

4. The Company will not discriminate against any officer or member of the said Metal Trades Council.
5. It is agreed that the Pittsfield Works of the General Electric Company has always operated under the policy of the open shop, and it is desired by both parties that a strict and fair enforcement of this policy be continued, and that the continuance of this policy shall not constitute a grievance.
6. It is understood that no action or activities of any character other than those pertaining to, or directly connected with the Company's business, will be allowed during working hours, except by special permission from the Company's officers.
7. The condition above set forth to govern the relations of employment between the Pittsfield Works of the General Electric Co. and its employees during the period of the war.