

Expires 01/01/10

immediately following written notice from the Union that the member is again in good standing. The Union agrees to hold the Employer harmless from any and all claims, demands, suits or other causes of action as a result of the Employer complying with the provisions of this paragraph.

C. *MANAGEMENT RIGHTS*

Except as otherwise expressly limited by any provision of this Agreement, the Employer reserves and retains its rights with respect to the management of its business in all of its phases and details, including, without limiting the generality of the foregoing, its rights to determine the number, location and types of its plants, operations, and the methods, processes, equipment and materials to be employed; the number of employees to be employed at any time or place; to expand, reduce or discontinue conduct of its business or operations in whole or in part; to hire, select and direct its employees in accordance with the requirements determined by management; to establish and change work schedules and assignments; to subcontract work of any kind; to transfer, promote or demote employees; to lay off, terminate or otherwise relieve employees from duty for lack of work or other business reason; to make, change and enforce reasonable rules for the maintenance of discipline including but not limited to work rules and office rules; to suspend, discharge or otherwise discipline employees for cause; to enforce stated Employer policy; to schedule employee rest and meal periods; to institute, maintain and modify training programs; to name or designate job titles and to set the duties and responsibilities of employees within the various job titles; to design, implement, modify and terminate incentive programs and to pay incentives to an employee or employees; to determine the competency of employees, including but not limited to, by testing and evaluation to be determined by the Employer in its sole discretion; to modify job duties and responsibilities; to direct employees or persons not covered by this Agreement to perform any and all work in the pressroom, plateroom or other location where employees covered by this Agreement perform work; to direct employees covered by this Agreement to perform work other than in the pressroom or plateroom or other location where employees covered by this Agreement perform work; and otherwise to take such measures as the Employer may determine to be necessary to the orderly, efficient and economical operation of the business. The Employer shall not be required to bargain with the union concerning actions taken pursuant to this provision of the Agreement.

SECTION 2. **WAGES**

A. **BASE HOURLY WAGE RATES**

Base hourly wage rates by position are as follows:

	<u>Hourly Rate</u>
Operator	\$23.57
Journeyman	\$20.00
Plate Lead	\$15.00
Reel Tender	\$14.00