Grievance Level I Filing
An allegation that the employee was directly wronged in connection with the rights accruing to his or her job classification, benefits, working conditions, appointment, reappointment, tenure, promotion, reassignment, or the like.

**Grievant chooses a grievance procedure**

- **STATUTORY**
  - Level I Meeting
  - 21 Days
  - Level I Response
  - 14 Days
  - Appeal?
    - Yes: Faculty Hearing Committee Selection
      - 14 Days
      - FHC Hearing
      - 14 Days
      - FHC Decision
      - 21 Days
      - President’s Decision
      - 7 Days
      - Reject
      - 7 Days
      - End
    - No: 21 Days
  - 7 Days

- **CONTRACTUAL**
  - Level I Meeting
  - 21 Days
  - Level I Response
  - 21 Days
  - Appeal?
    - Yes: Level II Filing with C.O.
      - 21 Days
      - Level II Meeting
      - 21 Days
      - Level II Response
      - 14 Days
      - End
    - No: 21 Days
  - 21 Days

- Optional “Umpire” Process
  - Grievant appeals?
    - Yes: 30 Days
    - 30 Days
    - Arbitrator’s Decision
    - 30 Days
    - End
  - No: 30 Days

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1 25-day postponement(s) are possible to facilitate informal resolution (CBA at 10.5)
2 12 months, unless promotion case – then 18 months
3 On the contractual track, the grievant chooses whether or not to use the Umpire process for matters pertaining solely to appointment, reappointment, or work assignment under Art. 12 (if case is accepted by CFA for arbitration)