

### MACHINE PREFERENCE GUIDELINES IN BRYAN 11/15/10

The Company and Union agree to the principle of machine preference by seniority in all departments throughout the plant, unless mutually agreed upon by the company and the union with the following provisions:

- a. Management will allow employees on each shift the right to select their machines according to their seniority during the first five-(5) workings days in those months when shifts are realigned in accordance with Section 9.6 (D) (6).
- b. Management shall determine which machine shall be run and idled on each shift.
- c. Management shall determine which machines may be designated for labor training purposes.
- d. If a machine runs during a shift, it will be operated by the permanently assigned employee who was properly selected and has been granted that machine by his seniority. In cases when an employee's machine is idled at the start of the shift, said employee(s), by seniority, will select available open machines management has determined to run. In cases where an employee has properly been assigned work outside his classification, the Company reserves the right to operate that machine with other personnel.
- e. Employees on an overtime basis will have their choice, by seniority, of the machine which Management has designated to be run, as long as all are qualified to run that machine.
- f. When an employee selects and is assigned a machine, he shall remain on that machine.

An employee coming to a shift between selection periods shall assume the vacant machine assignment. If no open machine is available, the employee shall bump the least senior employee on the shift and assume that machine assignment.

When more than one employee comes to a shift between selection periods, those employees shall select, between themselves and in accordance with their seniority, those machines available (vacant machines and machines of bumped employees).

Management may elect that these employees not select a machine and instead be considered "unassigned" employees.

Employees who come to a new shift should exercise their seniority for machine preference at the next selection period.

However, employees forced off their shift shall exercise their seniority to select a machine. Employees "bumped" off their machine by this selection (and subsequent selections) shall then exercise their seniority to select a machine. In most cases (employee-entering classification, employee staying on shift but machine idled, new vacancy on shift, or employee voluntarily going to a new shift), there will not be a general machines realignment, unless mutually agreed to by Company and Union.

- g. Management will determine what "product" will be produced at any machine at any time.
- h. Employees on temporary reassignments of shifts will operate machines specified by Management.