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**ARTICLE 29**  
**APPLICATION, EXCLUSIONS AND AMENDMENTS**

**29.01 Application.**

This Agreement applies to all regular and temporary employees of the Company within the bargaining unit, but applies to occasional employees only to the extent and with the limitations expressed in 29.02.

**29.02 Occasional Employees.**

The following provisions of this Agreement are not applicable to occasional employees: Articles 3, except 3.07; 4, except 4.01D, 4.01J, 4.01L, 4.02A, 4.02B, 4.03B, 4.04A, 4.04B, 4.04D, and 4.07; 5; 6; 7 (except separation of occasionals); 8; 9 (except 9.03); 10; 11; 12; 13; 14; 15; 16; 19; 25; and 26.

**29.03 Amendments.**

Any provisions of this Agreement may be amended, modified or supplemented at any time by mutual consent of the parties hereto, without in any way affecting any of the other provisions of this Agreement.

**ARTICLE 30**  
**NON-DISCRIMINATION**

**30.01 Company Responsibilities.**

The Company agrees not to discriminate against, interfere with, restrain or coerce employees because of membership or lawful activity in the Union.

**30.02 Union Responsibilities.**

The Union agrees not to exert any coercion or intimidation on any employee because of non-membership in the Union or for the purpose of inducing membership therein.

**30.03 Non-Discrimination Clause.**

In a desire to restate their respective policies, neither the Company nor the Union shall discriminate against any employee because of such employee's race, color, religion, sex, *sexual orientation*, national origin, age, *disability or veteran status*.

**30.04 Effect on Employment.**

Affiliation or non-affiliation with any labor organization is a matter solely for the decision of the employees; the decision of an employee in this matter will not affect his/her employment or advancement with the Company.