on Company time in such manner as to interfere with the efficient operation of the Mill."

SECTION 3 (c)—"The Union agrees, for itself and its members, that it will not interfere with, coerce, or intimidate employees into joining the Union or continuing membership therein."

If you are to be represented by a union, you must accept the responsibility for how that union represents you. It is up to you to see that the Union is run in a democratic manner, it is up to you as Union members to select representatives satisfactory to you, and it is up to you to see that the decisions of the Union leaders reflect your true wishes in important matters. These are important responsibilities — nobody else can discharge them for you.

There is something which is far more important than whether you belong to a union or not. That something is the attitude which exists between all the employees and the Company. It must rest on the realization that in the long run the best interests of the Company and all its employees are identical. Unless the Company is **COMPETITIVE** and **PROFITABLE**, everyone connected with the Company will suffer.

If the stockholder suffers, he can take his money out and invest it in something else. The employees' prosperity can be achieved only through steady work at good wages. To accomplish this there is no substitute for orders from our customers. The customer is everybody's boss — yours as well as mine.

Let's all pitch in and do the best we can to satisfy these customers by watching our quality, getting work out on time, and by doing the best job we know how. Only in this way will we get enough orders to run our mills full and do what we can to make up what you and we have lost. This we want to do just as much as you.

A. W. Whitcomb

Assistant General Manager