

C 27022

#9 - Exhibit "A".

Pittsfield, Mass., April 10, 1918.

In order to overcome existing differences, and also to provide an orderly means whereby future grievances may be amicably adjusted, the Pittsfield Works of the General Electric Company, through its General Manager, C.C. Chesney, and Elmer E. Greenawalt, representing the U.S. Department of Labor, in the capacity of a Commissioner of Conciliation, and the Works Committee, representing the employees of the Pittsfield Works, mutually agree that the following proposals shall be submitted to the employees of the General Electric Company, of Pittsfield, Mass., and upon its ratification by them, the terms rules and conditions, hereinafter set forth shall govern the relations between the General Electric Company of Pittsfield, Mass., and its employees, in so far as they apply to general working conditions, and the settlement of grievances as they may from time to time arise.

CONDITIONS GOVERNING EMPLOYMENT

The conditions governing employment in the Pittsfield Works of the General Electric Company shall be as follows:

Employees having qualified intellectually and by experience for the particular work they are called upon to do shall, in accordance with the rules governing such matters, become eligible to participate, and they shall participate, in all the advantages, opportunities, premiums, bonuses, or other emoluments voluntarily bestowed by the Company for faithful service, it being understood that no individual contract, or agreement, will be offered, or required, by the Company, from any employee, except in such instances calling for superior skill and special qualifications, in order that he, or she, may enjoy, in equal measure, with all other employees of similar grade, whatever advantages the Company's inducements in the way of extra compensation, promotion, or continuance in service may offer; nor will any discrimination be made in the case of any employee on account of membership or non-membership in any church, society, fraternity, union or any other lawful organization.

COMMITTEES

The duties of the Works Committee shall be of a general character, and any member thereof, when called upon in regular and proper manner, is authorized to take up for consideration and adjustment, questions and grievances thus placed before him. It is understood, however, that the rules governing the duties of the members of the Works Committee shall not be so construed as to prevent the different trades, departments, or callings, from selecting from time to time temporary committees from such different trades, departments, or callings, for the purpose of taking up with the General Manager, or Superintendent, definite grievances peculiar to, or affecting the different trades, departments, or callings.

W. L. Mackenzie King Papers
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