

Step 1, Part 1

Step 1, Part 2

Step 2

Disagreement
Employee
Supervisor
District Rep.
(option of employee)

30 Days from knowledge of facts related to dispute

IBPS
Employee
Supervisor
Assoc. Rep.
ACNO (option of supervisor)

Not Resolved or 14 Calendar Days

File Step 2 Dispute
Dispute Chair or Designee

21 Calendar Days

Step 2 Meeting(s)
CNO or designee
ACNO or designee (i.e. Dept. Administrator)
Clinical Nsg Director
Employee
HR Dir. or designee
HR Business Partner
Dispute Chair or designee
MNA Rep(s). (area or district UMPNC rep.)
Others knowledgeable of "relevant facts"

30 Days

Step 2 Answer (summary form)

10 Calendar Days

Mediation

30 Calendar Days

Arbitration

Paragraph 552

30 Days

Paragraph 552

30 Calendar Days

Paragraph 553

Paragraph 557

Paragraph 557A

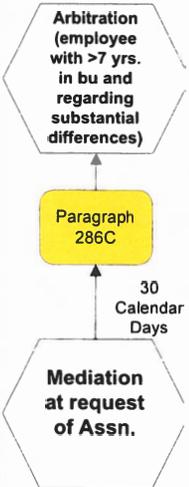
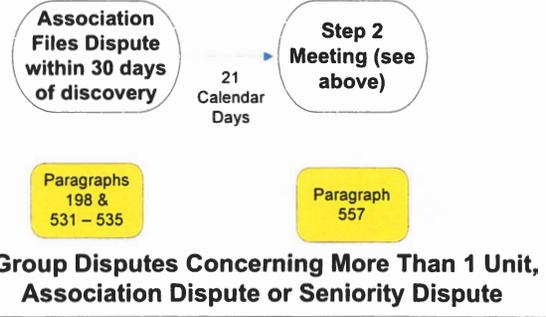
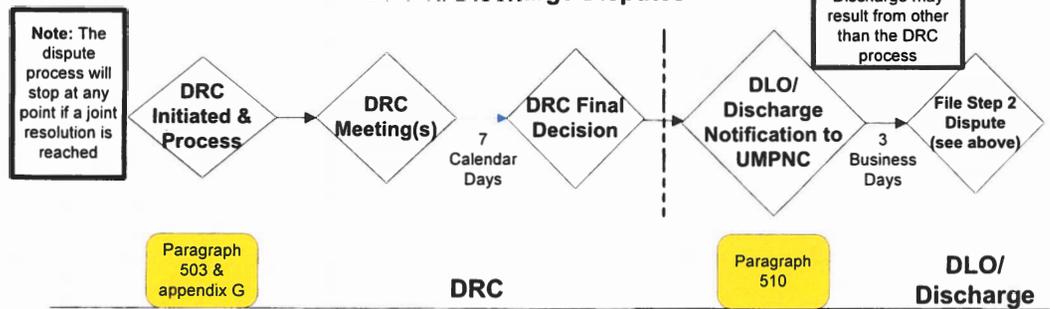
Paragraph 559/562

Paragraph 575

Univ. has up to 14 days to respond or not. After University response, UMPNC has until the 30th calendar day following conclusion of part 2 to file a dispute

Dispute Resolution Procedure Article 46 Section E

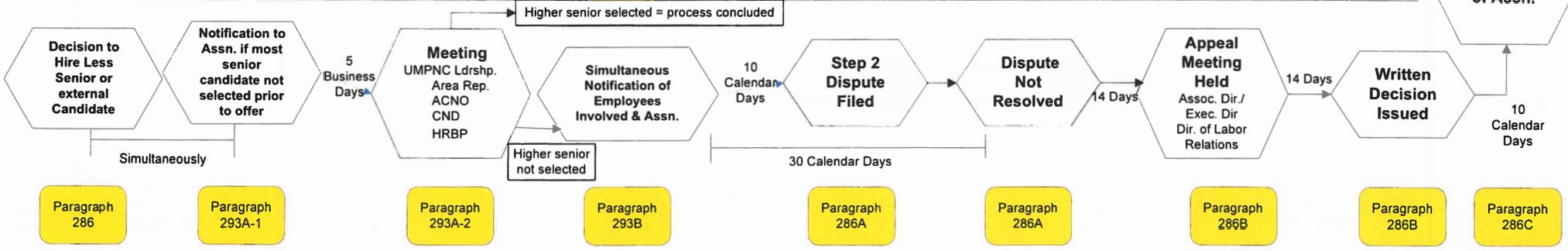
DLO and Discharge Disputes



DRC

DLO/ Discharge

Group Disputes Concerning More Than 1 Unit, Association Dispute or Seniority Dispute



Transfer & Promotion Disputes

Authored by UMHS Joint Implementation Team 2011