

February 8, 1968

Mr. Charles Blackburn, Dir.
of Public Works, Room 602
Memphis, Tennessee

Dear Mr. Blackburn:

Thank you for the opportunity of meeting with you last Thursday, February 1. I am hopeful that our conversation was fruitful in establishing a relationship between the city of Memphis and our Union. I advised you that a majority of your employees had signed Union authorization and check-off cards.

It was suggested that I send you a letter outlining the Union's requests. Please be advised our requests on behalf of the Public Works Employees who are members of Local 1733 are as follows:

1. Freedom for employees to join the union without fear of discrimination or reprisals because of their membership.
2. A provision for dues deduction when voluntarily authorized by the employee.
3. A mutually agreed upon grievance procedure providing for union representation at all steps with an equitable terminal step.
4. A procedure for continued discussion between designated representatives of the City of Memphis and the union for purposes of further periodic discussion on matters concerning wages, hours and conditions of employment.

I trust your favorable consideration in this matter will be forthcoming and await your reply. With best regards, I am,

Faternally,

P. J. Ciampa
International Union
Field Staff Director