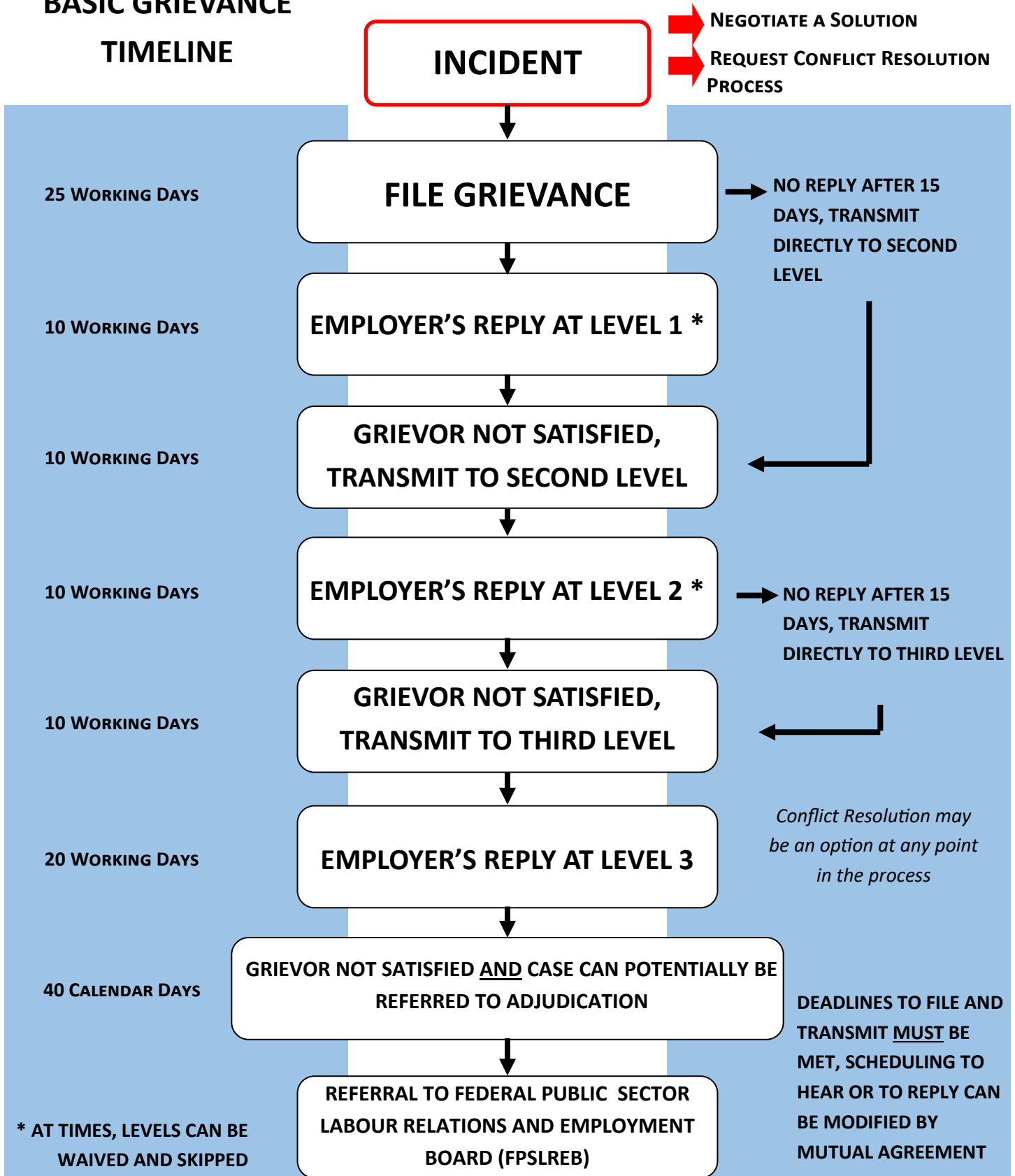


GRIEVANCE PROCEDURE

BASIC GRIEVANCE TIMELINE



UNION OF HEALTH AND ENVIRONMENT
WORKERS

SYNDICAT DES TRAVAILLEURS DE LA SANTÉ ET
DE L'ENVIRONNEMENT