

In all sub-divisions, or departments, not now specifically represented on the Works Committee, a deputy will be appointed in each of these sub-divisions, or departments, by the Manufacturing Superintendent and Conference Committee, who will report directly to the Conference Committee. An additional member will be appointed in each of buildings Nos. 31, 32, 41 and the Columbus Avenue Works. Also all vacancies on Works Committee will be filled by mutual agreement by the Manufacturing Superintendent and the members of the Conference Committee. If an agreement cannot be reached, an election will be held in accordance with the rules, within thirty (30) days from the date on which the vacancy occurs.

WAGE RATES

In case of dispute in regard to the rate of wages, and the Management and the Works Committee have failed to reach a satisfactory adjustment, such disputed rates shall be determined by arbitration, by a board of three arbitrators, one appointed by each party, and these two selecting a third.

The conditions above set forth to govern the relations of employment between the Pittsfield Works of the General Electric Company and its employees during the period of the war.

WORKS COMMITTEE

(signed) Thomas J. Murray, Chairman

(signed) David L. Kevlin, Secretary

GENERAL ELECTRIC COMPANY
(Pittsfield Works)

(signed) C. C. Chesney

Manager

Ratified April 11, 1918 at a mass meeting of employees of the Pittsfield Works of the General Electric Company.

(signed) Patrick J. Callahan, Chairman of
meeting.

For further details see folder #9.