

8. Agency Shop or "Rand" Formula. The Company and the Union agree that an employee shall not be forced to join or stay in the union to keep his job. The worker has the choice of joining or not joining. But if he elects not to join, he must pay to the union a sum equal to union dues. This sum represents a fee charged him by the union for acting as his agent in collective bargaining. (Neither the National Labor Relations Board or the Courts have a definite opinion on its legality.)
9. Maintenance of Membership. The Company agrees that all workers who presently belong to the union and all employees who join in the future must remain in the union for the duration of the contract in order to keep their jobs. Employees who are not in the union and who do not join the union in the future can keep their jobs without union membership. It is permitted under Taft-Hartley Law.
10. Modified Union Shop. The Company agrees that all employees presently in the union and all present employees who join in the future must remain in the union for the duration of the contract in order to keep their jobs. The Company further agrees that all new employees must join the union within a specified time (usually 30 days) or lose their jobs. (It is permitted under Taft-Hartley Law.)
11. Union Shop. The Company agrees that all present and-future employees must belong to the union to hold their jobs. The Company can hire anyone it wants; but the workers hired must join the union within a specified time (usually 30 days) or lose their jobs. (It is permitted under Taft-Hartley Law.)
12. Union Shop with Preferential Hiring. The same as number 11 above with the further provision that the Company agrees that in hiring new workers it will give preference to union members. (It is prohibited by the Taft-Hartley Act.)
13. Closed Shop. The employer agrees that all workers must belong to the union to keep their jobs. He further agrees that when hiring new workers he will hire only those already members in good standing in the union. (It is prohibited by the Taft-Hartley Act.)
14. Closed Shop with Hiring Hall. The same as number 13 above with the further provision that the employer agrees that he shall get all his new workers direct from the union's hiring hall. (It is prohibited by the Taft-Hartley Act.)

In conclusion, I would like to quote a short paragraph also from a talk Mr. Given gave to a group of Division Operating people at the Otis Cutler Club on June 21st, 1946. His subject was "Know Your People." His remarks made a lasting impression on me.

"You and I must see that the supervisors make this --

'Knowing Their People' -- the number one purpose; even then