

ARTICLE III

VOLUNTARY PAYROLL DEDUCTION FOR UNION DUES AND V-CAP

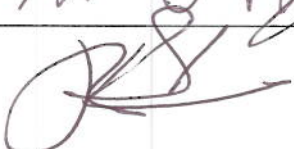
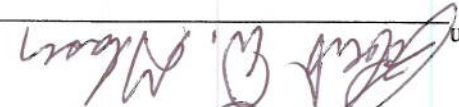
All employees who are eligible shall have the option to voluntarily become members of the union upon completion of their (30th) day of employment. No individual or organization shall force or compel or attempt to force or compel, by any means, including intimidation or unlawful threats, an employee wishing to refrain from such activities as outline in MCL423.14 as amended.

The Company will deduct from employee's wages, who voluntarily become Union members, and turn over to the Financial Secretary of the Union, the initiation fees, Union dues and withholdings as individually certified by them, in writing, that they authorize such deductions. Current employees at the time this agreement takes effect will not be required to re-authorize their dues deduction. This deduction shall be made from the second (2nd) paycheck of each month and shall be turned over to the financial secretary as soon as practical each month. The provisions of this section shall be in accordance with State and Federal Law. The company shall discontinue the deduction of the dues from an employee's wages that voluntarily opts out of the Union (in writing to the Local Union Secretary and the Company) once notified by the Local Union Financial Secretary.

Hold Harmless. The union jointly and severally agrees to save the employer harmless from indemnify the employer against any and all claims, demands, losses, costs and expenses (including reasonable attorney's fees) arising out of this article related to the employer's cessation of dues deductions.

Voluntary Contributions

The Company agrees during the life of the agreement to deduct from the pay of each employee voluntary contributions to the UAW-CAP, providing each employee executes the proper authorization. The Company will deduct Voluntary Contributions from the 3rd pay period of the month.

Management  date 12-1-15
Union  date 12-1-15

