

ARTICLE 14 - ACCESS AND SHOP STEWARDS

- 14.01** The Employer agrees that access to its premises shall be allowed to persons employed full time by the Association for the purpose of interviewing a member, and such interviews shall not interfere with the operations of the Department concerned.
- 14.02** Permission to hold meetings on the premises of the Employer shall, in each case, be obtained from the Department Head; and such meetings shall not interfere with the operations of the Department concerned.
- 14.03** The Employer agrees to recognize Shop Stewards appointed by the Association.
- 14.04** The Association shall inform the Employer of the names of all Shop Stewards as soon as possible after their appointment.
- 14.05** The Employer acknowledges the right of the Union to elect or appoint seven (7) Shop Stewards for the St. John's Campus and three (3) Shop Stewards for the Corner Brook Campus.
- 14.06** Shop Stewards will be allowed to absent themselves from their duties for the purpose of handling grievances. Where time is required by the Shop Steward during working hours, the employee shall request such time off from the employee's immediate Supervisor. Such time off shall not be unreasonably withheld.
- 14.07** It is agreed that no discrimination will be practised as a result of any member accepting a position in the Association.
- 14.08** A Shop Steward or other employee or contractual employee who is a member of the grievance committee referred to under Step 1 of Clause 25.06, or the grievor, shall not suffer any loss of pay for any time lost in processing complaints or attending grievance meetings. However, such an employee or contractual employee shall not leave the employee's regular duties to discuss any business in respect of grievances without first obtaining permission from the employee's Supervisor. The employee or contractual employee shall notify the employee's immediate Supervisor when returning to duty.

ARTICLE 15 - PROTECTIVE CLOTHING AND UNIFORMS

- * **15.01** (a) The following items of protective clothing or uniforms shall be issued every year to full-time employees:

five (5) shirts
five (5) pants

Employees working weekends and casual call-in shall be issued:

two (2) shirts
two (2) pants

- * (b) The following items of clothing shall be provided to employees and contractual employees when required for the performance of their duties:

safety glasses
coveralls (Cloth)
winter hats/toques
work gloves
short jacket or cardigan
rain suit
parka/snowsuit/3-in-1 jacket
belt
key protectors

- * (c) Clothing which is to be issued on a regular basis, i.e. yearly, shall be ordered in advance so that every reasonable effort can be made to have them issued on July 1 of each year.

15.02 Subject to Clause 15.01, it is agreed that the quantity, issue, and control of such clothing and uniforms shall be regulated by the Employer.

15.03 Employees or contractual employees who have been issued protective clothing and uniforms shall be required to wear them at all times while in the performance of their regular duties and shall be required to keep them clean and in proper repair.

- * **15.04 (a)** Where safety boots are required by the Employer in accordance with safety regulations, the Employer shall reimburse the employee for the cost of safety boots up to a maximum of \$200.00 per year.

Where specialty footwear or orthotic aids are required to address a medical issue as recommended by a medical specialist, the Employer shall reimburse up to an additional \$50.00 every two years.

- (b) The employer, with supervisor approval, will reimburse the employee for the cost of rubber boots up to a maximum of two hundred dollars (\$200.00)