

ARTICLE 35. UNION STEWARDS

- A. The Union shall be entitled to designate a reasonable number of employees to act as stewards for the employees covered by this Agreement. The Union shall furnish the Labor Relations Manager with the names of the employees selected as stewards. An alternate steward may be appointed to function in the absence of the regular steward. Any change in the appointment of the designated stewards shall be made known to the Labor Relations Manager. There shall be no more than a total of three (3) stewards at the UCR campus.

- B. Union business/activities, other than reasonable time spent in investigation of grievances prior to formal filing and investigation of employee complaints, shall not be conducted on an employee's scheduled work time except as specifically provided for in other section(s) of this Agreement; nor shall such business/activities interfere with University programs and operations.

- C. The University is prohibited from imposing or threatening to impose reprisals, from discriminating or threatening to discriminate against stewards or otherwise interfering with, restraining, or coercing stewards because of the exercise of any rights given by this Agreement. A Local 501 business representative may file a complaint concerning steward reprisal with the Personnel Manager. This section, and disputes arising from this section, however, are not subject to the Grievance or Arbitration Procedures of this Agreement.