

C 27024

(Original No. 1)

#11 Exhibit "A"

Pittsfield, Mass., April 16, 1918.

Memorandum of Agreement, between Metal Trades Council, of Pittsfield, Mass., and General Electric Company, Pittsfield Works.

To the end that harmony should be established in the Pittsfield plant of the General Electric Company, the following agreement is submitted for consideration as a basis for the future.

Article No. 1. This agreement is entered into between the General Electric Company, Pittsfield Works, and the Metal Trades Council of Pittsfield, affiliated with the American Federation of Labor.

Article No. 2. It is understood that the Metal Trades Council of Pittsfield shall appoint or elect a Conference Committee consisting of five members. Any matters referred to this committee shall be taken up with the General Superintendent or General Manager.

Article No. 3. Clause A. There shall be a department committee of three in dealing with the foreman or division superintendent.

Clause B. This committee, failing to affect a settlement, will refer the matter to an executive officer of organization involved. In case the department committee and executive officers fail to effect a settlement with foreman or division superintendent they shall then refer the case to the Conference Committee. It being understood that the executive officers and Conference Committee, shall have the right to visit and investigate in departments where grievances arise.

Article No. 4. The Company shall not discriminate against any officer or member affiliated with the Metal Trades Council for properly attending to matters pertaining thereto, nor for taking an interest in the welfare of the Metal Trades Council, or any affiliated organizations. It being understood that the duties in connection with the work of the Metal Trades Council is to be done in such a manner as to interfere as little as possible with the work of individuals.

W. L. Mackenzie King Papers

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