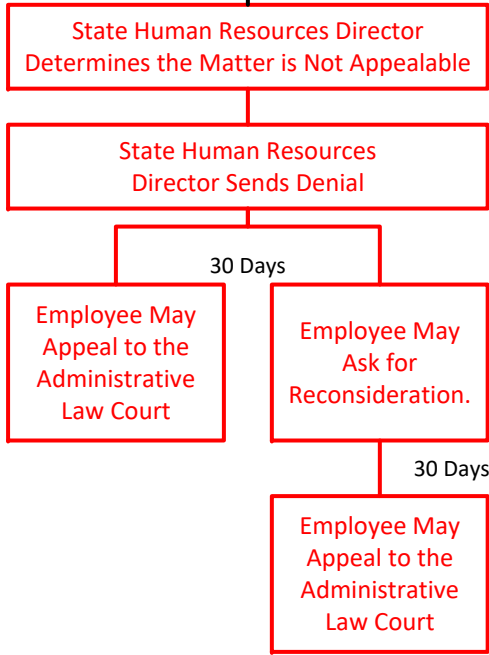
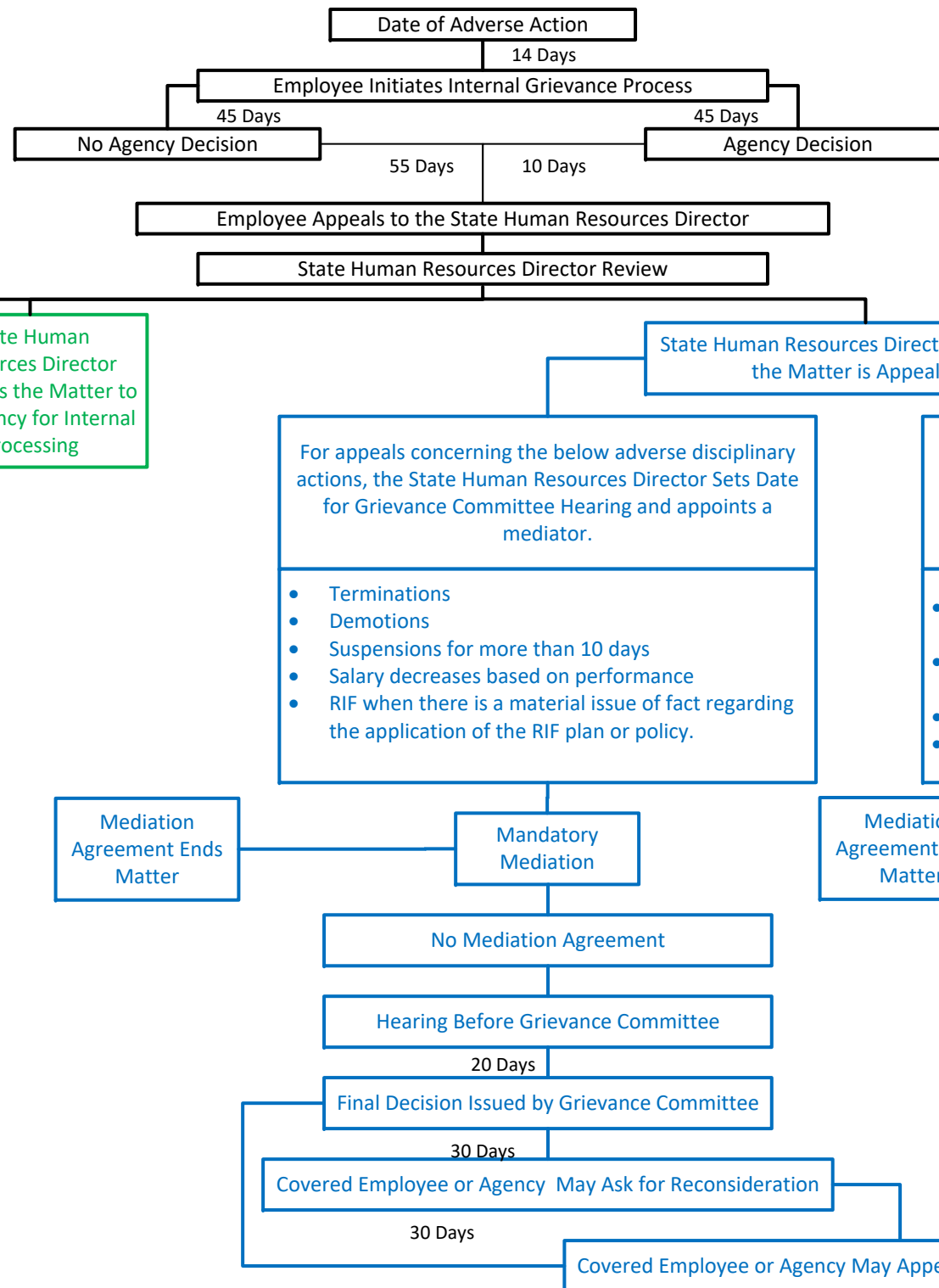


Note: This flowchart provides a summary of the grievance and appeal process. Refer to your agency's grievance policy and the applicable laws and regulations for additional information.



- For appeals concerning the below adverse disciplinary actions, the State Human Resources Director Sets Date for Grievance Committee Hearing and appoints a mediator.
- Terminations
 - Demotions
 - Suspensions for more than 10 days
 - Salary decreases based on performance
 - RIF when there is a material issue of fact regarding the application of the RIF plan or policy.

- For appeals concerning the below adverse disciplinary actions, the State Human Resources Director assigns an arbitrator and appoints a mediator.
- Lack of promotional consideration when there is a material issue of fact.
 - Punitive reclassification when there is a material issue of fact.
 - Suspensions for 10 days or less.
 - Involuntary reassignments greater than 30 miles.