

(b) To take up the grievances from the party which they represent, and, in connection with a deputy from the other party, to make as prompt an investigation as is possible. If they agree upon a decision in regard to same, then they shall report such decision in writing to the Trade Board, and their decision shall be binding on both sides unless objections thereto are filed with the Board, within three days from the making of the decision.

If, however, the said deputies fail to agree, they shall then certify the fact in writing to the Trade Board, agreeing on the facts, if possible, and in case they disagree as to the facts, each shall certify his statement of facts to the Trade Board, and the matter shall then be taken up by the Board in its next regular or special meeting, and the Board at such meeting shall constitute itself a trial board, and each party shall be permitted to present such arguments and such evidence as is pertinent to the matter in dispute.

(c) It is understood the deputies shall be available to give the duties of their office prompt attention.

Qualification of Deputies

(5) Each deputy, in order to qualify for duty, must have a commission signed by the proper official representing employees or the Company, and said commission must be countersigned by the chairman of the Trade Board. Deputies must be either employees of Hart Schaffner & Marx, or must be persons who are connected with the Joint Board of Garment Workers of Hart Schaffner & Marx.

Records

(6) Duplicate records shall be kept by the Trade Board, one to be in the hands of the chief deputy for the corporation, and one in the hands of the chief deputy for the employees. Such records shall contain the following, which are to be in writing: The complaints of either party which are to be filed with the Board; the decisions of the Board, of the deputies or of any committees; any orders made by the Board; calendars of cases before the Board, and such other matters as the Trade Board may direct placed upon the records.

Appeal to Arbitration Board

(7) In case either party should desire to appeal from any decision of the Trade Board,

or from any change of these rules by the Trade Board, to the Board of Arbitration, they shall have the right to do so upon filing a notice in writing with the Trade Board of such intention within thirty days from the date of the decision, and the said Trade Board shall then certify said matter to the Board of Arbitration, where the same shall be given an early hearing by a full Board of three members.

General Rules

8. (a) In case the deputies or Trade Board agree upon a remedy for the grievance, they shall make a signed order to the proper official of the Company. This official must execute the order without delay, or must endorse upon the order his reason for refusing to do so, in which case either chief deputy or Trade Board has the right within twenty-four hours to request a stay from the chairman pending appeal to the Board of Arbitration.

(b) In case of a stoppage of work in any shop or shops, a deputy from each side shall immediately repair to the shop or shops in question.

If such stoppage shall occur because the person in charge of the shop shall have refused to allow the people to continue work, he shall be ordered to immediately give work to the people, or, in case the employees have stopped work, the deputies shall order the people to immediately return to work, and in case they fail to return to work within an hour from such time such people shall be considered as having left the employ of the corporation, and shall not be entitled to the benefit of these rules.

(c) In case either party shall fail to carry out any decision of the Trade Board, then such matter shall be certified by the Trade Board to the Board of Arbitration, and thereupon said Board of Arbitration shall hear the matter, and should it find that either party has failed to carry out a proper order of the Trade Board, then the said Board of Arbitration shall have the power to devise such means of discipline as it may consider just and proper.

(d) Whenever a change of price is contemplated the specifications shall be submitted to the Trade Board, and the specifications with the prices fixed therefor shall be certified to the firm by the chairman of the board.