

TELEMETRY DIVISION

The logo for EMR (Electronic Monitoring Resources) is located in the top right corner. It consists of the letters "EMR" in a bold, white, sans-serif font, set against a dark, slanted rectangular background.

19 January 1968

All Telemetry Division Employees:

A labor union is working overtime to get EMR employees to sign union authorization cards. EMR does respect the right of employees to be represented by a union. However, I see no advantage to employees having a third party represent them.

To be sure that your individual rights are being protected, you should know the law about union authorization cards. The cards being circulated among EMR employees by the union organizers state that the signers authorize the union to act as their bargaining agent. Under the present law, if enough cards are signed, EMR may be required to recognize a union as your representative without your being entitled to a secret ballot election to determine whether or not you want to be represented by this union. In other words, a union could be forced upon you without an election. This is true even though the union organizers tell you that the card you sign will be used to give you an election. Don't be misled into signing away your rights.

You came to work at EMR without a union. Your wages and benefits, including the recent wage increase many of you received, came to you without a union. It has been and will continue to be EMR's policy to provide employees with the best jobs available in this community. From my point of view, I cannot see why you would assume that a union could be more concerned about your individual welfare and future than your own supervisor and managers. All of us are members of a single team with a common purpose.

You are encouraged to talk to your supervisor if you feel you have a problem or suggestion. I recommend that you give very serious consideration before trading off your individual rights to a union that probably knows very little either about you or your company.

Sincerely,

A handwritten signature in dark ink, appearing to read "Jean P. Magnin". The signature is written in a cursive style with a large, sweeping "M".
J. P. Magnin