ARTICLE 3

MANAGEMENT RIGHTS

The Management hereby retains the sole control over all matters concerning the operations, management and administration of its business, the determination of locations and relocations of its plants or any parts thereof; the determination of the products manufactured und the services to be rendered; the right to subcontract any or all of facility maintenance or service work; the determination as to whether product components, raw materials, parts or complete product units or services shall be processed or purchased; the right to determine the length of the work week, when overtime shall be worked and to require overtime; the direction and instruction and control of employees including, but not limited to, the determination of the qualifications and abilities of employees to perform the work in a satisfactory manner; the assignment of work or overtime; the right to select, hire, layoff, reclassify, upgrade, downgrade, promote transfer, discipline, suspend, separate or retire employees; the right to determine job content and to create new job classifications, to revise the content and to create new job classifications, to revise the content of existing jobs and to eliminate part or all of existing job classifications; the right to establish production and performance standards and to determine the hours of work, the starting and quitting times, the processes, methods, and procedure to be employed and the right to make and enforce reasonable rules and perform all other functions inherent in the administration and/or

Management of the business.

The above rights and responsibilities of the Company are not all-inclusive but indicate the type of matters or rights which belong and are inherent to the Company. Any of the rights, powers, and authority the Company had prior to entering the Collective Bargaining sessions which resulted in this Agreement are retained by the Company except as expressly and specifically abridged, delegated, granted, or modified by this Agreement.