

GRIEVANCE PROCEDURE (Art. 22). Amend CBA language as indicated below:

[Art. 22.2] Step 1. The aggrieved employee shall first present the grievance to the immediate supervisor. A Union representative may be present at this meeting. **The Step 1 meeting is intended to promote discussion and early resolution of grievances.**

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[add last sentence to Art. 22.3] **Grievances concerning more than one work unit, and terminations, may be initiated at Step 2 by the Steward.**