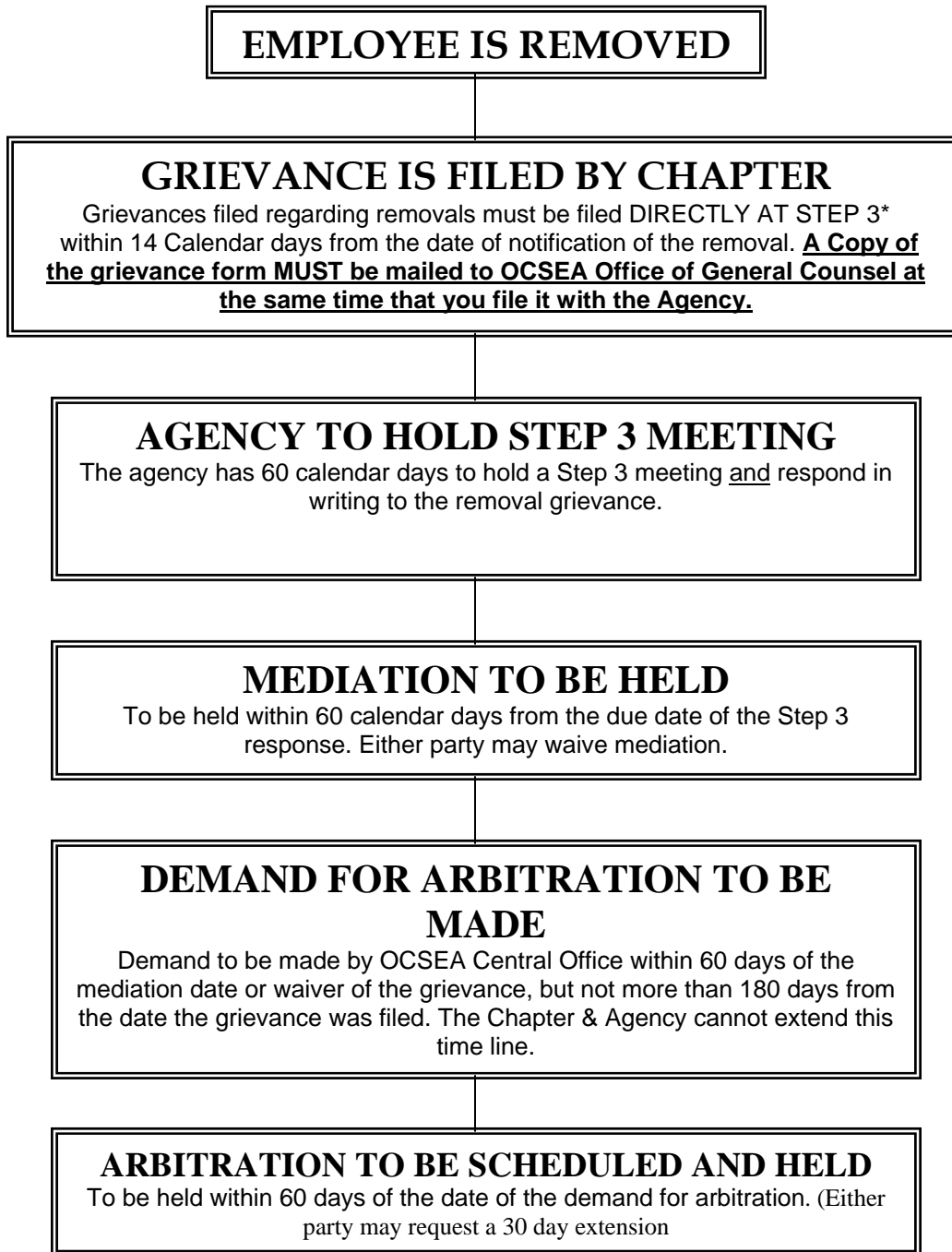


Removal Grievance Flow Chart



***Step 3 of the grievance procedure must be filed with the Agency and not the Office of Collective Bargaining! At the same time a copy of the grievance form must be forwarded to OCSEA Office of General Counsel.**