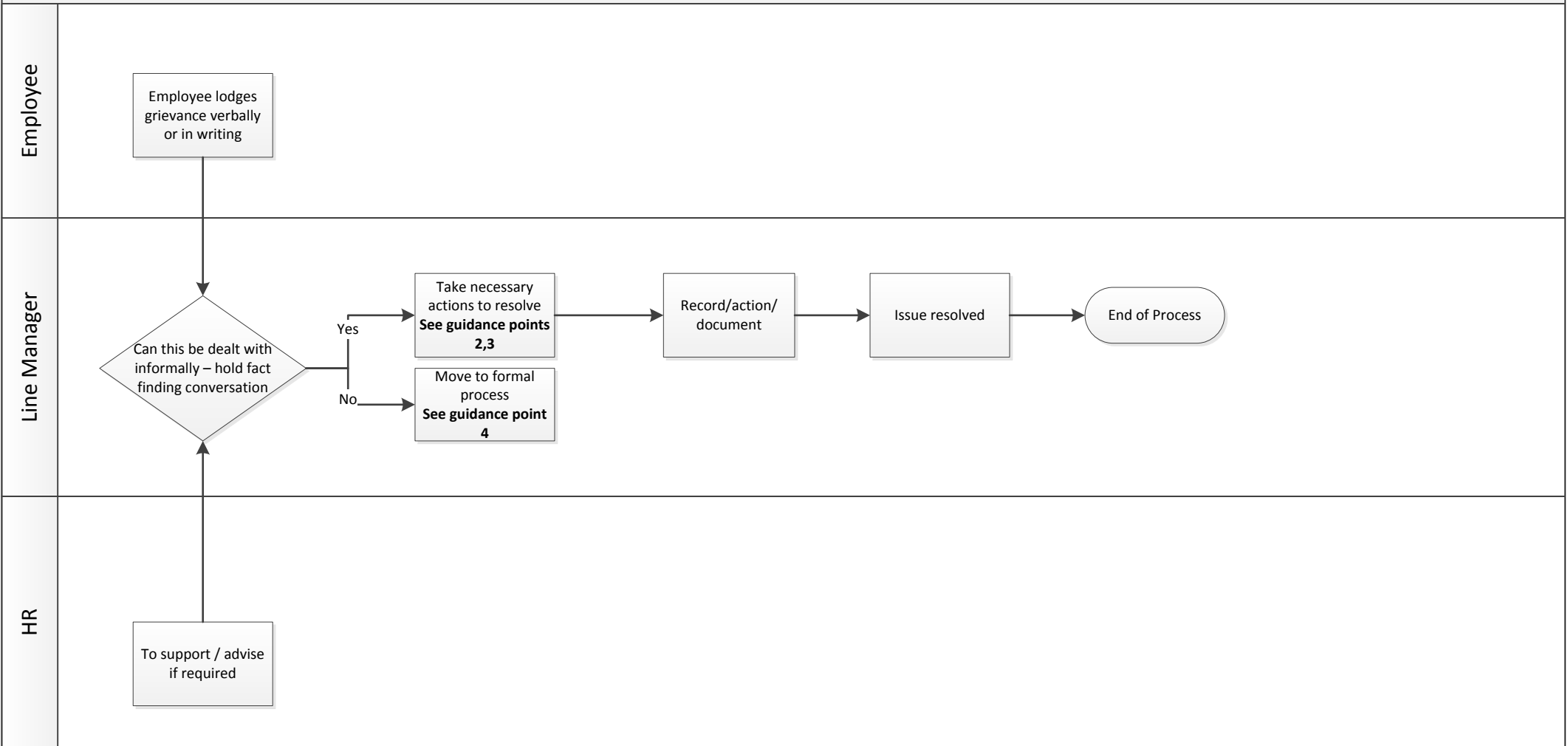


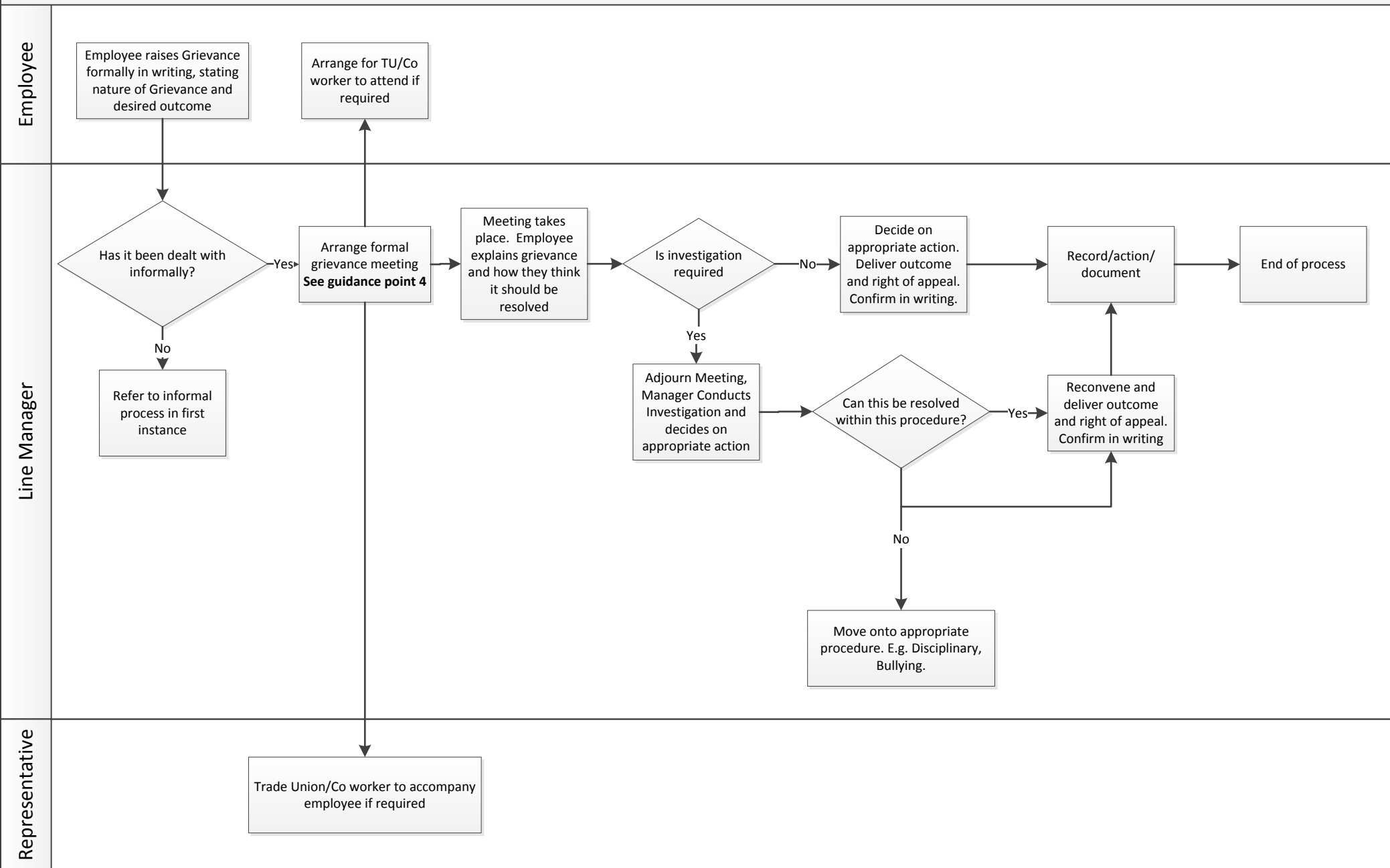
Grievance – Informal

Phase 1



Grievance – Formal

Phase2



Grievance – Appeal

Phase3

