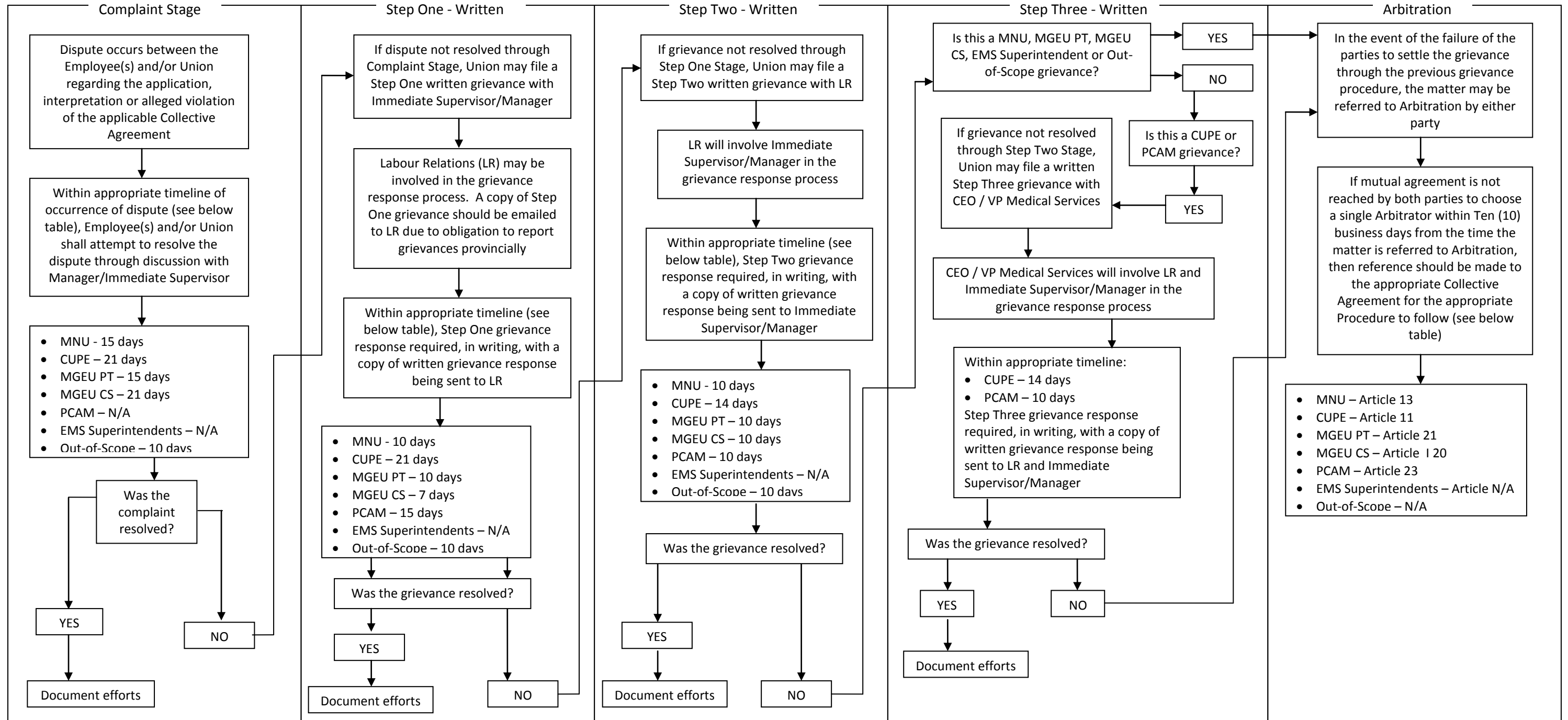


Grievance Response Algorithm



Please note steps in grievance process may be skipped by Union dependent on circumstances surrounding the grievance.