

will refer the matter to an executive officer of the local organization involved. It is understood that the local executive officer is an employee of the Pittsfield Works. In case the department committee and executive officer fail to effect a settlement with the 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 5. 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 organization. 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 the individual.

ARTICLE 6. An increase of 25% in wages shall be granted, to become effective as soon as agreement is reached. It is understood the employees of the Schenectady Works have already made a similar demand.

ARTICLE 7. Request a definite statement of the policy of the Company in regard to individual contracts.

(Signed) Thos. Moore,
Secy. of conference committee.