

TA
DND
5/6/19
RM 5/6/19

ESP Negotiation Session #7, Management Proposal #1, 05/06/19
All Management proposals, including any future proposals, are package proposals.
Re-issued on May 6, 2019

ARTICLE 4
Grievance Procedure

E.

5. **Employee Rights: No Reprisals Clause:** All employees will be entitled to fair, reasonable, and equitable treatment in the processing of grievances. An employee who participates or intends to participate in any grievance as described herein shall not be subjected to ~~discipline, reprimand, warning~~corrective action or reprisal because of such participation or intention. ~~All documents, communications and records dealing with the processing of an employee's grievance will be filed separately from the employee's personnel file. The grievance response or final grievance disposition will be placed in the employee's personnel file. All other documents related to the grievance will be placed in a separate grievance file.~~