

## **60. Stewards**

The Union may designate or redesignate from Group 1 of the Industry Experience Roster one employee as a Steward to inspect all working conditions affecting the terms of this Agreement. Each such designation or redesignation shall be for a period of not longer than six (6) months. The Union may make such a designation or redesignation or remove such Steward at any time, but shall discuss the matter with the Producer before doing so.

It shall be the responsibility of the Steward to settle minor grievances with the head of the department in which the grievance arises and, in the event such grievance cannot be adjusted, to notify the Business Representative. The Steward so designated shall be permitted to perform these duties, but such duties shall not unduly interfere with his work, and he shall not leave his station without notifying his immediate supervisor.

Notwithstanding the provisions for layoff or rehire contained in subparagraph (c) of Paragraph 68 herein, such Steward shall not be laid off, or when on layoff shall be the first to be rehired, during his above-described term as such Steward as long as there is work available for him in his department, provided that: such Steward is willing to do, and is qualified physically and possesses the necessary ability and skill for,

the particular work to be performed; such Steward shall not have any such preference in layoff or rehire over the Department Head, if there is any in the unit, or over any employee classified and paid as a foreman, gang or shift boss or supervisory employee; Producer's right to discharge such Steward for cause shall not be limited in any manner by this provision; such Steward shall be subject to the provisions of Paragraph 68; such preference in layoff or rehire shall not apply on the sixth or seventh day worked in such Steward's workweek or holidays, nor to station jobs, nor when it would disturb the continuity of a project; and such Steward shall not have such preference over employees who have been specially rehearsed or cued for a job or persons operating specialized equipment.

Under this provision, only one such Steward may be designated who will have such preference in layoff and rehire as provided above. This does not preclude the Union from appointing "acting" Stewards, but such employees shall not be considered, in any manner whatsoever, as Stewards hereunder for the purpose of preference in layoff and rehire, as above provided. The Union shall notify Producer in advance of any such appointment.