

CAUSES RENDERING AN EMPLOYEE LIABLE FOR IMMEDIATE DISCHARGE

1. Unexcused absence for five (5) consecutive days.
2. Any act or acts contrary to the interest of the Company or its employees.
3. Advocating trouble between Management and the Union.
4. Deliberately restricting output.
5. Distributing written or printed matter of any description on Company premises unless approved by the General Manager.
6. Soliciting on Company property for any labor organization.
7. Setting of equipment and/or materials resulting in an accident, fire or damages.
8. Making false or unfounded claims of injury or illness for disabilities which are not job related.
9. Lying about or covering facts about working conduct of himself or others
10. Bearing false witness for or against the Company under any and all circumstances.
11. Stealing from the Company or fellow employees (major).
12. Fighting or starting a fight.
13. Bringing firearms on Company property without authorization.
14. Disobedience.
15. Deliberate insubordination.
16. Reporting for duty and going on the job under influence of liquor.
17. Bringing intoxicant into the plant or on the job.
18. Consuming intoxicants on Company property.
19. Fifth unexcused lateness.
20. Sleeping during working hours deliberately.
21. Spoiling materials wilfully.
22. Deliberate destruction or wilful damage of Company's or another employee's property.



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23. Taking Company property from the plant without a pass.
24. Refusal to comply with Company rules.
25. Flagrant violation of Company and/or government safety and health regulations.
26. Refusal to use the protective equipment required by Company health and safety regulations and/or by law, including the wearing of dust mask, eye and ear protection, etc., when required.
27. Smoking in Danger Zones.
28. Spreading malicious or false rumors against the Company.
29. Divulge any confidential information.

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