

72. Tool Replacement

It is understood and agreed that the employee bears the principal responsibility for the security of tools owned by such employee. The responsibility of the Company extends to those measures which are reasonable and necessary to ensure that such tools as are left on the premises of the Company during non-working hours of the employee are secure from pilferage.

Each employee is required to maintain his tools in an appropriate tool box, which is owned and provided by the employee, which is clearly imprinted with the name of the owner and which can be secured by an effective padlock and a case-hardened hasp.

In the course of the normal workday, the employee shall bear the responsibility of keeping his tool box locked at all times. In addition, the employee will be responsible for the locking of his tool box on the completion of the day's work before he departs the Company's premises. The locking of the tool box is a requisite for the recovery of pilfered tools, including a situation in which the entrance to the area in which tools are stored is either broken into or is inadvertently left unlocked.

The Company will designate specific areas where tools will be deposited for the period during which the employee is not working. The Company assumes the responsibility for making certain that the designated areas in which the tool boxes are deposited are secured by lock and key prior to the departure at the end of the day's work of the employees involved. To assure the maximum protection for employees' tools, each employee is obligated to bring to the attention of his foreman or other available supervisors all unlocked doors to areas in which tool boxes are deposited, when such areas are unattended and no work is being performed therein.

When all of the above provisions have been implemented and tools are pilfered from a tool box with evidence of the breakage of the lock on such tool box, the Company, on the presentation of adequate proof by the employee involved, will replace or make whole such employee for the loss of the pilfered tools, provided such tool is listed in Appendix A.