

SECTION 17. OFFICIAL PERSONNEL FILE.

17.01 EXAMINE AND COPY.

17.01 a. The Employee and/or the Union shall by appointment, be permitted to examine the Employee's personnel file.

17.01 b. The Employee and or the Union shall, upon request, be given a copy of material in the file.

17.02 PLACEMENTS AND EXPLANATION.

17.02 a. No material derogatory to an Employee shall be placed in the Employee's personnel file unless a copy is provided to the Employee.

17.02 b. The Employee shall be given an opportunity to submit explanatory remarks to be included in the file.

17.03 DEROGATORY AND HISTORY.

17.03 a. An Employee and/or the Union may request that derogatory material not relevant to the Employee's employment be destroyed after two (2) years.

17.03 b. Derogatory material is defined as material that is detracting from the character or standing of an Employee, expressive of a low opinion of an Employee, degrading, belittling, contemptuous, disparaging, negative, uncomplimentary, and unflattering.

17.03 c. The Employer will determine whether the material is relevant and will decide whether the material will be retained or destroyed from the personnel file. The decision to retain the material shall include the reasons and shall be in writing.

17.03 d. The decision of the Employer shall be subject to Section 15. and processed at Step 1 of Section 15.

17.03 e. The Employee's employment history record shall not be altered.

SECTION 18. REST PERIODS AND MEAL PERIODS.

18.01 REST PERIODS.

All Employees shall be allowed rest periods of ten (10) minutes as follows:

18.01 a. During each half of the workday including work on holidays.