
**The decision
is
YOURS**

American  Optical
COMPANY

February 26, 1962

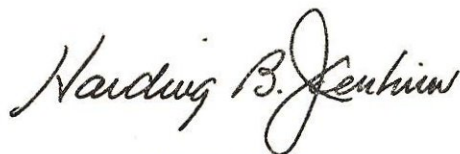
TO ALL EMPLOYEES AND THEIR FAMILIES: —

The International Union of Electrical, Radio and Machine Workers (I.U.E.)
AFL-CIO is attempting to sell itself to AO workers.

Many of you have asked many questions about this union and about unions in
general.

This booklet has been prepared to help answer these questions.

Sincerely Yours,

A handwritten signature in cursive script, reading "Harding B. Jenkins". The signature is fluid and elegant, with a large, stylized initial 'H' and 'J'.

VICE-PRESIDENT

The decision is YOURS

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The Decision Is YOURS

On March 7, 1962 the employees of American Optical Company will make an extremely important decision. This is a decision which will affect the future of every AO employee and his family.

The choice eligible employee must make in this election is clear — “Will I be better off if a union represents me or should I continue to handle my own affairs?”

You have seen and heard a great deal of union propaganda. Most of the statements made have been irresponsible, false or misleading. Union organizers are trained to paint only a rosy picture, deliberately avoiding facts which are damaging to their cause.

To give you a complete picture of union conditions, this fact book has been prepared. Study it carefully. You have a right to know *all* the facts. Knowing these facts will help you determine whether or not you would prefer to work under union conditions.

YOUR UNION MEMBERSHIP WOULD COST YOU MONEY

There are many costs involved in union membership, including initiation fees, monthly dues, special assessments, the possibility of fines and, of course, strike losses.



Dues:

“The minimum monthly dues shall be four dollars (\$4) (I.U.E. Constitution, Article XVI, Section E).

I.U.E. dues are considerably higher in some areas. There is no assurance in the I.U.E. Constitution that the dues will not be raised at some future date by the International.

And according to the I.U.E. Constitution (Article XVI, Section H) “Any member receiving wages for ten (10) days or more in any given month shall pay full monthly dues. Locals may require payment of full monthly dues by members who receive wages for less than ten (10) days in any given month.”

Recently, the National Labor Relations Board upheld the right of a union to force an employer to discharge an employee who is delinquent in paying his union dues. Any payment, by the employee, of the dues after a union demand for discharge is made does not protect him against dismissal, the Board held. The case involved General Motors Corp.’s Packard Electric Division at Warren, Ohio, and the International Union of Electrical Workers.

Reinstatement Fees:

“The maximum reinstatement fee shall be \$10 ~~weekly~~ or twice the initiation fee whichever is larger.” (I.U.E. Constitution, Article XVI, Section G).

Fines:

Some AFL-CIO unions fine members up to \$25 for each offense. Ask the I.U.E. organizer to show you a list of the offenses for which you can be fined and for a schedule of the amounts you can be fined for each offense.

Strike Costs:

It is a fact that a union does not and cannot provide higher wages or fringe benefits. Only a company can provide these. A union can demand, but a company makes *all* the decisions, *except one*. That one is the union's decision to strike.

The I.U.E. has called strikes again, and again, and again.

Strike losses in large industries, where powerful international unions control employees, have averaged about \$100 per year per man — year in and year out. This doesn't mean there is a strike every year. But, on the average, one occurs about every 4 years and causes each worker affected to lose about \$400 to \$500 in pay during that year.

The union member finds that he has little or no voice in whether a strike is called — and has little opportunity to find out what the issues really are. So, he must go on strike whether he likes it or not. In most strikes where the I.U.E. is involved any attempt to return to work subjects him to the risk of personal injury at the picket line, damage to his personal property, and threats against his family.

Most employees stay away from the plants until settlements are reached — and try to eke out an existence with any employment they can get. Unfortunately, where a major strike occurs in a small community, other employment opportunities are very scarce.

Workers who are out on strike lose their rights to company pay for all time not worked and do not qualify for unemployment compensation. Most unions pay no strike benefits during the first two weeks.

Striking members of the I.U.E. have no assurance of union strike benefits. The International decides, after the strike is in effect, what, if anything, it may pay its members.

Despite union claims that "no member will starve or lose his home, or car, etc." I.U.E. strike benefits are very low.

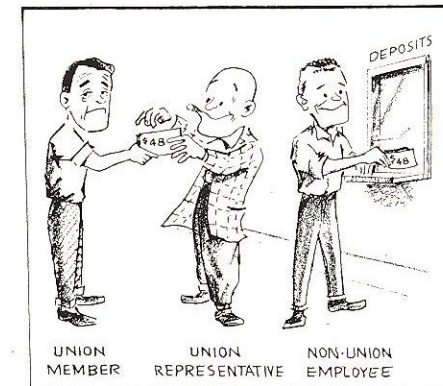
In Warren, Mass., this past summer, I.U.E. paid about \$10 in coupons to a man and wife. An additional \$3 in coupons, was paid if the couple had children. Coupons were good only in certain stores.

In Webster, optical workers who have earned no wages since January 27 did not begin to receive union benefits until February 14. To qualify, a union member *must* do picket line duty. If he meets the union requirements, he can collect \$20.

If you find part time work during a strike you may lose your strike benefits. If another member of your family works, you may lose your strike benefits.

It is up to the member himself to provide the balance of whatever it takes to support his family during the strike period.

And the union may demand that you pay back the strike benefits which you receive as soon as you return to work, following a strike settlement. You can also lose your strike benefits if you don't walk a picket line when ordered to do so.



These are just a few of the many different union costs which are taken right out of your pocket — dollars you now have which you won't be able to spend for your normal needs.

Ask the I.U.E. union officials to give you a list of the benefits *you* would be entitled to receive should a strike occur.

A UNION TAKES AWAY YOUR INDIVIDUAL RIGHTS

Employees who now talk their problems over with their foreman will have a rude awakening in store if the union comes into AO! They will discover that they can't take things up directly, without first checking with a union steward. If the employee wants to buck the system and see the supervisor without first getting the union O.K., he'll find himself in a union "dog house." The employee will then be subject to fine and/or suspension for being an "uncooperative" member.

An employee finds that he's lost his freedom to think and act for himself — and is forced to think and act as the union dictates.



WHAT UNIONS EXPECT OF YOU

Here, taken from an AFL-CIO publication, are a few of the numerous obligations which unions expect of their members in addition to regular monthly dues:

1. Attend union meetings regularly.
2. Attend educational programs.
3. Read union newspapers.
4. Be willing to serve on various union committees.
5. Be a willing delegate to state council conventions, international conventions and others.
6. Be willing to serve on picket lines and be willing to visit picket lines established by other unions.

After you have done these things, what would you have accomplished? You would have spent a considerable amount of the free time which is now yours on union activities. On evenings and week-ends that you could have otherwise spent with your family or at your favorite pastime. But most important, you would have spent it for nothing, as the union can do nothing for you which you cannot do for yourself. When you represent yourself you don't have to *pay* for the privilege, either with your money or your time.

UNIONS LIMIT PRODUCTIVITY THROUGH RESTRICTIVE PRACTICES

In the long run, one of the serious effects upon employee welfare comes from unions' consistent opposition to improvements upon which the lasting success of business depends. Unions resist improvements and changes which help keep the cost of doing business down.

As business costs increase, foreign and domestic competition can move in — taking away customers and business, permanently, and forcing a reduction of the company's work force.

Blind But Aggressive Unionism

IN THE good old days when the United States was the world's top industrial dog, labor leaders could demand higher pay for their union followers, call a strike if the pay raise wasn't forthcoming, and see the company yield. The miners with their portal-to-portal demands and the automobile workers with their "sit down" strikes had their way because higher costs growing out of higher wages could be passed along to the millions of consumers who had no recourse but pay the price or go without.

Now it seems the good old days are no more, although James Carey, leader of the strikers at General Electric plants, hasn't heard that this is another day — even another dollar. It may be that Mr. Carey and his associates don't want to learn the facts

of industrial life and competition. But the employing General Electric has learned the facts and learned them the hard way. Recently the company had to reduce prices on many products to meet foreign competition. The price lists of German and British and Italian and Japanese producers of lines similar to those of General Electric made the American firm come to terms with reality — cut prices or lose business.

Because General Electric chose to meet competition and changing world conditions, it had to stand up to the electrical workers union whose leaders don't seem to realize the world has grown up industrially. Those nations which once depended on our products are now our trade rivals. The refusal of the union to keep pace with reality marks it as aggressive, but hardly progressive

Everyone knows (except the union bosses) that real job security is achieved through success of the business, and cannot be bought or bargained for. Business success results from working together to do our jobs in the best and most efficient way possible. Only in this way can there be progress to share.

UNION MOVEMENT IS GOING DOWN!

U. S. News and World Report stated March 13, 1961, that unions are losing old members and finding difficulty in recruiting new members. The magazine also commented on union treasuries, saying that many are running low and feeling the pinch.

Why has the AFL-CIO reported a new loss of more than 300,000 dues-paying members? If the union, as it claims, is providing so many benefits for its members, without hardship, why this mass desertion? Many workers have obviously found that they can do more for themselves than a union can do for

them — *without having to pay for the privilege. Without violence, without strikes.* Here are the facts:

YEAR	TOTAL EMPLOYMENT	UNION MEMBERS
1945	45,000,000	15,000,000 (All)
1957	65,000,000	12,751,000 AFL-CIO
1960	66,000,000	12,400,000 AFL-CIO

Why is Union membership declining?

Solomon Barkin, Research Director of one AFL-CIO workers' union, in his study "The Decline of the Labor Movement" gives the following reasons:

1. Worker resistance to Unions.
2. Apathy of the AFL-CIO and its Unions. Mr. Barkin holds that little is left of the spirit that builds the labor movement.

Union propaganda would have you believe that non-union workers are a minority. This is not true!

The percentage of union members has been declining steadily. *Today, of all workers, less than 1/4 belong to any union.*

UNIONS DO NOT DETERMINE WAGES

The union organizers here have distributed propaganda telling you that the union will force wages up *regardless of any other factors.* On February 20, 1962 an I.U.E. propaganda pamphlet stated "Union Contracts Are A Guarantee To Higher Wages." This just isn't so!

When a product can be sold at a price which can cover all costs, including wages, a business can operate. If not, it can't.

If union pressures raise costs, the price of the product must rise. If prices go high enough, sales shrink. This means less work for employees.

If management is successful in selling its products, and the company grows, then the employees share in the company's progress. This fact has been proven, undeniably at AO.

A continuation of the currently successful management-employee relationship means that AO employees will continue to benefit through their individual efforts.

THE "PUSH BUTTON LOCAL" — HOW IT REALLY WORKS!

How much freedom does a "local" have in the I.U.E.? The fact is — very little! Ask the union organizer to show you a copy of the International Constitution and prove it for yourself.

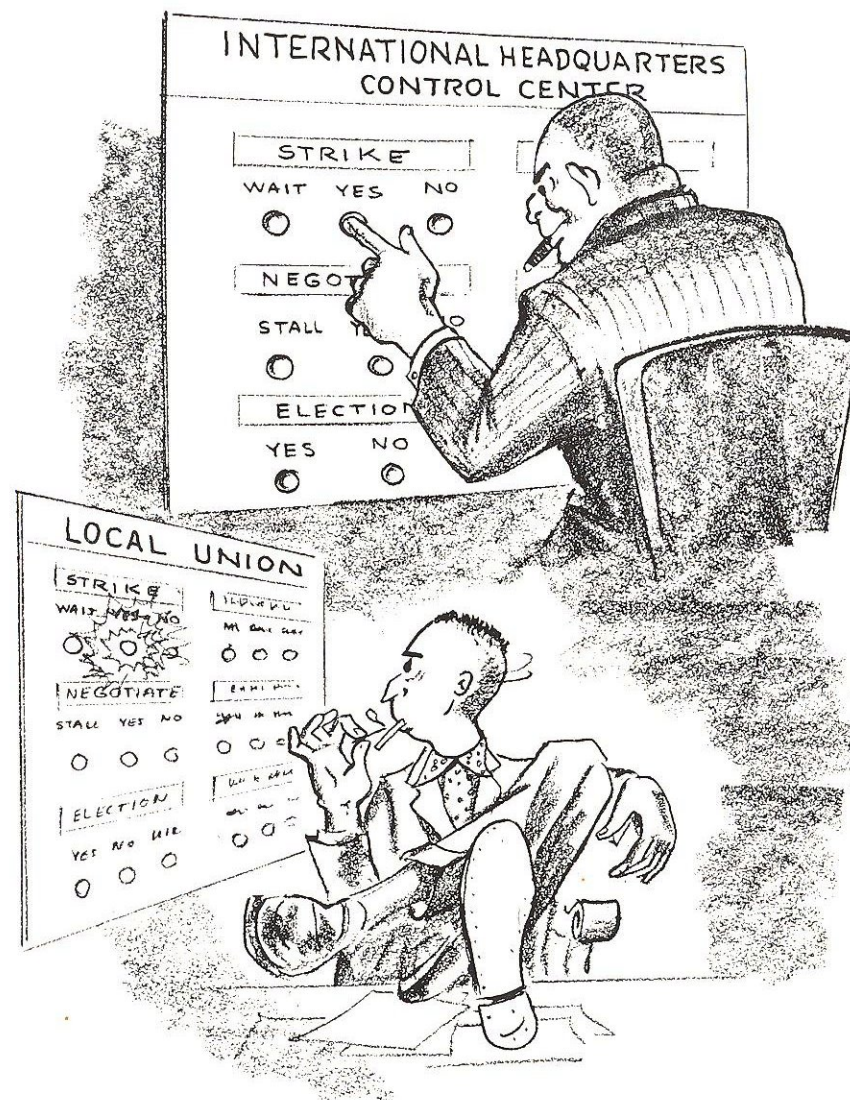
Union propaganda continually emphasizes "Local" control of union activities.

Once people are in a union, how much freedom of choice do they actually have? How much freedom does the "Local" actually have? Are the individuals actually permitted to run their own affairs?

Consider these facts:

1. From I.U.E. constitution: "If any local constitution or any provision thereof, is disapproved by the Executive Board, it shall become ineffective."
2. From James B. Carey, President I.U.E.: "I am the unions . . ." "They won't sign any agreements until after consultation with me . . . in this proposition I am the judge."
3. From I.U.E. constitution: "The Executive Board may, by a majority vote, dismiss charges, suspend or revoke the charter, or suspend or remove any officer or officers from office and take over supervision of the local . . ."
4. From I.U.E. constitution: "Each member at initiation shall pledge himself . . . to obey all lawful orders of the Executive Board *in addition to* the obligation required by the local union of which he is a member."
5. From I.U.E. constitution: "If a member of this union is charged with committing an offense against the Constitution and by-laws or the general good and welfare of his local or of the union, he shall be given a fair trial." "The parties in these proceedings may be represented *only by a union member* in good standing."

When the International says "STRIKE" the local may find itself on strike whether the individual members feel a strike is in their best interest or not.



A union member has *no* freedom of choice. He is bound to follow the directions of the National group under threats of union discipline, union fines, union expulsion, union abuse, and union threats of violence to his family and property.

Don't be fooled by union propaganda — know the facts. One good example took place in Clinton, Massachusetts. In 1959, the "Local" Negotiating Committee approved the Company's proposal for a new contract. Consider what happened *after* this approval.

1. Emotions were aroused at the meeting by radicals, and the proposal was vetoed.
2. A five week strike occurred as a result of this veto, basically over a "supposed" controversy about hospitalization and retirement benefits.

The local is just a unit of the International — to be used and controlled as the International dictates.

The local has little freedom of activity for either itself or its members. And the locals can be kept in line by threats of trusteeship and direct International interference Article XVI, Section N, I.U.E. Constitution.

Where a union member is concerned, the International has the first word — the middle word — and the last word.

WHAT THEY DON'T TELL YOU ABOUT UNION RULES

Union organizers have been attempting to paint a pretty bright picture of the so-called "advantages" of union membership. But have they painted a complete picture? Have they told you how you'll become just another number — another \$4. per month, *or more*, in the International treasury?

Here is what other union members contend with now (and there is no reason to believe that your position would be different from theirs):



The unions don't want you thinking and talking for yourself — they want to do your talking for you. They want to think and act for you. You would lose your individuality — you would be just one of the labor crowd.

You would pay union dues — money out of your pocket. But did they mention the "special assessments" which you *must* pay whether you want to or not? The dues are only the beginning.

What happens if you disobey any one of the many union rules? You are then subject to fines. The union doesn't want people it can't run.

Have the organizers told you that you can be placed on trial for disobedience to those same union rules? Have they told you that this trial is run by the union, with *union judges*, union decisions — *and union fines and punishments*? Did you know that your lawyer is not permitted at your trial? You may only be represented by a union member in good standing (Article 25, Section B, I.U.E. Constitution).

Do you know that the president of the International would have the right to come into your meeting and tell you that he doesn't like the way things are being run and take over your entire local?

Did organizers tell you that as a union member you have few individual rights? Did they mention how you will become one of the tools of labor bosses — how the union will use you and your friends to accomplish their selfish aim? Probably not.

These are only a few points. There are many more. *Make the union organizer tell you the whole story, the complete story.* Make him paint a complete picture for you — before you make your all-important decision.

STRANGERS AMONG US

In the past few weeks many of you have been contacted by union representatives.

Who are these representatives? These organizers are paid by the dues-hunting International to line up more contributors to the union's treasury. Using any means whatever, the job of these organizers is to create unrest, distrust and fear in the community.

They have verbally attacked AO personnel, the press, civic organizations and townspeople. All of the irresponsible statements they have made are unfounded; made to "stir up the pot."

These union organizers have no stake in the community. They don't live here. They don't go to church here. They don't pay taxes here. They don't have families in the Tri-Community area.

All of their actions, are controlled by the International bosses who pull the "strings" from hundreds of miles away. Should hardship, or violence, occur in our community, these union "missionaries" will have nothing to lose. Their interests lie elsewhere.

If it means setting brother against brother, or friend against friend, to achieve the union's goal of power, these outsiders do not care whether or not the employee and his family are hurt.

How much value can you place on the promises of these individuals about whom you know nothing? How can you believe their attacks upon citizens who derive their livelihoods here and support the towns of this area?

And, let's not forget after these organizers have completed the campaign, they simply move on to another peaceful area, in their power-hungry search, frequently leaving behind them the wreckage of a formerly peaceful community.

DOES THE UNION DELIVER THE BENEFITS IT PROMISES?

Promises of all sorts have been made by I.U.E. to AO workers. I.U.E. has promised many things to many people before.

Consider the specific example of a machine company (located 25 miles from Southbridge in Warren, Massachusetts) where the I.U.E. conducted a nine-week strike last summer.

The I.U.E. Made These Demands

1. A 25% wage increase.
2. A Union Shop.
3. Advancement and lay-off on seniority basis.
4. Compulsory arbitration of grievances.
5. Overtime for Saturday work.
6. Double time for Sunday work.
7. Triple time for holiday work.
8. Ten paid holidays per year.

The I.U.E. Settled For

1. An 8½c an hour increase (average)
2. No change.
3. Advancement by merit first and seniority second.
4. No compulsory arbitration.
5. No overtime unless over 40 hrs.
6. No overtime if a regularly scheduled work day.
7. Straight time plus holiday pay as had been the practice.
8. Company had been giving 6 holidays: New Years Day, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas days. Company granted one extra holiday.

- | | |
|---|---|
| 9. Automatic progression minimum to maximum of rate range. | 9. Merit increases remained the right of and discretion of Management. No automatic increases. |
| 10. Greater Pension Plan benefits. | 10. No change in Pension Plan. |
| 11. Greater health insurance benefits under a private plan. | 11. A cut in Life Insurance of \$500 but a \$10 increase in sickness benefits per week, but the same Blue Cross-Blue Shield Insurance administration. |
| 12. Super seniority for union officers. | 12. Union officers have same seniority rights as others. |

NET RESULTS

Nine weeks of lost pay for 8½c increase plus one holiday. It will take three years and 33 weeks to make up wages lost in nine weeks.

And, in Clinton, Massachusetts;

Union Demanded

Increased retirement benefits.

A private health insurance plan in place of Blue Cross.

Union Settled For

Same retirement plan — no change.

Blue Cross — no change.

Cost of living clause removed from contract and a 4c wage increase in place of it.

NET RESULTS

Five weeks of lost pay for a net gain of ½c. It will take 34 years and 6 weeks to make up wages lost.

VIOLENCE

Any employee considering membership in a union must realize that violence is a standard union tool . . . a tool designed to bring management to its knees.

The union organizers have told you that the I.U.E. is a peace loving union and does not engage in violence. Not much, they don't. Here are just 3 recent decisions handed down by the National Labor Relations Board *against the I.U.E.*



Local 450, I.U.E., AFL-CIO, and Agents (2-CB-3215, 3254) Albertson, L.I., N.Y., Dec. 21, 1961. Board orders and union agents agree, to cease inducing employees of Transdyne Corp., not to cross a picket line or work for said company during a strike or picketing; inflicting or threatening bodily injury to Transdyne's employees, by blocking ingress of employees to the plant, or by inflicting or threatening damage to vehicles owned or used by company, its employees or other persons.

Local 493, I.U.E., AFL-CIO, Dist. 4, I.U.E. (22-CP-29; 22-CB-425), Monmouth Junction, N. J., Jan. 17, 1962. Board orders and unions agree to cease:

1. Sponsoring, inciting and engaging in mass picketing, including the blocking of ingress and egress to and from Computer Systems, Inc. Monmouth Junction Plant, and from physically preventing automobiles containing employees and supervisors of company and employers from entering the plant;

2. Threatening and attempting to inflict bodily injury on company's employees and supervisors and threatening members of their families;

3. Attempting to inflict damage to property of employees and supervisors of company;

4. Inflicting damage to property of company.

5. Picketing company to force it to recognize or bargain with Local 493, Dist. 4, and I.U.E., as representative of its employees or forcing or requiring employees of company to accept or select said unions as their bargaining representative.



Inst. Union of Electrical, Radio & Machine Workers, AFL-CIO, and Its Agent, and Local 906 and Its Agents (25-CB-450; 134 NLRB No. 165), Brookville, Ind. Dec. 29. The Board adopts the rulings that the International and Local 905 participated in and were responsible for the violent unlawful conduct on the picket line, in the strike of April and May, 1961.

Summarizing the misconduct, the Trial Examiner found that it involved blocking of ingress and egress at the plant, massing of pickets, threats of violence to persons and persons and property and physical injury and property damage actually inflicted to compel respect for picket lines and to punish those who crossed them; also the placing of nails on entrances to damage automobile tires of those crossing the picket lines, and threats of physical harm to Sperry's agent for photographing the picket line activities at the plant.

In this case, the Trial Examiner "found practically each elected and appointed official of Local 905, including picket captains, and three international representatives of the I.U.E. participated in the misconduct.

A cease and desist order against the above conduct was directed to the union.

These are just a few of many examples of I.U.E. intimidations. You don't have to look far to find more.

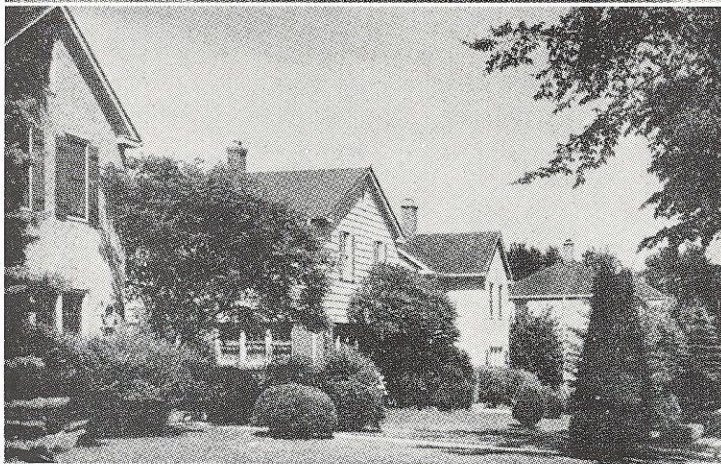
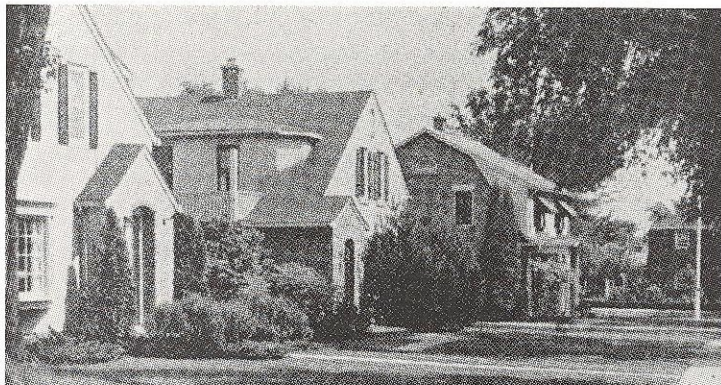
Perkins Machinery Company, (Warren, Mass.) Ware River News, July 27, 1961. Two West Brookfield union members were arraigned on charges stemming from picketing activity — charged with wilful and malicious injury to personal property of another.

In other I.U.E. strikes — cars were damaged, roofing nails thrown in the road and sugar in gas tanks. Threatening phone calls to families of non-strikers. Cans of paint thrown to damage personal property.

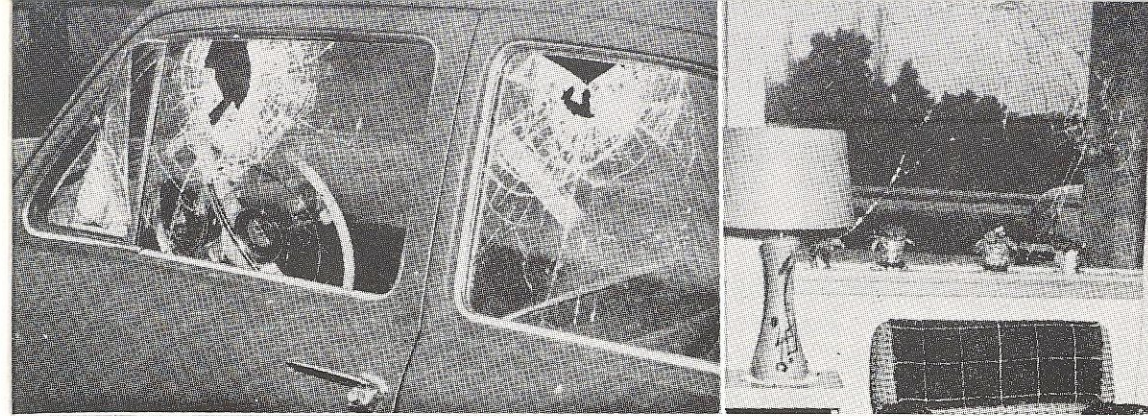
Webster Lens Company, (Webster, Mass.) February, 1962. Picketers blocked the gate, mounted the car bumpers, and threatened one of the superintendents. Union President Walter Russo pounded on the windshield of a car then opened the car door and threatened the driver.

Members of the unaffected plant personnel have been receiving telephone calls at their homes threatening, indirectly, "that someone is liable to get hurt" if they continue working. **Violence:** A part of the union operating procedure. And, it can do such serious harm to a community that the community will find it difficult to recover.

Shown here are before and after photographs of one community which suffered a "non-violence" program of the AFL-CIO.



BEFORE



AFTER

Mr. Carey's Debt

As long ago as last spring, Steel Magazine quoted cocky, little James B. Carey, president of the International Union of Electrical Workers, as saying: "I owe G.E. a strike!" Now, despite the company's handsome contract offer, Mr. Carey remains true to his self-imposed "debt." He is paying off.

Although Lynchburg's General Electric plant is not unionized, it should be of especial interest to examine the coin Mr. Carey is using and how he acquired it. Mr. Carey is paying his "debt" with money from the pockets of strikers, many of whom would prefer to have accepted the company's offer and continue on the job. He won the union membership's consent to call a strike not through rational persuasion and the democratic process of the secret ballot, but rather through emotional appeals to carefully selected "faithful" union workers who voted by raising their hands or standing up to demonstrate their loyalty.

The General Electric Company had encouraged "full and safe participation by affected employees" in the strike vote and had even extended the use of plant facilities for conducting the voting. It had urged secret ballot voting and suggested that the taking of ballots and counting of votes be supervised by disinterested third parties, such as local clergymen.

The union, for its part, rejected all this. Voting was held most often on Sunday, even on Sunday morning. The places selected for voting were often inconveniently located. Voting was sometimes by public show of hands or standing. The counting was never supervised. The questions posed were frequently loaded: "Vote YES and back your union. Vote NO and back the company." In some cases the question was so ambiguous workers didn't realize they were authorizing a strike.

Five years ago, using similar tactics, Mr. Carey called a strike against Westinghouse. It was a long, bitter affair that ran from the fall of 1955 through the spring of 1956, for a total of 166 days. In the end, the company sustained its position. It has been estimated that for the average employee affected in that strike, it would take "more than 50 years of steady work to recover his losses."

One must hope that Mr. Carey's present strike against G.E. will not last that long or cost affected workers that much. As the union membership, much of it under coercion, begins to supply the king with his coin, perhaps everyone will come to realize that still more legislation is needed to protect a union member from the whims of his union boss. Strike votes, we think workers generally will agree, should always be held at convenient times and at convenient places. Preferably, they should be supervised by disinterested third parties. Always, they should be taken by secret ballots.

Ask the local union organizers about the leaders who control all union activities.

Ask them to show you a copy of the last financial report I.U.E. filed with the U.S. Department of Labor for fiscal year ending July 31, 1961.

The cash position of this union at the start of last fiscal year was \$2,506,295.59. At the end of the year it was \$1,127,643.84 a drop of \$1,378,651.75. Here's the real reason why they want your dues. (The figures above are taken directly from the I.U.E.'s financial report on file with the U.S. Department of Labor.)



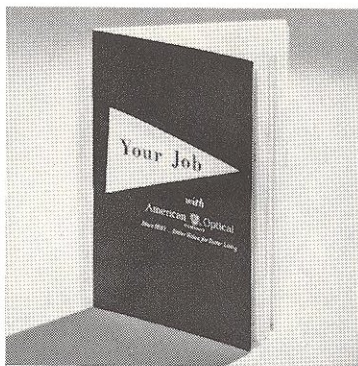
YOUR COMPANY'S INVESTMENT IN ITS EMPLOYEES

Beyond wages, one of the largest single investments your company makes each year — over \$3 million — is an investment in your future and happiness and that of your family. This is the investment AO makes in the Southbridge employees' fringe benefit program.

Certain items coming under the heading of employee benefits are required by law — social security, workmen's compensation, and unemployment compensation. However, voluntary benefits provided by the Company for employees far outweigh the others. During 1961, the required benefits totaled about \$730,000 while those provided voluntarily by AO amounted to about \$2,300,000 or about 3 times as much.

Most of us usually are not aware of the substantial income we receive in the employee benefits package.

The employee booklet "Your Job With American Optical Company" contains more benefits, more rights, more privileges and more guarantees than a union contract would provide.



PROGRESS SHARING AT AO

The Company's practice of sharing its growth and progress has resulted in the following major benefits during the last 12 months:

- 1) Broad comprehensive medical insurance benefits.
- 2) An additional week of vacation for 25 years of service.
- 3) A general wage increase.
- 4) An additional paid holiday.
- 5) Important improvements in the Pension Plan.

No union has been of benefit to our community. *The union record is one of failure. Our record without dues, without strikes, without violence, without a union, speaks for itself.*

The following list includes many of the things that your Company makes possible or helps make possible for you and for your family.

- Vacations
- Holidays
- Medical Care
- Eye Care
- Jury and Civic Duty Pay
- Death in the Family Pay
- Pensions
- Life Insurance
- Tuition Refunds
- Suggestion Awards
- Children's Christmas Party
- Shift Premiums
- Overtime Premiums
- Grievance Procedure including
Outside Arbitration
- Hospital Insurance
- Weekly Disability Plan
- Surgical Insurance
- A Bank-At-Work Plan
- Loans
- Savings Bank Life Insurance
- Second Mortgages
- Numerous Employee Activities
- Quarter Century Club Activities

UNIONS CHANGE THE "WORKING CLIMATE" AND THE "COMMUNITY CLIMATE"

In most cases, the peaceful working climate which we take for granted disappears when a union moves in. Unions just love unrest. They find that politically, it helps them to promote the idea that employees and management just don't think or act along the same lines. Unions have to do this just to keep their organizations alive. If they can't promote the idea that employees are being mistreated by management, they can't sell the idea that employees need a union.

Every week, over a quarter of a million dollars, the earnings of AO employees, flow into the grocery stores, drug stores, banks, gas stations and other retail establishments of the area. These earnings are the economic life-blood of our community in good years and bad.

We, at American Optical, are very much aware of the civic duty this places upon us. We are also very much aware of what a *strike* could do to our Company and our community.

Strikes mean *losses* — losses in production, sales, service and goodwill — losses in wages and income to the employees — losses to the community in the form of unpurchased food, unsold merchandise, unpaid bills, unhappy families.

Not only do our people work together, they act together in a great many ways . . . in clubs and lodges . . . in churches . . . in civic groups . . . in PTA's . . . in charitable undertakings.

Ours is a "first-name" kind of community, a *home* community, a community in which a family can have above-average security and hopes for the future.

You have frequently read about the results of strikes in many industries, and the hardships they impose. Families and friends have been bitterly divided. Communities have changed — not for the better. Remember, the next town the I.U.E. wrecks could be your own!