

ARTICLE ~~V~~ VII
EMPLOYMENT CONDITIONS SAFETY

Section 1 - Sanitary, Safety and Health Conditions

The Company agrees to maintain sanitary, safe and healthful conditions in all its ~~plants and working establishments~~ **facilities and buildings** in accordance with applicable laws. **Required safety equipment will be provided to employees when necessary to complete their assigned job duties.** ~~Proper and modern safety devices and protective safety equipment such as but not limited to rubber, asbestos or leather gloves or aprons, canvas arm protectors, rubber boots, safety goggles and respirators will be provided where warranted by the hazards of the work.~~

No employee shall be discharged or otherwise disciplined for refusing to work on a job **that is not made reasonably unsafe or unsanitary for him** ~~them, or that might unduly endanger his~~ **their** health.

Employees who are injured on the job and as a result are unable to complete their shift, shall receive pay at their regular hourly rate for the balance of this shift on which the injury occurred.

Prescription ground safety glasses broken during the performance of an employee's job duties shall be replaced by the Company.

[Proposing to Incorporate Letter 53 here]

Section 2 – General Safety Committee

The General Safety Committee shall meet monthly to raise and resolve Environmental, Safety and Health (ESH) concerns at the lowest level of the organization. The Committee will be comprised of representatives of the Union and the Company. The Union representatives on the Committee shall consist of the Vice President and up to five (5) full-time employees.

During the monthly meeting, the Committee members may present safety-related items for discussion and resolution. The Union Committee members may raise safety issues which their constituents have not resolved at the local level. On an as-needed basis, Committee members may also participate in regulatory inspections to include entrance and exit briefings. Committee members may request meetings on other issues of mutual concern. If safety issues are raised, immediate action must be taken to fix the issue or the ESH department shall be called immediately. ESH will notify the appropriate Committee member on the issue and will apprise the Committee of the action taken.

If a union Committee member is needed to investigate an issue or participate in a company-wide safety issue, the ESH representative will contact the employee's supervisor to obtain

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release for the time necessary, without a loss of pay, with the understanding that the Committee member will return to their work station as soon as possible.

Section 2—Hiring Age

~~The Company agrees that there shall be no established maximum age limit in the hiring or retirement of employees.~~

Section 3—Employment Not Jeopardized

~~Union membership or legitimate Union activity will not jeopardize an employee's standing with the Company or opportunity for advancement.~~

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