AGREEMENT

BETWEEN

THEATRICAL STAGE EMPLOYEES, LOCAL NO. ONE

I.A.T.S.E., AFL-CIO

AND

Hudson Scenic Studio, Inc. / Sound & Light, LLC

EFFECTIVE JANUARY 1, 2010-ENDING DECEMBER 31, 2010
CONTRACT

1. **Recognition**: Employer recognizes Union as the sole and exclusive bargaining representative for all classifications of employees enumerated in Article 7 hereof employed by it within the jurisdiction of Union. Union agrees to furnish the necessary employees and their replacements to perform the work covered hereby.

2. **Scope and Jurisdiction**: This agreement shall cover, apply to and include, but not by way of limitation, all work done by the employer within the territorial jurisdiction of the Union in the construction, fabrication, assembling, erecting, application, dismantling, maintenance, repair, handling, placement, loading, unloading, or operation of all hydraulic, electronic, portable electrical and sound equipment, devices, slide projection, laser equipment, liquid projection, and all other types of theatrical effects, apparatus and effects and all scenery, drops, trusses, scaffolding, iron work, properties, decorations, displays, or other staging or theatrical accessories and effects and associated and/or substitute materials of every kind, nature and description for use in legitimate theatres, off-Broadway theatres, movies houses, studios, auditoriums, exhibition halls, convention halls and similar premises.

   This agreement shall also cover any work done for film or tape presentations such as commercials for T.V., award shows, etc. This agreement shall also cover all other electrical, electronic, carpentry, iron work, welding, drapery work, upholstery or other similar performed by the employer within the territorial jurisdiction of the Union, whether or not for use in legitimate theatres, off-Broadway theatres, movie houses, convention halls, studios, auditoriums, exhibition halls and similar premises. All such work shall be done only by the employees of the Employer under the jurisdiction of the Union and of this agreement. Should the employer desire to engage in construction work of any kind for television, it shall notify the Union and arrive at a mutual agreement with the Union to govern such television work.

3. **Work Week**: The basic work week shall consist of five (5) days, Monday through Friday, of seven and one-half hours each day. The start time shall be between 7:00 a.m. and 9:00 a.m. with a lunch break to be given between the 3rd and 5th hour of work.

4. **Basic Crew**: The minimum Basic Crew of each shop holding a stencil shall consist of three (3) employees:

   1 Foreman
   1 Journeyman (Steward)
   1 Apprentice

   In no event shall the shop owner or principal stockholders designate themselves as the foreman, journeyman, or apprentice so as to satisfy the foregoing requirements as to the basic minimum shop crew.

5. **Supper Breaks**: Whenever an employee works beyond three (3) overtime hours after a seven and one-half hour day he shall receive an unpaid meal break of thirty (30) minutes with meals provided by the employer. Meals will commence every five (5) hours after the end of the previous dinner break.
6. **Overtime:**

   a) The overtime rate of pay shall be defined as time and one-half the straight time rate of pay.

   b) Overtime on Saturdays only after thirty-seven and one-half hours of work. After seven and one-half hours in a day, the time and one-half rate shall apply. Employees that qualify and receive Holiday pay in terms of Article 9. Holidays: item b) of this Agreement, will have these hours credited towards hours worked. All sick days, personal days, and holidays received during the week shall be credited towards hours worked for purposes of Saturday overtime.

   c) Whenever an employee works seven and one-half hours at the time and one-half rate, all work after that shall be paid for at the double time rate of pay.

   d) Once an employee reached a premium or overtime rate of pay, he shall remain at that rate until he has received an eight hour swing or rest period.

   e) All employees called in to work shall receive a minimum call of seven and one-half hours (a day).

   f) All work between midnight and 7:00 A.M. shall be paid at the double time rate of pay.

   g) All calls on Sunday shall be paid at double (2x) the straight time rate. All calls on Sunday shall be for a minimum of four (4) hours. Hours are to be predetermined and will be either four (4) or seven and one half (7 1/2) hours. Employees will receive prior notice for a seven and one half (7 1/2) hour call.

7. **Wage Scales:**

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shop Foreman</td>
<td>50.17</td>
</tr>
<tr>
<td>Assistant Foreman</td>
<td>44.77</td>
</tr>
<tr>
<td>Senior Engineer</td>
<td>44.77</td>
</tr>
<tr>
<td>Department Heads</td>
<td>42.65</td>
</tr>
<tr>
<td>Five (5) Year Engineer/Draftsman (Full Time)</td>
<td>40.14</td>
</tr>
<tr>
<td>NYC welding license holder Five (5) Year Layout Men (Full Time)</td>
<td>38.74</td>
</tr>
<tr>
<td>Five (5) Year Layout Men (Full Time)</td>
<td>37.62</td>
</tr>
<tr>
<td>NYC welding license holder Five (5) year Journeyman (Full Time)</td>
<td>36.33</td>
</tr>
<tr>
<td>Five (5) Journeyman (Full Time)</td>
<td>35.21</td>
</tr>
<tr>
<td>Five (5) Year Shopmen (Full Time)</td>
<td>29.42</td>
</tr>
<tr>
<td>Two (2) to Five (5) Year Engineer/Draftsman (Full Time)</td>
<td>35.98</td>
</tr>
<tr>
<td>NYC welding license holder 0-5 Year Layout Men</td>
<td>35.48</td>
</tr>
<tr>
<td>0-5 Year Layout Men</td>
<td>34.35</td>
</tr>
</tbody>
</table>
Employees shall qualify for the (5) year premium rate of pay—or (2) to (5) Year Engineer/Draftsman rate of pay—me days in terms of Article #10 - Personal Days of this contract (i.e. 950 hours and over worked). Normal periods of time away from work for vacation, personal days, or sick days will be added to the above hours of work. Employees who work for other organizations and are not able to commit the required daily or weekly work hours to Hudson Scenic Studio, Inc. / Sound & Light, LLC will be excluded from the five (5) year premium rate of pay—or (2) to (5) Year Engineer/Draftsman rate of pay—and will be paid at the 0-5 year rate of pay.

Once an employee has attained the five (5) year rate of pay (or (2) to (5) Year Engineer/Draftsman rate of pay), the said employee shall receive that rate effective on this contract's anniversary date, January 1st of each calendar year.

8. Outside Work:

A. Class A Theatres. Employees assigned to work off premises at Class A Theatres or on any out of town pre-Broadway tryouts will be compensated at the following rates:

- Head $52.68/hr
- Others $46.07/hr

In instances where only one (1) employee is assigned the head rate will be used. More than one head may be assigned to outside work/venue. There will always be a minimum of one paid head for each assignment.

See Appendix A for Class A Theatres.

B. Other Theatres. Employees assigned to work off premises at other locations will be compensated at the following rates:

- Head $47.41/hr
- Others $42.14/hr

C. All hours worked in or out of shop under Hudson Scenic Studio, Inc. / Sound & Light, LLC direction shall be counted toward all benefits such as time and one half after 37 1/2 hours of work, sick days, holiday pay, etc.

D. If an employee begins the work day at an off-site location, that employee will work under the conditions of the Theatre's house collective bargaining agreement. Should an employee finish his out-of-shop work by lunch or before, that employee will be asked to return to the shop, revert to his shop pay rate and finish the work day at the shop.
employees refusing to return to the shop will be compensated for only the number of hours worked. An employee who starts work out-of-shop ½ hour (e.g. 8:00 a.m.) after the normal shop day start time (e.g. 7:30 a.m.) and then returns to the shop to finish the work day at the normal shop day end time (e.g. 3:30 p.m.) shall receive at least the minimum call of 7.5 hours by adding an extra ½ hour of pay. This extra ½ hour of pay is not given out when the employee subsequently works overtime.

E. The employer shall compensate for tolls and parking within the jurisdiction or not of Local One, including surveys. Should an employee work outside the jurisdiction of Local One, all cab fares to and from airports shall be reimbursed to the employee upon presentation of receipts. Any required train or airplane travel accommodations and fares shall fall solely under the responsibility of management prior to employee travel. Employees shall be compensated at the shop rate straight time rate of pay while traveling to or from a venue outside Local One's jurisdiction with the exception of Sunday, which will be paid at time and one half. All travel time will be capped at a maximum of eight (8) hours at the applicable shop rate of pay.

Once an employee commences work at the outside venue, he or she will be compensated at the outside work rate of pay. If an employee is required to be on location for more than one day outside of Local One's jurisdiction, he will be provided with a hotel room and a $85.00 per day meal allowance. Should an employee be asked to leave the shop after he or she has already reported for work, or report to the shop after completing his venue assignment, management will reimburse the employee for parking upon presentation of receipts.

Management agrees to provide all information as well as terms and conditions of compensation for employee's consideration prior to assignment.

Management shall make its best effort to discuss and agree upon all per diem and financials no later than forty-eight (48) hours before the employee travels.

9. Holidays:

a) Recognized legal holidays shall be New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Thanksgiving Day, the Friday after Thanksgiving and Christmas Day. If any such Holiday falls on Sunday, it will be celebrated on the Monday immediately following and if it falls on a Saturday, it shall be celebrated on the immediately preceding Friday.

b) New Year's Day, President's Day, Memorial Day, Columbus Day, Independence Day, Labor Day, Thanksgiving, the Friday after Thanksgiving and Christmas Day shall become paid holidays for all employees who work thirteen of the thirty calendar days preceding the holiday. If the employee qualifies and the holiday is not worked, the employee shall receive a day's pay. If the holiday is worked, the employee shall receive the double time rate of pay for these nine holidays.

10. Personal Days and Sick Leave:

A) Personal Days:
Any employee who works at least 950 hours in a calendar year shall be entitled to three (3) personal days in the subsequent year. Such personal days shall be used for the sole purpose of an employee conducting personal business such as a house closing, a court appearance etc. and in such case, the employee must notify the employer in writing at least one (1) week in advance of such business. Personal days cannot be taken to extend vacation time or bookend legal holidays without employer approval. Should an employee request pay without giving proper notice, management at its discretion will review the request with no guarantee of compensation. Such requests must be accompanied by just cause.

B) **Sick Leave:** All employees are entitled to receive one (1) day of sick leave for every 125 hours of time worked with a maximum accumulation of ten (10) days per year. A sick day is earned and available immediately based on previous year’s 950 hours of qualifying time or in a current year upon the accumulation of 125 credited hours. An employee shall be able to use up to ten (10) sick days of which two(2) sick days do not require a doctor’s note. Although no reason need be specified in order to take a sick day, it is explicitly understood by management and the union that no sick day will receive compensation should management learn that the sick day was taken for the purpose of seeking or performing work elsewhere.

11. **Apprentices:** Hudson Scenic Studio, Inc. agrees to appoint two apprentices at the Utility rate. Hudson Sound & Light, LLC agrees to appoint one apprentice at the Utility rate.

12. **Pension, Welfare and Annuity:**

   a) Employer shall make contributions to the "Pension Fund of Local No. One, I.A.T.S.E." (a Trust Fund established under an Agreement and Declaration of Trust entered into as of December 19, 1963 to which the Employer does hereby agree to be bound) in the amount of seven percent (7%) of gross earnings of all employees hereunder from employment during the term hereof.

   b) In addition, Employer shall make contributions to the "Welfare Fund of Local No. One, I.A.T.S.E." (A Trust Fund established under and Agreement and Declaration of Trust entered into as of January 1, 1965 to which the Employer does hereby agree to be bound) in the amount of eleven and one-half percent (11.5%) of gross earnings. Effective July 1, 2010, the Employer welfare contribution shall increase to twelve percent (12%) of gross earnings.

   c) Hudson Scenic Studio, Inc. / Sound & Light, LLC provides an employer managed Annuity Plan. Hudson Scenic Studio, Inc. / Sound & Light, LLC shall match an employee's minimum contribution of two percent (2%) of gross wages earned and will match any other amounts contributed by an employee up to a maximum employer contribution of seven percent (7%) of the employee’s gross earnings. Any employee covered by this Agreement is permitted to contribute above the Employer's 7% maximum match within the provisions of federal law. On January 1, 2007 the Pension Protection Act will become law and both Management and Local No. One recommend compliance.
d) A vested group of 33 employees are eligible and may elect to participate in an Annuity Plan maintained by Local No. One, I.A.T.S.E. (A Trust Fund established under an Agreement and Declaration of Trust entered into as of January 1, 1965 to which the employer does hereby agree to be bound). Hudson Scenic Studio, Inc. will make contributions on behalf of these employees in the amount of eleven percent (11%) of gross earnings.

e) The contribution so required shall be paid monthly, by separate checks in the proper amounts to the order of said Pension Fund, said Welfare Fund and said Annuity Fund, respectively, and with each such payment. Employer shall furnish a statement specifying the names of the employees on whose account the contributions are being made, their respective social security numbers, the dates of their employment and their gross earnings during the period covered.

13. Vacation Allowance: Each employee hereunder shall accrue and be entitled to six percent (6%) of his weekly earnings as a vacation allowance with a maximum of four weeks salary. Six percent (6%) of all hours worked shall be calculated at the straight time rate. Such vacation allowance shall constitute additional wages but the weekly amounts thereof shall be accumulated from week to week by the Employer up to the last Saturday in May of each year. The total so accumulated shall be paid by the Employer no later than June 15th following such last Saturday in May by separate check to the employee’s order (on which all taxes will be separately computed and withheld) and such check shall then be forwarded to the Union for transmittal to the employee entitled thereto. In the event of a default in making payment of the vacation allowance, any expense incurred (including reasonable legal fees, etc.) to enforce collection thereof shall constitute an additional liability of the employer.

14. Layoff: In the event of a layoff, employer will make its best effort, when possible, to notify employees to be laid off 48 hours before the last day worked. The employees to be laid off must be notified of same not later than 12:30 P.M. of the day previous to such layoff.

15. Safety: The Union has the right to demand and Employer agrees, that employees hereunder shall at all times be surrounded with reasonable safeguards while working. The employer shall supply welding gear (specifically welding gloves that shall be returned to the employer for replacement) to those employees who perform such work. Employer also agrees to furnish to Union, whenever requested, proof that it carries Employer’s Liability and Workmen’s Compensation Insurance.

   Safety Violations Warnings: Hudson Scenic Studio, Inc. / Sound & Light, LLC agrees that each and all written warnings of safety violations will be reported to the Union within 48 business hours after each occurrence. Prior to any terminations for accumulated warnings, Hudson’s Management and Local One will confer to review findings before any action is taken. Notwithstanding this agreement, Hudson Scenic Studio, Inc. / Sound & Light, LLC will require all employees to adhere to the agreed upon Health & Safety Enforcement Policy in terms of Appendix B attached.

16. Stencil: All scenery, properties, equipment or other materials constructed by
employees hereunder shall bear the Union's stencil which shall be supplied by the Union. The privilege of using the stencil shall be withdrawn by the Union at any time in the event the Employer fails to live up to the terms of this agreement.

17. **Preparation Time:** Employer shall grant to employees sufficient time to sharpen saws, tools, etc. dulled in the course of the day's work and to do other preparatory work on equipment.

18. **Videotaping and Filming:** In the event of any facility of the Employer covered hereby is used or rented for film or videotape purposes, Management shall be obligated to notify the Union thereof in writing at least 10 days in advance of the day on which such activity is to commence, and it is agreed that any and all stagehand work, as described in Article 2 of this agreement, required to perform in connection with such activity shall be done exclusively by employees of Management under and pursuant to the terms of this agreement, except that any additional compensation or special crew requirements and/or working conditions to apply to such employees in the performance of such work shall be subject to negotiation between Management and the Union.

19. **Outside Attractions:** When the facilities of the Employer covered hereunder are used for rehearsals, commercials, industrials, or shows of any nature, the Union shall have the right to negotiate with the attraction all of the scales and conditions which shall apply.

20. **Check Cashing:** Effective January 1, 2007 there shall no longer be an additional fifteen (15) minutes added to the lunch period on payday.

21. **Access to Premises:** The Business Agent or his representative shall be admitted to any premises wherein work covered hereby is performed for the purpose of properly supervising conditions under the jurisdiction of the Union.

22. **Prior Obligation:** This agreement shall not conflict with any prior obligation owed by the Union to the I.A.T.S.E., but nothing herein shall be construed so as to contravene any applicable State or Federal Law.

23. **Check-off:** Management agrees that it will deduct four percent (4%) of all wages earned and to be earned by each employee covered under this agreement for whom there has been of shall be filed with the Management a written assignment in accordance with Section 302(c) of the Labor Management Relations Act, 1947. Management shall commence making such deductions with the first wage payment to be made to such employee following the date of the filing of his said written assignment, and such deductions shall continue thereafter with respect to each and every subsequent wage payment to be made to each such employee during the effective term of his said written assignment.

Within one month after the end of each payroll period, Management shall remit to the Union by check drawn to the order of Theatrical Stage Employees, Local No. One, I.A.T.S.E., the total amount of all deductions made during the said remittance, and together therewith, Management shall furnish also to the Union a record certifying the names of the employees on whose account such deductions were made and their respective earnings for said payroll period.
Management agrees that a written assignment in the following form will be acceptable for the purpose of this paragraph:

Effective immediately the undersigned assigns to Theatrical Stage Employees, Local No. One, I.A.T.S.E., four percent (4%) of all wages earned and to be earned by him as an employees, and authorizes and directs his employer to deduct such four percent from his wages and to remit the same to said Union.

This assignment shall be irrevocable for a period consisting of either one year or until termination of the applicable collective bargaining agreement whichever is sooner, and shall be automatically renewed, with the same irrevocability, for successive like periods unless terminated by the undersigned in writing not more than twenty nor less then ten days prior to the expiration of such period.

24. **Payroll Deduction:** An employee shall be charged a $6.00 administrative fee for each pay period the employer is required to deduct amounts from the employee's paycheck pursuant to an income execution as mandated by a Court of Law.

25. **Other Conditions:** All other conditions not herein specified shall remain as heretofore, it being understood in this regard that if a question arises as to how a particular condition not specifically covered in this agreement shall be treated, practice and precedent shall prevail until such time an Employer and Union shall negotiate and agree otherwise.

26. **Successors and Assigns:** This agreement shall be binding upon any lessee, transferee, successor or assignee taking over the operation of the business of the Employer and the Employer agrees, before selling, assigning, transferring or leasing its said business to any other person, firm or corporation a written assumption of all of the obligation hereof.

27. **Duration:** This agreement shall be effective January 1, 2010 and shall continue until December 31, 2010. At least sixty days prior to its expiration, the parties shall meet and confer to the purpose of negotiating the terms of a new agreement to take effect January 1, 2011.
The Employer and the Union, in affixing their respective signatures below, do hereby consent and agree, each with the other, to be bound by and adhere to all of the terms and provisions of this contract as above set forth.

Dated: ________________, 2010

EMPLOYER

Hudson Scenic Studio, Inc.
Hudson Sound & Light, LLC
130 Fernbrook Street
Yonkers, N.Y. 10705

BY: [Signature]
Neil A. Mazzella, President

UNION

Theatrical Stage Employees
Local No. One, I.A.T.S.E.

BY: [Signature]
James J. Claffey, Jr., President

BY: [Signature]
Kevin McGarty, Business Manager

BY: [Signature]
Michael Wekselblatt, Business Manager
### Appendix A - Class (A) Theatres

<table>
<thead>
<tr>
<th>Ambassador</th>
<th>Palace</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beacon</td>
<td>Schoenfeld</td>
</tr>
<tr>
<td>Belasco</td>
<td>Radio City Music Hall</td>
</tr>
<tr>
<td>Booth</td>
<td>Richard Rodgers</td>
</tr>
<tr>
<td>Broadhurst</td>
<td>Jacobs</td>
</tr>
<tr>
<td>Brooks Atkinson</td>
<td>St. James</td>
</tr>
<tr>
<td>Carnegie Hall</td>
<td>Shubert</td>
</tr>
<tr>
<td>Circle In The Square</td>
<td>David H. Koch Theatre</td>
</tr>
<tr>
<td>City Center</td>
<td>Town Hall</td>
</tr>
<tr>
<td>Cort</td>
<td>August Wilson</td>
</tr>
<tr>
<td>Ethel Barrymore</td>
<td>Vivian Beaumont</td>
</tr>
<tr>
<td>Eugene O'Neill</td>
<td>Winter Garden</td>
</tr>
<tr>
<td>Hilton Theatre</td>
<td></td>
</tr>
<tr>
<td>Gershwin</td>
<td></td>
</tr>
<tr>
<td>Golden</td>
<td></td>
</tr>
<tr>
<td>Helen Hayes</td>
<td></td>
</tr>
<tr>
<td>Henry Miller</td>
<td></td>
</tr>
<tr>
<td>Imperial</td>
<td></td>
</tr>
<tr>
<td>Jacob Javits Center</td>
<td></td>
</tr>
<tr>
<td>Longacre</td>
<td></td>
</tr>
<tr>
<td>Lunt-Fontanne</td>
<td></td>
</tr>
<tr>
<td>Lyceum</td>
<td></td>
</tr>
<tr>
<td>Madison Square Garden</td>
<td></td>
</tr>
<tr>
<td>Majestic</td>
<td></td>
</tr>
<tr>
<td>Marriott Marquis</td>
<td></td>
</tr>
<tr>
<td>Hirshfeld</td>
<td></td>
</tr>
<tr>
<td>Metropolitan Opera House</td>
<td></td>
</tr>
<tr>
<td>Minskoff</td>
<td></td>
</tr>
<tr>
<td>Music Box</td>
<td></td>
</tr>
<tr>
<td>Nederlander</td>
<td></td>
</tr>
<tr>
<td>Neil Simon</td>
<td></td>
</tr>
<tr>
<td>American Airline</td>
<td></td>
</tr>
<tr>
<td>Friedman</td>
<td></td>
</tr>
<tr>
<td>Studio 54</td>
<td></td>
</tr>
<tr>
<td>New Amsterdam</td>
<td></td>
</tr>
</tbody>
</table>
Appendix B

Hudson Scenic Studio, Inc/Sound and Light, LLC
Health and Safety Program
Safety Policy Summary

The management of Hudson Scenic Studio, Inc/Sound and Light, LLC is committed to providing a healthy and safe workplace. Employees and visitors are required to comply with the policies below to protect their and others health and safety.

Complete information regarding Hudson’s health and safety program is always available from the Plant Safety Standards Binder on the Health and Safety Shelf in the first floor hallway and from the Health and Safety Committee Chairperson, Richard Mone at extension 154. Please seek further explanation of any policies you do not understand.

1. AUTHORIZED INDIVIDUALS
Only properly trained and authorized individuals may operate the following Hudson equipment: scissor lifts, 10-ton bridge crane, Unimove CM manipulator, Piranha iron worker, and forklifts. Employees authorized to operate these machines are listed on the Health and Safety Bulletin Board in the first floor hallway.

2. ELECTRICAL SAFETY
Ground fault circuit interrupting (GFCI) adapters or receptacles are mandatory when using power equipment outdoors and in wet locations. GFCIs should also be used indoors with non-double-insulated portable power tools (tools with 3-prong plugs). Only specially authorized employees may perform electrical repairs.

3. EMERGENCY ACTION PLAN
Hudson has an emergency action plan that instructs employees on what to do in the event of a fire, medical, or other emergency. Employees are required to understand the emergency action plan and their role in it. In short, your first responsibility in the event of any emergency is to notify a manager or supervisor immediately. The emergency action plan is available for review in the Plant Safety Standards Binder on the Health and Safety Shelf in the first floor hallway.

4. EQUIPMENT MAINTENANCE
Only specially trained employees may service machines and permanent building equipment. A list of these authorized (lockout/tagout) employees is posted on the Health and Safety Bulletin Board in the first floor hallway.

5. EYE & FACE PROTECTION
Everyone must wear safety glasses at all times while on the shop floor. The only exception is for individuals working exclusively in the paint shop; however, glasses or other appropriate protection (goggles, face shield, etc.) is required in the paint shop when using power tools,
transferring or spraying hazardous liquids, or painting overhead. All grinding requires safety
glasses and face shields. Eye protection, including prescription glasses, must meet ANSI
Standard Z87.1.

6. FALL PREVENTION
All workers must protect themselves from falls. Employees are prohibited from standing or
climbing on scenery or equipment that would allow them to fall more than four feet
derivingly. To work at heights over four feet, employees must properly use ladders, lifts, or
scaffolding. Workers must notify a manager (e.g. Carrie Silverstein x118) if they believe
ladders, lifts, or scaffolding cannot be used. On the rare occasions when ladders, lifts, or
scaffolding cannot be used, work must be postponed until other measures (for example
railings) can be provided to eliminate the hazard.

7. HAND PROTECTION
Workers are required to wear appropriate hand protection for tasks that are likely to cause
hand injury or chemical exposure. If workers are uncertain as to whether gloves are required
for a specific task, they must seek instruction from their supervisor or a safety committee
member. Cut resistant kevlar gloves are always required when using exposed blades such as
single edge razor blades or utility knives. Other examples of required protection are: rubber
coated kevlar gloves when handling sheet, corrugated, and expanded metal; leather or kevlar
gloves when loading and unloading trucks; heavy leather gloves with gauntlets when welding
and flame cutting metal.

8. HEARING CONSERVATION
Workers are encouraged to voluntarily wear hearing protection when performing loud tasks
such as grinding metal. Earplugs are available from the tool room. Read the packaging or
ask a safety committee member for instructions on proper use.

9. HOUSEKEEPING AND HYGIENE
Employees are required to keep their work areas clean. Obstructing doors, aisles, fire
extinguishers, and electrical panels is prohibited. Eating and drinking is not permitted where
hazardous materials are used or stored. Spitting onto the floor is prohibited.

10. LONG PANTS & SLEEVES
Long pants and sleeves are recommended for all workers in all areas. Workers hot cutting,
grinding, or welding metal are required to wear long pants and sleeves. Everyone working in
the iron or machine shops must wear long pants. Long pants and sleeves are also required on
all workers performing tasks that could expose their skin to chemicals or other injury.

11. MACHINE GUARDS
Machine guards must be in place and properly adjusted on all machines at all times. On rare
occasions when a worker believes a guard must be removed in order to perform a required
task, then he/she must receive a manager’s (e.g. Carrie Silverstein x118) permission to
remove or alter the guard. Permission will only be granted if the worker demonstrates to the
manager that an alternative arrangement for providing equal protection will be implemented.

12. PERSONAL TELEPHONES & RADIOS
Employees are prohibited from using mobile telephones and personal stereos (Walkmans)
during working time. Other types of stereos are also prohibited on the shop floor.
13. **RESPIRATORY PROTECTION**

Hudson has a respiratory protection program. The program establishes a system for the protection of all workers' respiratory health. Employees are required to comply with the program. Important highlights of the program include: 1) Only authorized employees may wear respirators. 2) Some job tasks at Hudson require wearing a respirator. 3) Respirators may only be worn when performing tasks specifically identified in the Respiratory Protection Program's Table #1. 4) After initial safety orientation, dust masks (N95 filtering facepieces) may be voluntarily worn by any employee at any time.

14. **SAFETY SHOES**

Safety shoes must be worn by all employees working in the carpentry shop, iron shop, machine shop, setup building, warehouse, and loading dock. Other employees performing heavy assembly work as well as drivers must also wear safety shoes. New safety shoes must meet the ASTM F2413-05 standard. Existing shoes may meet the old, now obsolete, ANSI Standard Z-41. Your safety shoes must display manufacturer's markings designating the standards they meet. Metal workers must wear heat resistant footwear.

15. **SMOKING**

Hudson is a nonsmoking facility. Smoking is prohibited everywhere inside the building.

16. **WELDING SCREENS**

Metal workers must set up screens to completely separate their welding, grinding or flame/arc cutting work from other workers who are not welding, grinding or flame/arc cutting.

**COMPLIANCE WITH THE ABOVE SAFETY POLICIES IS MANDATORY FOR ALL HUDSON EMPLOYEES. VIOLATORS ARE SUBJECT TO DISCIPLINARY ACTION AS PER THE HEALTH & SAFETY ENFORCEMENT POLICY.**