

ARTICLE 3: WORK RULES

A. General Provisions

1. For the purposes of this Article, work rules are defined as rules promulgated by the Employer, within its discretion, which regulate employees relative to and affecting their employment. The Employer may enforce these work rules while employees are on premises of the Employer and/or while working for the Employer. Work rules shall not be construed as superseding the Collective Bargaining Agreement.

B. Notice

1. At least thirty (30) calendar days prior to the implementation of new or changed work rules, the Employer shall inform the Union of the proposed rules and the Employer's reasons for promulgating the new or changed rules. Upon receipt of a written request from the Union received within ten (10) calendar days of notice, the Employer shall meet and discuss the proposed work rules with the Union prior to the proposed implementation date.

C. Grievability

1. In the event the Employer's enforcement/application of its work rules violates any Article in the contract, a grievance may be filed in accordance with the provisions of Article 29: Grievance Procedure, and appealed to Arbitration in accordance with the provisions of Article 30: Arbitration Procedure of this Agreement.