

The American Plan of Open Shop Operation

The American Plan (the open shop policy) has been adopted as a permanent basis of operation by the concerns listed below.

- Under this plan the experienced workmen and bench hands secure the following advantages:
 1. Permanent employment, in well-equipped, modern daylight plants.
 2. Opportunity for advancement, based upon skill, loyalty, and attendance.
 3. Freedom from dictation of any organization as to working conditions.
 4. In many of these plants life, health, and disability insurance, as well as other benefits, are now in force.

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