

Section 4-7. Shop Stewards. The Union shall have the right to appoint a Steward for each department. A Steward shall have the same seniority privileges as any other member in the unit under this Article.

Section 4-8. Termination of Seniority. Seniority and the employment relationship shall be terminated when an employee:

- (a) quits or is discharged for proper cause; or
- (b) is absent for three (3) working days without notifying the Company, except in cases where it is physically impossible for the employee to do so; or
- (c) is laid off and fails to report for work within five (5) working days after having been recalled in writing by certified mail unless he is prevented from doing so by physical incapacity, provided that the employee notified the Company in writing within the five (5) working days during such incapacity; or
- (d) is absent from work for a period of time equal to his seniority or one (1) year, whichever is shorter.

Section 4-9. Any employee who leaves the bargaining unit to accept another position with the Employer shall lose all seniority rights if away from such unit for a period of three (3) months or more.

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