



ARTICLE XXVI

FACILITY MAINTENANCE AND PROVISIONS

Section 1. Plant Lighting/Fans/Mirrors

Lights, light fixtures, mirrors and fans will be cleaned a minimum of once a year or as needed with the understanding that some lights, mirrors and fans require cleaning more frequently and these will be cleaned /replaced as required.

Section 2. Parking Lots – Security

Management is concerned with providing secure parking facilities for employees. Currently, random patrols are conducted in all lots on each shift. In addition, T.V. cameras for parking lot surveillance only have been installed and in keeping with our continuing program to provide the most security practicable. Management will install T.V. cameras for increased observation in those plants that currently do not possess them. Those parking lots will have a sign on the outside fence which indicates that the lot is monitored on T.V. cameras.

Any concerns regarding this subject will be resolved between the Plant Managers and Shop Committeepersons.

Management seeks efficient and effective methods to maintain and improve these facilities. The site is currently installing highly luminous lighting towers which will improve monitoring of the parking facilities. The current practice of patrolling parking lots on an intermittent basis will be maintained.

Section 3. Maintenance of Parking Lots and Sidewalks - Snow and Ice Conditions

Salt is applied to parking lots and sidewalks as deemed appropriate during or after the storm. Conditions vary. For example, it would not be appropriate to apply salt during a snowstorm if it appeared that it would shortly be plowed or shoveled off. It is Management's policy to maintain these facilities in suitable condition. Management agrees the work in question falls within the scope of the bargaining unit.

Section 4. Maintenance and Cleaning of Fire Equipment, Fire Watch - Welding and Burning Permits, Inspection of Fire Equipment

The maintenance and cleaning of fire equipment is considered to be bargaining unit work. Accordingly, bargaining unit employees will be assigned to the replacing of defective parts and to the refilling and recharging of fire extinguishers.

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The tasks of standing fire watch when conditions warrant it is also considered to be bargaining unit work. However, the decision as to where, when and under what circumstances welding and burning is to be done, is a Management function. Therefore, Management plans to continue its present procedure whereby welding and burning permits are issued by Plant Security personnel and Maintenance Supervision.

In the interest of both employee and property safety, the responsibility for inspecting all fire equipment will continue to be a Management responsibility.

Section 5. Parking Lots - Litter - Painting Aisle Lines

Management periodically assigns employees to clean litter off the parking lots and fence lines. It is also Management's intent to periodically paint the aisle lines in the parking lots so as to maintain orderly traffic flow and parking facilities.

The parking lots will be re-striped to maintain an orderly parking system when visual inspection indicates a problem.

Section 6. Maintenance of Relief Areas

It is in the best interest of both parties to keep relief areas clean and orderly. It is Management's policy to assign sufficient manpower to clean these areas on a regular basis, to provide trash receptacles, and to empty the receptacles. However, the real secret to keeping these areas clean is for the people using these areas to exercise care to prevent spillage, etc., and to utilize the trash receptacles. Both parties agree to encourage employees to use more care when using relief areas.

Management agrees to provide covered trash containers in designated outside relief areas.

In order to minimize the need for cleaning, plastic liners will be used in trash cans where practical to do so and they will be steam cleaned as needed.

Section 7. Maintenance of Restroom Facilities

Management is interested in maintaining clean, sanitary, and adequate toilet facilities at all times. In keeping with this policy, sufficient numbers of janitors will be assigned during periods of operation so as to provide adequate supplies of soap, towels and toilet paper, as well as clean facilities. In the event of absence of the regularly assigned janitor, sincere efforts will be made to maintain the facilities by temporary assignment of other janitors to do the job.

Therefore, as Management accepts its responsibility to supply adequate janitors, it calls for cooperation of the employees. Complaints concerning the proper maintenance of all of the toilet facilities should be brought to Management's immediate attention as they arise in order that appropriate corrective action can be taken without undue delay.

Section 8. Maintenance of Shower Rooms

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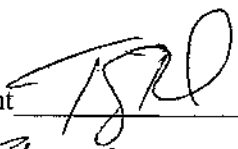
It is the policy to clean shower rooms, at least once each day, which are currently being used by the employees.

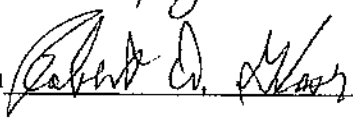
Section 9. Moving - Cleaning Lockers

Whenever lockers are to be moved, relocated, cleaned, or fumigated, Management will notify employees involved. Items which belong to employees or are charged to them will be returned to their locker.

Section 10. Maintenance of Cafeteria

Under present operating conditions, when Management provides cafeteria service for employees on weekends, provisions will be made to provide janitorial services for the cafeterias as a conscientious effort towards good housekeeping. (Excluding the Fresh Markets)

Management  date 12-1-15

Union  date 12-1-2015