

# ANNOUNCEMENT

## TO OUR EMPLOYEES AND THE GENERAL PUBLIC :

Inasmuch as a report is being generally circulated in this community that men or women must bear a Union card before employment can be secured, we believe it only fair to our employees and the public that we declare the principles for which we openly and squarely stand.

We believe the only sound principle on which business should be conducted is that known as the "OPEN SHOP" principle, under which men may seek employment and employees are selected and retained on their merit without regard to whether they do or do not belong to any Labor Union, and we are opposed to the "CLOSED SHOP" principle, which denies employment to those who are not members of a union.

We have heretofore conducted our various business enterprises on the "OPEN SHOP" plan and will continue to do so. Klamath has heretofore been a peaceful and prosperous community, and can continue so, if Radical Unionists, Agitators and Walking Delegates find they cannot make their living out of those who work and honestly earn their money. The Agitator's policy of "Rule or Ruin" is not of benefit to any community as people elsewhere have learned to their sorrow; and permitting four or five agitators to stop all industry in this community of over 10,000 people in an endeavor to establish themselves in control and to dictate when and where you can work and when and where you cannot work is a disastrous thing for all concerned. The only person who gains is the Agitator.

## WE HAVE ADOPTED THE FOLLOWING POLICY WHICH EACH AND EVERY ONE OF US ENDORSES AND PROPOSES TO STAND BY:

# "The Klamath Policy"

- 1.—EMPLOY working men and women without any regard whatsoever to the fact that they do or do not belong to any labor organizations.
- 2.—BASE the pay of such employees upon their individual skill, ability and industry.
- 3.—Pay employes as high wages as existing conditions will permit.
- 4.—MAINTAIN present working hours and the best working conditions possible, consistent with the line of industry.
- 5.—EXPECT from each employee an honest day's work, performed to the best of his ability.
- 6.—PROTECT every man and woman in the lawful exercise of his or her natural right to earn a livelihood.
- 7.—RECOGNIZE THE RIGHT OF EMPLOYEES TO SUBMIT ANY AND ALL COMPLAINTS AND WAGE QUESTIONS TO THEIR EMPLOYERS, EITHER INDIVIDUALLY OR COLLECTIVELY.
- 8.—DENY THE RIGHT OF OUTSIDE PARTIES TO INTERFERE IN MATTERS ARISING BETWEEN EMPLOYEE AND EMPLOYER.
- 9.—DEMAND that there be justice and the square deal for all, and License and Special Privilege for none.
- 10.—INDORSE and support every organization, whether of Employers, Employees, or the General Public standing for Law and Order and for the rights of American Citizens.

Opposed to this report that is now being circulated, we hereby announce that it will not be necessary for any employee to be a union member to secure employment or continue in the employment of any of the undersigned employers.

Modoc Lumber Co.  
Chelsea Lumber & Box Co.  
Algoma Lumber Co.  
Klamath Lumber & Box Co.  
Lamm Lumber Co.  
Ewauna Box Co.  
Chiloquin Lumber Co.  
Big Basin Lumber Co.  
Lakeside Lumber Co.  
Pelican Bay Lumber Co.  
Big Lakes Box Co.  
Sprague River Lumber Co.  
Saddle Mountain Lumber Co.  
Nine Lumber Co.  
White Pine Lumber Co.  
T. W. Pheneger Lumber Co.  
Crater Lake Box Co.  
Swan Lake Lumber Co.  
H. E. Crane Lumber Co.  
Ackley Bros.  
Geo. Christy Lumber Co.  
Grisez Lumber Co.  
Sawmill Engineering & Cons. Co.  
Bateman Logging Co.  
Puckett Bros.  
Geo. T. Baldwin  
California-Oregon Power Co.  
Martin Bros.  
First State and Savings Bank  
Klamath State Bank

First National Bank  
W. E. Seehorn  
Oscar Peyton  
Klamath Heating Co.  
G. C. Lorenz  
E. B. Hall  
L. M. Martin  
N. B. Drew  
H. N. Moe  
C. K. Brandenburg  
Central Outfitting Co.  
Chas. P. Maguire  
O. M. Hector  
Vannice Bros.  
Baldwin Hardware Co.  
Roberts & Hanks  
Link River Electric Co.  
Howie Garage  
Danner-Patty Motor Co.  
Central Garage  
Southern Oregon Auto Co.  
J. H. Garrett & Son  
Klamath Falls Auto Co.  
Imperial Garage  
Mayer & Wood Co.  
The Dunham Auto Co.  
Whitman Drug Co.  
Southern Oregon Drug Co.  
Star Drug Co.

Underwood's Pharmacy  
Warren Hunt Hospital  
Johnstone Furniture Co.  
Perkins Furniture House  
Klamath Dye Works  
The Sunset Grocery  
Garich's Grocery  
Roberts & Whitmore  
Klamath Cash Grocery  
Wood Curtis Co.  
Klamath Falls Creamery  
The Shasta  
Claud H. Davis  
Harry E. Peltz  
A. Wickstrom  
J. B. Chambers  
H. J. Winters  
Earl Shepherd Co.  
Klamath Falls Music House  
Frank M. Upp  
Miller Photo Co.  
Van Bellen's Store  
Western Transfer Co.  
O. K. Transfer Co.  
Cofer Bros.  
D. A. Kenyon  
Klamath Iron & Steel Works  
Steinmetz & Goch  
Business Men's Association  
By W. C. Van Emon, Sec.