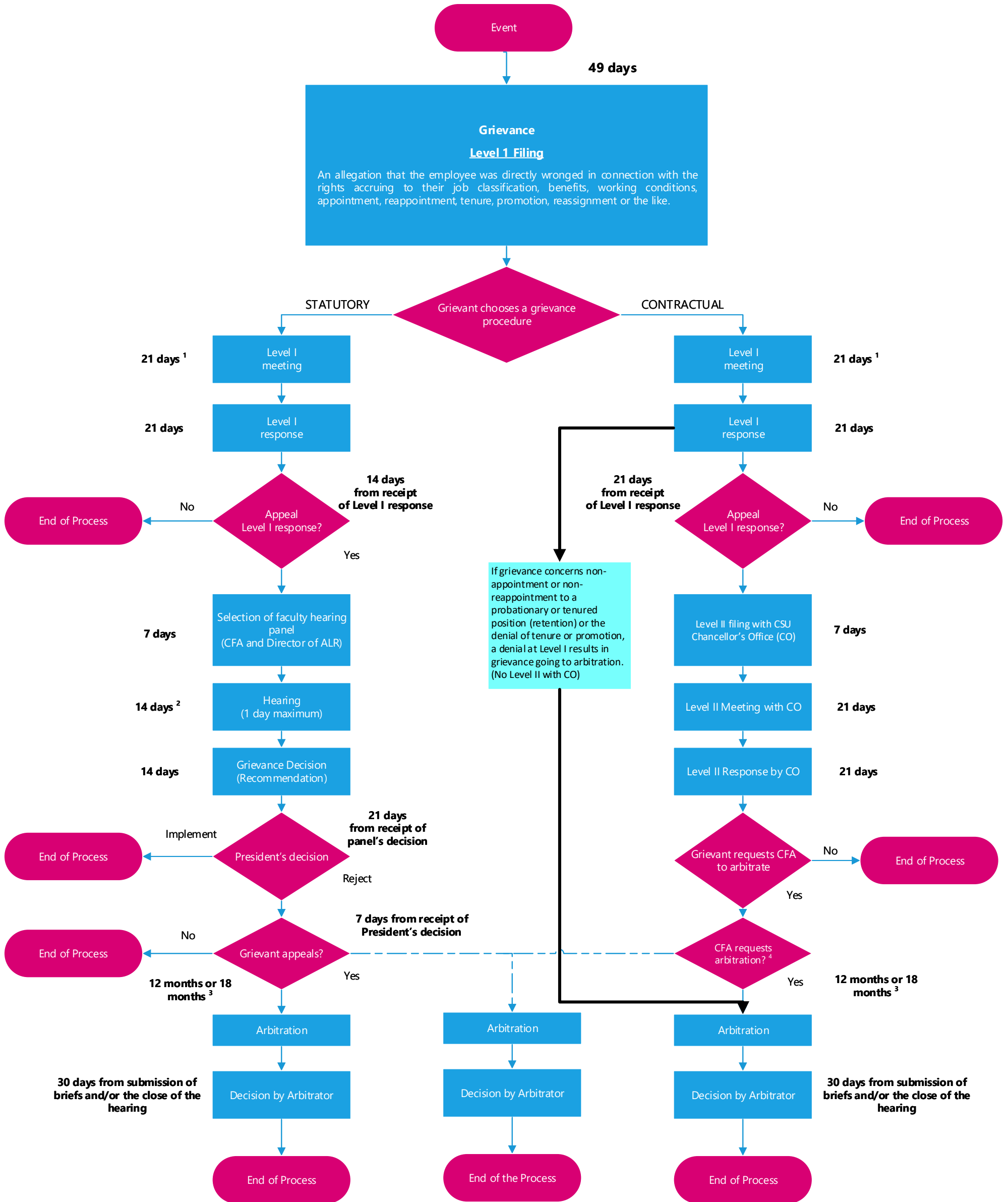


**GRIEVANCE PROCESS AS OUTLINED IN THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE CALIFORNIA STATE UNIVERSITY AND THE CALIFORNIA FACULTY ASSOCIATION**



**NOTES**

1. 25-day postponement(s) are possible to facilitate informal resolution
2. The 14 day period is "from the date of notification to all parties of the selection of the Faculty Hearing Committee at a mutually acceptable time at the campus where the grievant is employed." (CBA Art. 10.14)
3. 12 months, unless promotion case, then 18 months
4. On the contractual track, even if CFA chooses to request arbitration it is still the grievant who chooses whether to use the umpire or not