

5. NOTICE BOARDS:

- 5.1 The Company shall provide the Union with space on Company notice boards for union notices providing that such notices are submitted to management for clearance prior to display. Management shall not withhold its decision on clearance for longer than one day.
- 5.2 Management having given clearance shall not remove any union notice until the agreed upon expiration date.

6. COMMITTEE REPRESENTATIVES:

- 6.1 The Committee shall be elected by the union members in accordance with its constitution.
- 6.2 The Committee shall be representative of the union's members in the various workshops and areas as agreed by the Company to ensure adequate representation. At the time of this Agreement the constituency shall be as set out in Appendix II.
- 6.3 Vacancies in the Committee shall be filled as appropriate as soon as they occur - per the Union's Constitution.
- 6.4 No member shall hold the position of shop steward unless he is a member of the permanent staff of the Company, has been a paid up member of the Union for 12 months and has served for an uninterrupted period of 12 months with the Company. No member shall stand for election as a shop steward if he holds a supervisory position, is a member of the Security or Personnel departments.
- 6.5 The Union shall inform the Company in writing immediately after the elections of the full names, occupation, department and constituency of each shop steward.
- 6.6 The appointment of a shop steward shall cease when:
 - (a) the period for which elected expires
 - (b) his resignation as a shop steward
 - (c) his ceasing to be employed by the Company
 - (d) termination of his appointment by the Union per its Constitution
 - (e) on being promoted to a supervisory position or transferred to Security or Personnel.
- 6.7 The shop stewards will not consult with union members concerning union business during working hours except as provided for in this Agreement and the Grievance and Disciplinary Procedures.
- 6.8 Shop stewards shall not encourage, procure, aid, advise, command, incite or instigate any employee to take part in or continue with an illegal strike or go slow or other work stoppage and will support the spirit and intention of this Agreement in order to maintain harmonious relationships between employees and the Company.

S.E.T. *[Signature]* *[Signature]* *[Signature]*

2.12.1.