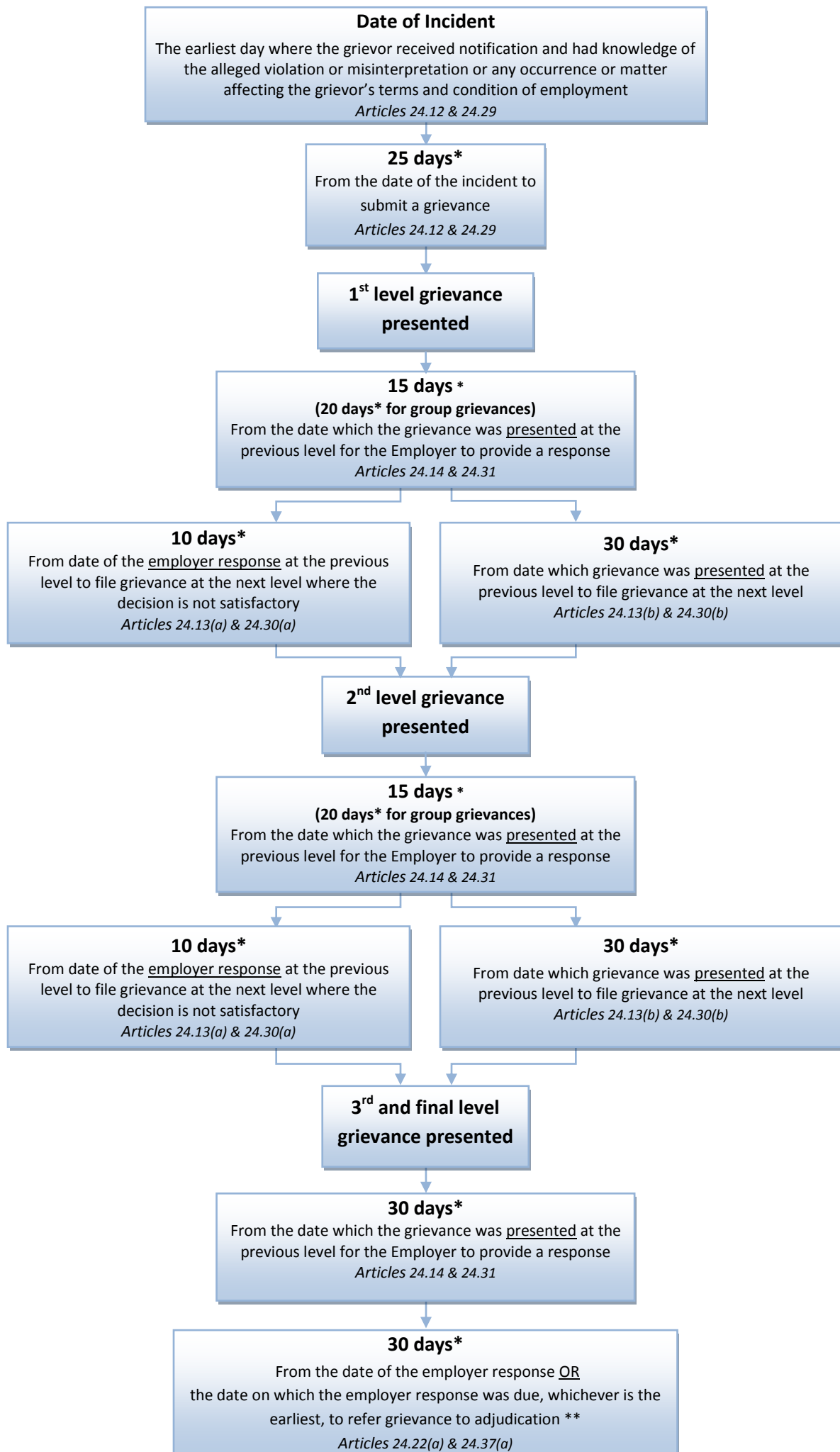


INDIVIDUAL & GROUP GRIEVANCE TIMELINES

Expiry Date: May 9, 2014



Note: Time limits may be extended if agreed by both parties. *Article 24.04*

Maximum of three (3) levels in the individual and group grievance procedure *Articles 24.09 & 24.26*

*All timelines exclude Saturdays, Sundays and designated holidays. *Article 24.03*

**If a party to the grievance raises an issue involving the interpretation or application of the Canadian Human Rights Act, that party must, in accordance with the regulations, give notice of the issue to the Canadian Human Rights Commission. *Articles 24.22(b) & 24.37(b)*