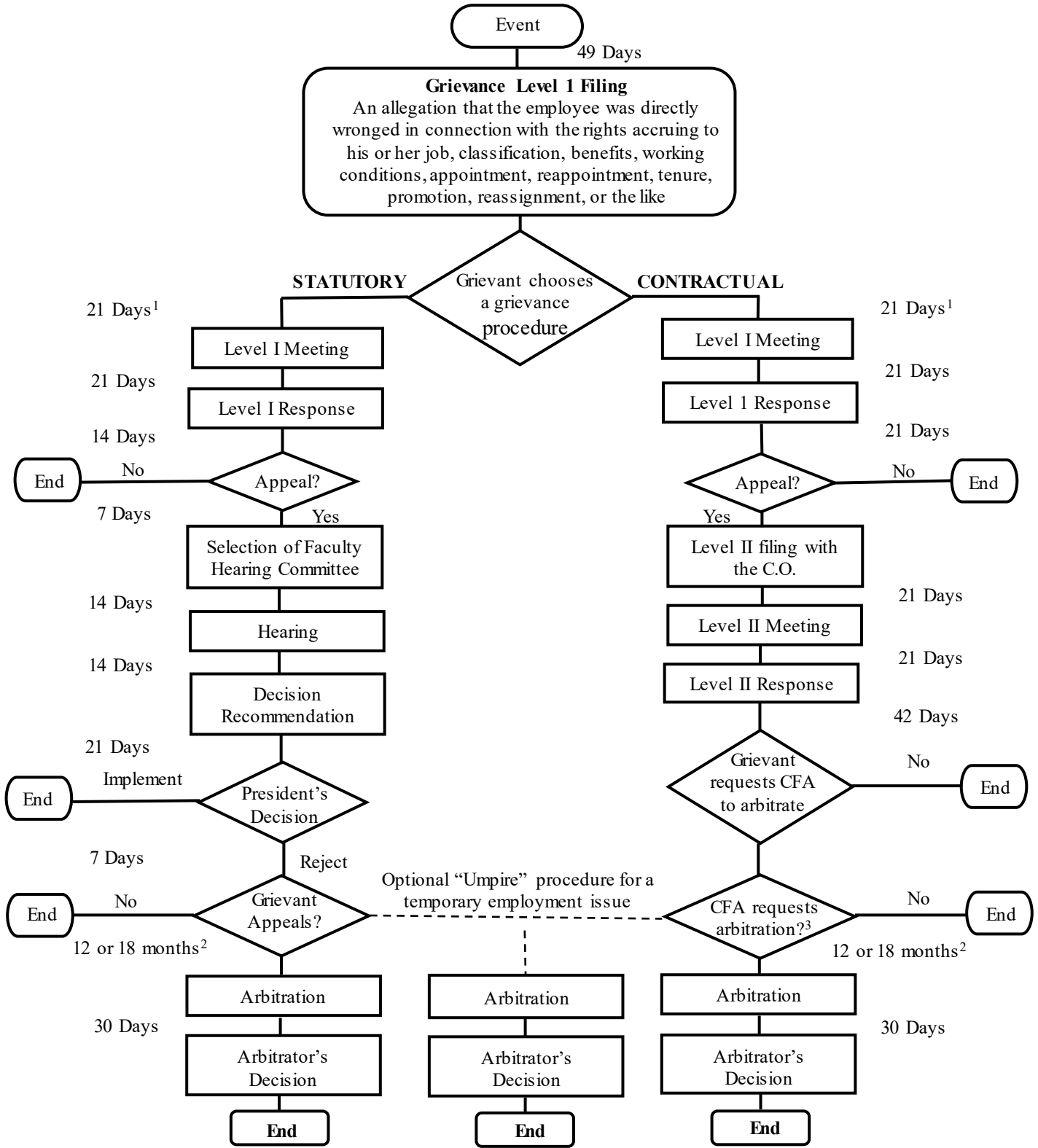


Grievance Process Timeline

California Faculty Association (Unit 3)



¹ 25-day postponement(s) are possible to facilitate informal resolution.

² 12 months, unless promotion cases, then 18 months.

³ On the contractual track, even if CFA chooses to request arbitration it is still the grievant who chooses whether to use the umpire or not.