**How the Rate Dept. Rates The Workers**

By E. A. E. Southern

December 28, 1944

YOU AND THE ANTI-POLL TAX BILL

By John S. I. Hubert and John W. Walker.

Trade Union News, December 28, 1944

**Christmas Greetings**

To All Members of Local 301

On this Christmas Day, 1943, millions of homes in this country will be observing this holiday around a table with various chairs. Many Christmas trees will be lit through the faces of mothers, wives, and children. But, though the hearts may be, the knowledge that our hopes are the flags of the United States and to Victory is encouraging. This holiday will remind all the hope of a happier Christmas. It is these memories they are working to make a reality again.

Peace and Good Will Towards Men

The cities and cities around the world have made peace and good will towards others, providing the best of both worlds. Let us all remember the theme of Christmas. Let us remember the love and good will to all men.

Unity of Purpose

We take this opportunity to thank all our members for their splendid efforts on the production line, for donating blood, for buying war bonds, for contributing to the war effort, and for participation in every phase of the war effort.

We offer a Prayer

On this Christmas Day, 1944 we offer a prayer for a glorious victory in 1944.

**Officers and Directors**

**Executive Board**
A Speech for Every True American to Read

WASHINGTON, Dec. 16 — Here is the text of a speech by President Franklin D. Roosevelt (FDR), which was read by the President to the American people. It is a speech that every American should read for its message of patriotism and unity in the face of adversity.

"In times of crisis, it is important to remember that we are all in this together. We must stand together and work together to overcome the challenges that face us.

"The President’s speech was delivered at a time when the country was facing a difficult period. The United States was at war, and the economy was in shambles. But the President’s words were a call to action, and they inspired the American people to work together to overcome the challenges that faced us.

"The President’s message was one of hope and determination. He reminded us that we are a nation of warriors and that we must be strong in the face of adversity. He reminded us that we are a nation of patriots and that we must be proud of our country.

"In conclusion, the President’s speech was a powerful reminder of the importance of patriotism and unity in times of crisis. It is a speech that every American should read and reflect upon.

"The President’s words echo through the ages, reminding us that we are a nation built on the values of liberty, democracy, and freedom. And they remind us that we must stand together to overcome the challenges that face us.

"Thank you for reading this speech. It is a powerful reminder of the importance of patriotism and unity in times of crisis.

"FDR’s words continue to inspire us today, and they will continue to inspire us for generations to come.

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The A.B.C. of Committee Men's Responsibilities
An Open Letter To All Local 301 Committee Men

Handling of Grievances

By Sidney Frenlahan

The handling of grievances is the fundamental purpose of all committees. Originality is the cornerstone of this local, and the only way to maintain its standing is to comply with the rules. An additional aim is to improve the service. A single business agent, the executive board and a committee can, in the long run, achieve a certain amount of success in the handling of grievances, but it is much more difficult to achieve the same results without assuming additional responsibilities. The most effective way to achieve this is by having a committee for every department.

As a department head, you are the only person who can properly handle grievances. Every department has a certain amount of responsibility and training.

As a representative of the company, you are the only person who can properly handle grievances. You must be familiar with your department and its operations. You must also be familiar with the procedures and methods of handling grievances. You must also be familiar with the company's policies and procedures. You must also be familiar with the company's labor relations policies. You must also be familiar with the company's grievance procedures. You must also be familiar with the company's arbitration procedures.

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