



**Unit 1 – Union of American Physicians and Dentists (UAPD)**  
**ARTICLE 8: GRIEVANCE PROCEDURE**

Process	Level I - Formal	Level II - Formal	Level III - Formal	Level IV - Arbitration
<p><b><u>Contract Language</u></b> <i>5/15/20 to 6/30/20</i> <i>(Contract extended to 09/30/2022)</i></p>	<p>* Grievant shall file a Level I grievance with the campus Labor Relations Office and the Student Health Center director no later than <b>thirty (30) days</b> after the event or no later than <b>twenty-one (21) days</b> after the grievant knew of the event</p> <p>* Appropriate administrator shall hold a meeting with the grievant no later than <b>twenty-one (21) days</b> after receipt of grievance, and shall respond in writing to the grievant within <b>twenty-one (21) days</b> of the Level I meeting</p>	<p>* Grievant may file a Level II grievance with campus Labor Relations Office no later than <b>fourteen (14) days</b> after the Level I response</p> <p>* President shall hold a meeting with the grievant within <b>twenty-one (21) days</b> after receipt of Level II filing, and shall respond in writing to the grievant no later than <b>twenty-one (21) days</b> after the Level II meeting</p>	<p>* Grievant may file a written request for review Level III grievance with the Chancellor's Office no later than <b>twenty-one (21) days</b> after receipt of Level III response</p> <p>* Designated individual in Chancellor's Office and representative of grievant shall schedule a conference at a mutually acceptable time/location; designated individual in the Chancellor's Office shall respond no later than <b>twenty-one (21) days</b> after the conference</p>	<p>* If grievance not settled at Level III, Union may submit grievance to arbitration no later than <b>twenty-one (21) days</b> after receipt of Level III response</p> <p>* Any grievance filed into arbitration shall be considered withdrawn by the Union if the Union has not requested that it be scheduled for an arbitration hearing within <b>ninety (90) days</b> of the filing to arbitration from Level III</p>