

**POLICY 17  
GRIEVANCES**

**Rule 17.07 – Review by Civil Service System**

If the University Level decision of the Director of Human Relations and University Equal Opportunity is not acceptable to the employee, the employee may move the grievance to arbitration, unless arbitration is specifically precluded by other provisions of Policy and Rules or the State Universities Civil Service System Statute and Rules.

If any part of the University Level decision involves an action or omission of action under the jurisdiction of the State Universities Civil Service System Statute and Rules, the decision may be reviewed by the System Director under Civil Service System Rule 250.130 a and 250.130 b. A request for review by the System Director must be filed within fifteen (15) calendar days after the employee receives the University Level decision.

If the System Director's decision is not acceptable to the employee, the employee may request a review of the decision by the Merit Board under Rule 250.130 b, provided that the request is filed within thirty (30) calendar days from the date of the System Director's review decision.

Determination of whether issues of a grievance are reviewable shall be made only by the System Director. Issues that are reviewed by the System Director cannot be submitted to arbitration. Issues of a grievance that are deemed not reviewable by the System Director (those not under the jurisdiction of SUCSS) may be submitted to arbitration.

The time limit for appealing issues to arbitration will be extended to thirty (30) calendar days after receipt of a response that deems the issues of a grievance are not reviewable by the System Director.