

60. Stewards

The Union may designate or redesignate, from the Industry Experience Roster described in Paragraph 68 herein, one employee as a Steward to inspect all working conditions affecting the terms of this Agreement. Each such designation or redesignation, as the case may be, 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 (b) of Paragraph 68, such Steward, during his above-described term as Steward, shall not be laid off, or when on layoff shall be the first to be rehired, so 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; such preference in layoff or rehire shall not apply on the sixth or seventh day worked in such Steward's workweek, nor to station jobs, nor when it would disturb the continuity of a project; such Steward shall not have such preference over employees who have been specially rehearsed or cued for a job, nor over 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. 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.

Subject to the above provisions, when additional employees are added to a project in the studio on which such additional employees will then be on overtime, or when additional employees are added to a project in the studio on the sixth or seventh days in such employee's workweek or a holiday, Producer shall make a reasonable effort to offer such employment to such a Steward where practical; provided, however, that such Steward is not then otherwise employed on another project which is not then completed and provided that he has just completed his previous shift and is still on the studio premises.

The specific number of Stewards that the Union may designate for this Producer, under this provision, shall be only that number specified for Producer in Exhibit "M," which is attached hereto. 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 recall, as

above provided. The Union shall notify Producer in advance of the appointment of any such "acting" Stewards.