

Article XIII
Critical Plant Status

The parties recognize that the Company may incur a situation where production schedules are not being met through normal working hours. After discussions with the union and all other viable options has been exhausted, the parties agree that the company may require employees of these critical plants or parts of plants to work mandated overtime for a period of up to 90 days after it is so designated under the following conditions:

- The employee and the union will be issued a 2 week notice in advance of the mandated overtime.
- The company will be allowed to mandate a maximum of 10 hours Monday thru Friday and 8 hours on Saturday and Sunday.
- Critical Plant Status will only be implemented for a maximum of two (2) times per calendar year with a minimum of 45 days between implementations. The second implementation must be approved by the union.
- Employees assigned to critical status will only be mandated to work for up to 13 consecutive days in any 90 day period.
- Management agrees to have discussions with the Union to negotiate a temporary wage increase for those employees assigned to critical plant status.
- Holidays worked under critical plant status will be done on voluntary basis. Employees who choose to work the holiday during critical plant status will be paid at two (2) and a half times their respective rate.
- All pre-approved vacation time prior to critical plant status will be honored under the provisions provided for in Article XVI Management.

Management Steven Burt Date 12/9/15
Union Robert B. Thomas Date 12/9/15

