

GRIEVANCE PROCEDURE

1.8.5

E. REPRESENTATION

The grievant is entitled to representation of his/her choice at any point in the grievance procedure. If the representative is a fellow employee, that employee will receive time off from his/her work assignment for the time of the grievance meeting(s) or hearing plus reasonable travel time. The grievant must inform the HR/Risk Management Director whether he/she will be represented at the grievance meeting, along with the identity of the representative, at least 48 hours prior to the grievance meeting.