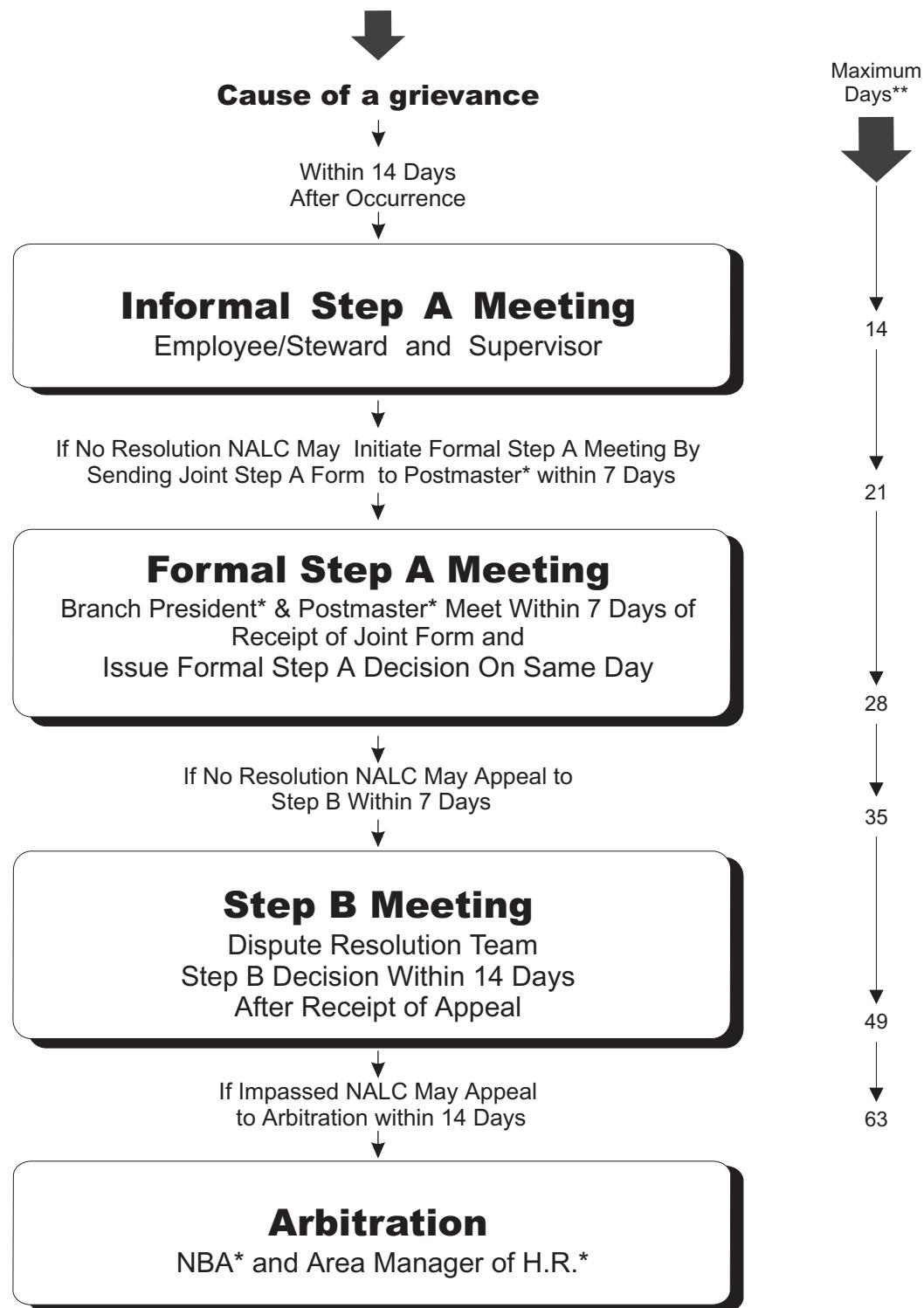




GRIEVANCE PROCEDURE CHART

ARTICLE 15

DISPUTE RESOLUTION PROCESS



*Or Designee

**Days an appeal is in transit are variable and are not counted here.