

## **60. Stewards**

The Union may designate or redesignate, from the Studio Seniority Roster described in Paragraph 68(a) herein, if there is one, or otherwise from the Industry Experience Roster, an 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.

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 in a "station job" or supervisory employee; 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; 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; provided, however, that when additional employees are added to a project in the studio on the sixth or seventh day in such Steward's workweek or a holiday, Producer shall make a reasonable effort to offer such employment to such Steward when practical; provided, however, that such Steward is not then otherwise employed on another project which is not then completed and provided he has just completed his previous shift and is still on the studio premises. Such Steward shall be subject to the provisions of Paragraph 68. Producer's right to discharge such Steward for cause shall not be limited in any manner by this provision.