Cause of a grievance

Within 14 Days After Occurrence

**Informal Step A Meeting**
Employee/Steward and Supervisor

If No Resolution NALC May Initiate Formal Step A Meeting By Sending Joint Step A Form to Postmaster* within 7 Days

**Formal Step A Meeting**
Branch President* & Postmaster* Meet Within 7 Days of Receipt of Joint Form and Issue Formal Step A Decision On Same Day

If No Resolution NALC May Appeal to Step B Within 7 Days

**Step B Meeting**
Dispute Resolution Team Step B Decision Within 14 Days After Receipt of Appeal

If Impassed NALC May Appeal to Arbitration within 14 Days

**Arbitration**
NBA* and Area Manager of H.R.*

*Or Designee **Days an appeal is in transit are variable and are not counted here.