

A G R E E M E N T

BETWEEN

**NAVAL REGIONAL MEDICAL CLINIC
QUANTICO, VIRGINIA**

AND

**AMERICAN FEDERATION OF
GOVERNMENT EMPLOYEES
(AFL-CIO)
LOCAL 1786**

ARTICLE VII

UNION REPRESENTATIVES

Section 1. A conference committee of three (3) representatives of the Union will meet with designated representatives of the Employer from time to time as the need arises to discuss appropriate matters. The purpose of such meetings shall be stated in advance by the party calling the meeting. Subsequent to the approval of this Agreement, the conference committee will meet with the Employer's representatives once a month for the first three months. Thereafter, although not regularly scheduled, the meeting will be held as the need arises.

Section 2. The Union shall supply the Employer in writing and shall maintain with the Employer on a current basis, a complete list of all elected officers, the conference committee, all other authorized representatives, and all authorized Union stewards, together with the specific organizational component within the unit in which each Union steward is authorized to act in behalf of the Union. The number of stewards shall be those reasonably required to assure that each employee of the Unit is represented, the total number not to exceed eight (8) stewards.

Section 3. Reasonable time during working hours will be allowed Union representatives for attendance at meetings with the Employer. The Union stewards will be allowed reasonable time to confer with employees on appropriate matters directly related to grievances over the work situations within the Unit. The Union agrees that whenever business of any nature is being transacted during working hours, only that amount of time reasonable and necessary to bring about prompt disposition of the matter will be used.

Section 4. In the event it becomes necessary to transfer a Union steward from one shift to another or from his assigned station, the steward will be given at least three (3) days' notice in writing of such action, unless action is due to regular shift changes, an emergency, or done for security reasons.

Section 5. The designated and authorized Union representatives may receive and investigate complaints or grievances, and engage in authorized activities on behalf of the Union. Representatives of the Union shall not solicit complaints and grievances. Before leaving his work, the Union representative concerned will obtain permission from his immediate supervisor, if available, or the next senior supervisor. Permission will normally be granted at the time of the request unless, in

the opinion of either of the supervisors concerned, work requirements do not permit. In such case, a time will be suggested by the supervisor and mutually agreed upon by the parties. Time of departure and return to work shall be reported in each case to the supervisors. Union representatives will guard against the use of excessive time in handling such matters.

Section 6. Solicitation of membership and activities concerned with internal management of the Union such as activities involving other employee groups, collection of dues, assessments or other funds, membership meetings, campaigning for Union office, conducting elections and distribution of literature or authorization cards will not be conducted during working hours.