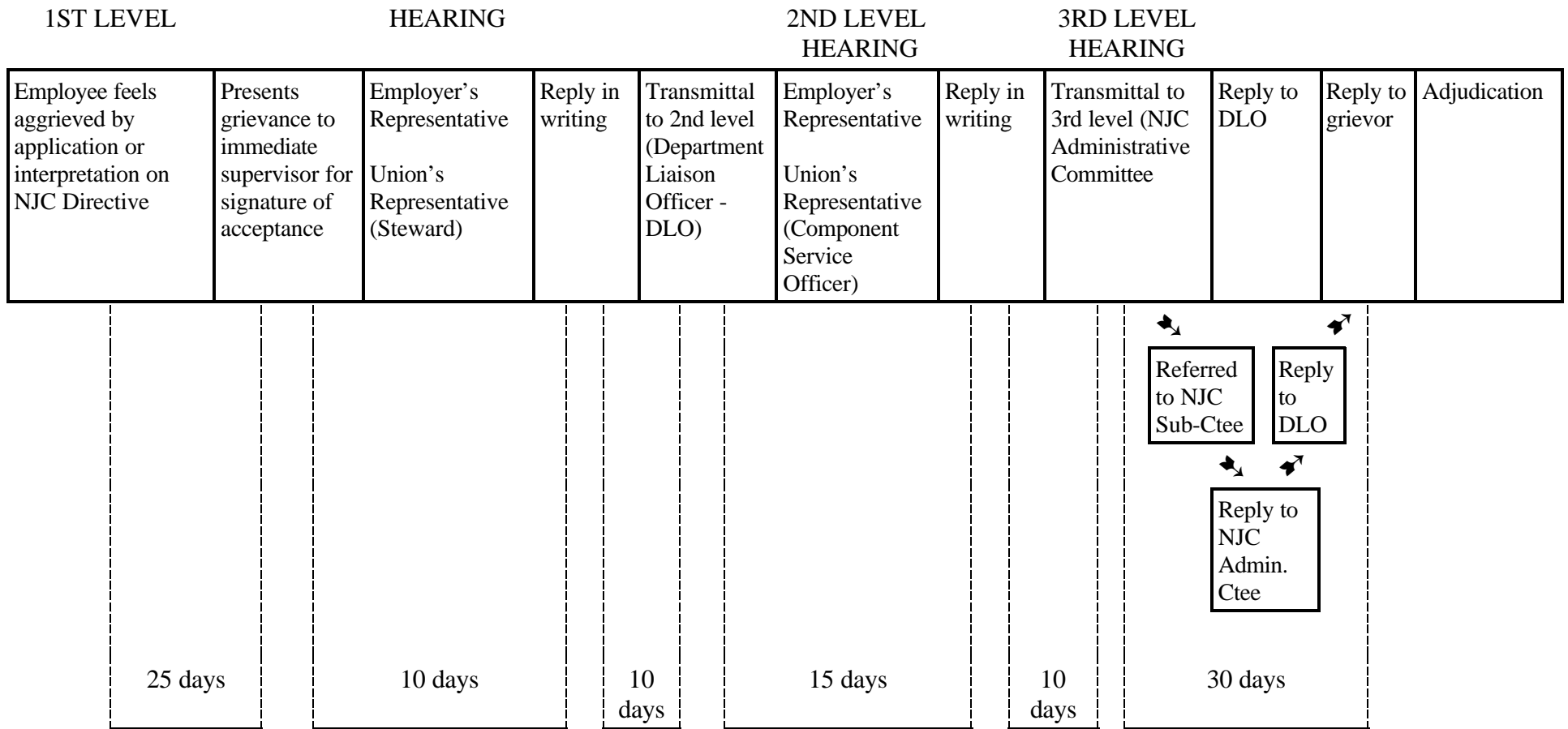


## THE NJC GRIEVANCE PROCEDURES



NOTE: Days are exclusive of Saturdays, Sundays and Designated Holidays