

1 **ARTICLE 10.5--UNION RIGHTS/STEWARDS** (Special Agencies Coalition)

2 **Section 1. Union Rights.**

3 (a) Union Stewards shall be allowed to wear Union Steward identification during working hours.

4 (b) Union Stewards shall be given reasonable time off during regularly scheduled working hours
5 without loss of pay for:

6 (1) Investigating and processing grievances;

7 (2) Meeting with management related to a grievance;

8 (3) A meeting not to exceed thirty (30) minutes with a grievant related to the grievance.

9 (c) If new employee orientation is not furnished by the Agency, the new employee's supervisor
10 shall schedule, upon request, a time during working hours for a Union representative to orient
11 the new employee(s).

12 **Section 2. Union Stewards.** Union Stewards shall be selected with the following limitations:

13 (a) Education—Every office of the Agency representing five (5) or more employees shall have
14 one (1) Union Steward for every group of twenty-five (25) permanent employees or less.

15 (b) Library—Four (4) Stewards.

16 (c) Treasury—Two (2) Stewards.

17 (d) Department of Administrative Services—The Agency agrees to recognize a maximum of
18 fifteen (15) Stewards.

19 (e) Commission for the Blind—One (1) Steward per thirty (30) employees.

20 (f) PERS—Four (4) Stewards.

21 (g) Justice—In any location where there are two (2) or more permanently assigned bargaining
22 unit employees, such employees shall be entitled to have one (1) Steward per fifty (50) such
23 employees or portion thereof.

24 The Agency shall make an effort to arrange investigatory meetings so that a worksite
25 Steward is available to attend.

26 (h) OHCS—Five (5) Stewards.

27 (i) Revenue—Sixteen (16) Stewards.

28 (k) Department of Consumer & Business Services, including Workers' Compensation Board—
29 Twenty (20) Stewards. No more than two (2) Union Stewards may be located in the same
30 section or other designated work unit of employees reporting to a first-line supervisor.

- 31 (l) Bureau of Labor and Industries—Five (5) Stewards. **Every office of the Agency**
32 **representing five (5) or more employees shall have one (1) Union Steward for every**
33 **group of twenty-five (25) permanent employees or less.**
- 34 (m) Veterans' Affairs—Every office of the Agency representing five (5) or more employees
35 shall have one (1) Union Steward for every group of twenty-five (25) employees or less.
- 36 (n) Licensing Boards, except for Board of Nursing—Employees of each Board shall be allowed
37 one (1) Steward, and Boards where there are twenty-five (25) or more employees shall be
38 allowed two (2) Stewards.
- 39 (o) Board of Nursing—Two (2) Stewards.
- 40 (p) Higher Education Coordinating Commission—Three (3) Stewards.
- 41 (q) Department of Early Learning and Care – Every office of the Agency representing five (5)
42 or more employees shall have one (1) Union Steward for every group of twenty-five (25)
43 permanent employees or less.
- 44