~~SECTION~~ **ARTICLE** ELEVEN

UNION REPRESENTATIVES

~~1-A.~~ **Section 1-A.** For purposes of collective bargaining, the employees may be represented by a Union Grievance Committee which shall be composed of three (3) employees, including two (2) Plant Stewards, one (1) of whom shall be the designated Chief Steward, and the Local President or their designated representative. The members of the Union Grievance Committee shall be recognized by the Company when certified by the Union in writing. None of the Union Grievance Committee members shall be an Area Steward during their tenure in office on the Union Grievance Committee except in a temporary capacity when an Area Steward is on leave of absence.

~~1-B.~~ **Section 1-B.** The number of Area Stewards will not exceed one (1) to each one hundred and seventy-five (175) employees or major fraction thereof. However, for adequate representation, the following Steward allocation shall apply. This allocation may be changed by agreement between the Company and the Union.

|  |  |  |
| --- | --- | --- |
| Area | Shift | Area of Representation |
| 1 | 1 | Integrated Fighter Group (IFG) / Fabrication / Core Planning |
| 2 | 1 | Tool Design/Test Tool Design |
| 3 | 1 | Tool Manufacturing Planning |
| 4 | 1 | Electrical Calibration Planning |
| 5 | 1 | F-35 Liaison Planning |
| 6 | 1 | F-35 Office Planning |
| 7 | 2 | All Occupations |
| 8 | 3 | All Occupations |

~~2.~~ **Section 2.** Union Grievance Committee duties shall be to investigate grievances certified to ~~Stage~~ **Step** Three of the **g**rievance **p**rocedure and general-in-character grievances and to meet with the ~~Labor Relations Senior Manager~~ **Labor and Employee Relations site lead** or their designee as provided for herein.

~~3.~~ **Section 3.** An Area Steward’s duties shall be the handling of grievances arising under this Agreement in their respective areas when requested by an employee. Area Stewards shall be recognized by the Company when certified in writing by the Union.

~~4.~~ **Section 4.** Members of the Plant Grievance Committee and Area Stewards shall be compensated by the Company at their ~~regular~~ hourly **straight time** rate~~s~~ of pay for time spent performing their duties as set forth ~~herein~~ **by this Article**, provided that the time so spent is devoted to the prompt handling of requests, complaints, or grievances and that the amount of time shall not exceed six (6) hours per week. Before leaving their work area or department on Union business, an Area Steward shall advise their immediate supervisor of where they are going, whom they will contact and the nature of the request, complaint or grievance. The Steward shall advise their immediate supervisor upon return. The time limits specified ~~herein~~ **in this Article** shall not apply to meetings with the department manager.

~~5.~~ **Section 5.** Officers or representatives of the Union shall be given up to five (5) consecutive working days, without pay, to handle Union business, provided that prior to each event twenty-four (24) hour notice is given to their immediate supervisor and **the** ~~Labor Relations Senior Manager~~ **Labor and Employee Relations site lead** or their designee and provided that the absence of such employees shall not seriously affect production in their respective departments.

~~6.~~ **Section 6.** Area Steward(s) shall not be transferred from their area to another unless ~~such~~ **the** transfer is mutually agreed upon by the Union and the Company.

~~7.~~ **Section 7.** Area Stewards will be notified by the Company as soon as practicable when any employee is added to their Steward area.

~~8.~~ **Section 8.** Upon notification to the ~~Labor Relations Senior Manager~~ **Labor and Employee Relations site lead** or their designee, the President, Vice President, and members of the Union Grievance Committee, who are also employees of the Company, will have access to the plant during normal business hours for the purpose of investigating a problem, for matters related to contract administration, or to serve in the temporary capacity of an absent Area Steward. ~~Such~~ **This** time for Union business shall not be compensated by the Company.