

No. 3.

#11 Exhibit "C"

MEMORANDUM OF AGREEMENT made April 29, 1918 by a committee consisting of Messrs. Callahan, Murray, Kevlin, Moore and Dinneen, representing the employees of the Pittsfield Works of the General Electric Company who are members of the Metal Trades Council of Pittsfield, and the Manager and Manufacturing Superintendent of the Pittsfield Works of the General Electric Company.

1. It is understood that the employees of the Pittsfield Works of the General Electric Company who are members of the Metal Trades Council of Pittsfield may appoint or elect a conference committee consisting of five (5) members. This committee to be received by appointment, by a Division Superintendent, Manufacturing Superintendent, or Manager, to take up and discuss grievances, or any other matters pertaining to the welfare of employees.
2. There may also be elected by the employees a committee from each of the several departments. Only employees of the department to be eligible to its department committee. These department committees may take up and discuss grievances, or problems, pertaining to their particular department, with the foreman and Division Superintendent. The committees shall be as follows:

Department of fifty (50) or less employees.....	A committee of one (1)
Department of one hundred (100) employees and more than 50.....	A committee of two (2)
Department of more than one hundred employees.....	A committee of three (3)
3. If a department committee fails at any time to effect a settlement with its foreman, or Division Superintendent, it will immediately refer the matters in dispute to the Conference Committee, who will confer with the Manufacturing Supt. or the Manager. It is also understood that the Conference Committee, under the direction of the Manufacturing Superintendent, or Division Superintendent, will have the right to visit any department to get information in regard to matters under discussion or in dispute: or call, in for consultation any employee who can give information or assistance in regard to the matters in dispute.

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