

ARTICLE 60 - NON-DISCRIMINATORY INTERPRETATION

M/U eff.
11/7/75

(a) All collective bargaining agreements relating to rules, rates of pay and working conditions of employees represented by the Organization signatory hereto will be applied in compliance with state and federal laws without regard to race, religion, color, creed, national origin or sex.

(b) The use of such words as "he," "his" and "him," as they appear in such agreements, are not intended to restrict the application of the agreements, or a particular rule, to a particular sex but are used solely for the purposes of grammatical convenience and clarity.