**GRIEVANCE PROCEDURE FLOWCHART**

INCIDENT

STEP TWO B

* Must be employed prior to 7/1/15
* Appeal to WERC within 30 days from decision

STEP TWO A

* Discipline/Layoff: 10 days to file
* Dismissal: 20 days to file
* Impartial hearing within 30 days
* Impartial hearing report within 14 days of hearing
* Chancellor’s statement within 20 days of impartial hearing report
* Discipline and Layoff issues stop here

STEP ONE

* 10 days to file
* 30 days to meet
* 7 days to answer
* Working Condition and Written Reprimand issues stop here

PRE-FILE MEETING

* 20 days to file from date of occurrence

STEP THREE

* Dismissal: 30 days to file
* Board of Regents review