1 2

3

4 5 6

7

8

ARTICLE 27 MAINTENANCE OF RIGHTS AND BENEFITS

No employee may be implored, required, or coerced to waive the rights or benefits provided by the terms of this Agreement. No employee shall, as a result of the establishment of a level of rights or benefits in this Agreement, suffer a loss or diminution of any such rights or benefits for which the employee is otherwise eligible.

Muchael Wattinne Monember 27, 2018