

C O P Y

NATIONAL TUBE COMPANY

PITTSBURGH, PA.

September 5, 1925.

Dear Sir:-

In response to your letter of the 3rd instant:

We have no hard and fast rule as to the division of service amongst our workmen during periods of business depression severe enough to cause the necessity of curtailment of operations. It is our practice, however, to give preference to such times to men with families. We endeavor, also, to carry out a program of repairs during such periods, especially in such matters as painting, cleaning up, etc., in the effort to give employment to the greatest number of men in departments operating at a minimum rate of production. We find, also, in such times that the efforts we have made to interest employees in the cultivation of gardens has been productive of very good results. We furnish seeds, plants and plowing. In 1921 we furnished approximately 75,000 ounce packages of seed and 100,000 vegetable plants.

Approximately 100 acres of ground in the vicinity of our works were plowed and cultivated as gardens. Instruction was given employees as to the care of gardens, and a careful followup disclosed the fact that these gardens furnished the families of a very large number of our employees with fresh vegetables. In many cases there was a surplus, which was shared with fellow-employees.

During periods of business depression, and especially in winter, it is our practice to keep in close touch with our workmen to whom we cannot give employment, through the foreman, visiting nurses, good fellowship clubs and other welfare organizations, and where cases of real need or destitution are found, relief is extended in the shape of food, clothing and fuel.

Very truly yours,

(Signed) W. B. Schiller , President.

Mr. C. L. Close, Manager,
Bureau of Safety,
United States Steel Corporation,
41 Broadway, New York City.