

English Translation by Matthew J. Clutteur

*Article 24*  
*Working Alone*

*No employee shall be allowed to operate a machine in an area of the plant or in any project, where there is no person in sight or who can be called. This shall not apply in the event he or she is working as a security guard.*

*(handwritten signatures)*

*Direct Deposit*

*All employees agree to have a bank account and have their paychecks processed through direct deposit. In addition, he or she must have electronic means available (i.e. e-mail) in order to receive their paystub electronically. The employer shall neither make payroll payments by check nor prepare hard copy paystubs.*

*(handwritten signatures)*

**ARTICLE 25**  
**HIRING OUTSIDE PERSONNEL**

Section 1: The Company shall not hire outside personnel if there is an employee on layoff unless it is to do some technical and temporary work that the appropriate unit is unable to do. If the technical and temporary work exceeds twelve (12) months, it shall become part of the appropriate unit. The Company shall notify the Union whenever the need emerges to hire personnel in order to do said work and the date in which these jobs shall begin and end.

*(handwritten signatures)*