

October 22, 1935

Dear Mr. Collins:

Pardon the delay in replying to your letter of October second. You ask my judgment on the employees' representation plan in this country. I am heartily for it; I have seen it in operation in various places running back as far as twenty or more years. I consider it the proper form of government inside the factory. There are, of course, unions which are mere shells, but there are others which are producing a growing effort at cooperation on the part of both management and men. I am all for these.

Moreover, I do not think that the company union necessarily interferes with the trade union. It seems to me that it is natural that men who have a trade should combine in its interest; that they should keep their hands off the individual factory in which there are many cases represented and which must be managed from the inside if there is to be a genuine, collective, managed cooperative device.

Hoping this answers your question,
believe me

Very truly yours

Dictated by
not read

Mr. John J. Collins
840 Grand Concourse
New York City