

TERMS OF SETTLEMENT OF STRIKE, September 1916

First - That all employes now on strike, except those who have been or may be convicted by the court of offenses growing out of the strike, will be reinstated without discrimination; and those returning shall not discriminate against those who remained or who have already returned to work. C 87054

Second - The manager, as he has repeatedly stated, is ready to listen to any grievance that may be presented by the employes, with the view to proper investigation and elimination of such grievances and states that the employes, at an election to be held in the works may elect committees to take up grievances with the superintendent or manager for adjustment, it being understood that such committee shall be elected by the Australian ballot system.

1. Supplemental to that which has already been outlined in Section 2 of proposition submitted Sept. 27, 1916, through the state board, the plan of selecting committees contemplates the selection of employes for committeemen from those who have been employed by the company for at least one year, and not occupying supervisory or clerical positions.

Only those employes who have been employed prior to July 1, 1916, and do not occupy supervisory or clerical positions shall be permitted to vote at such elections.

2. The duties of the committee elected shall be general in character, taking up only such questions for consideration and adjustment as involve a majority of the employes. The manager wants it understood that nothing in Section 2 of proposition of Sept. 27, 1916, will prevent the different trades, departments, or callings from selecting from time to time, committees from such different trades, departments, or callings for the purpose of taking up grievances peculiar to or affecting the different trades, departments, or callings.

3. It is also to be understood that no employe occupying a supervisory or clerical position shall vote at the election contemplated in Section 3 of proposition of September 27, 1916.

4. It is also to be understood that the names of all nominees for the general committee shall be posted for five days prior to the election.

Third - The employes by Australian ballot may determine whether they care to work 50 or 52½ hours per week, it being understood that the five percent increase proposed before the strike on all hour and piece price rates to compensate for the proposed reduction in the hours of labor from 52½ to 50 hours, shall take effect on or about October first.

Fourth - Upon the return of the employes to work, the company is willing to make any adjustments in pay that may be necessary to bring the present rates of pay up to fair market rates. In case of failure to adjust by agreement, they shall be determined by arbitration by a board of arbitrators, one appointed by each party and these two selecting a third. It is understood, however, that no general or horizontal increase will be considered other than that referred to in paragraph three.