

2017 ADDENDUM TO 2013 SCHINDLER/IUEC SAFETY DISCIPLINE AGREEMENT

In the interests of ensuring even greater safety to Elevator Constructor employees and the public, and preventing serious accidents and fatalities in the industry, Schindler and the IUEC have met and agreed to this Addendum to the 2013 Schindler/IUEC Safety Discipline Agreement previously negotiated:


An employee who gives instructions to another employee on the job to perform an action or commit an omission that itself would constitute either a General Safety Violation or a No Go High Risk Violation is subject to the same disciplinary action(s), on the same terms, applicable to those actions or omissions under the 2013 Safety Discipline Agreement. For example, a Mechanic who instructs an Apprentice that he/she need not wear fall protection in a fall hazard area is subject to the same discipline the Mechanic could have received for failing to wear fall protection himself/herself.

The list of NO GO Life Safety Rules, included in the NO GO HIGH RISK VIOLATIONS Section of the 2013 Safety Discipline Agreement, is expanded to include the following SEC Safety "RED TAG" Rules:

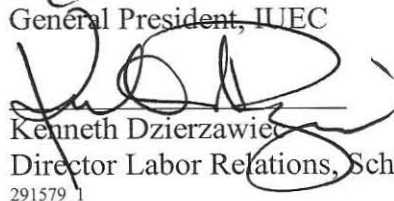
- o Follow SAIS & Periodic Inspection Protocols
- o Never place an elevator or escalator in service with a defeated or bypassed protective device
- o Never allow an elevator to remain in service with damaged or compromised door retention components
- o Never allow an elevator/escalator to remain in service with damaged or compromised machine brake system components
- o Never report an incomplete warranty as complete

The RED TAG NO GO HIGH RISK VIOLATIONS listed immediately above shall be subject to the same disciplinary action (immediate suspension and/or termination, and Article XXII letter) provided in the 2013 Safety Discipline Agreement, except that in a case resulting in serious injury or a fatality, an employee may be subject to termination for his first Red Tag NO GO Rule violation. Such a termination will be taken up immediately by the IUEC Safety Director and the SEC Safety Director. Failing their agreement on the appropriateness of the termination, the IUEC may refer the dispute to Expedited Impartial Arbitration provided for in Article XV, Par. 9 of the current IUEC/NEBA Agreement.

AGREED:


Frank Christensen
General President, IUEC

Date: 9/15/17


Kenneth Dzierzawiec
Director Labor Relations, Schindler Elevator Corporation
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Date: 9/15/2017