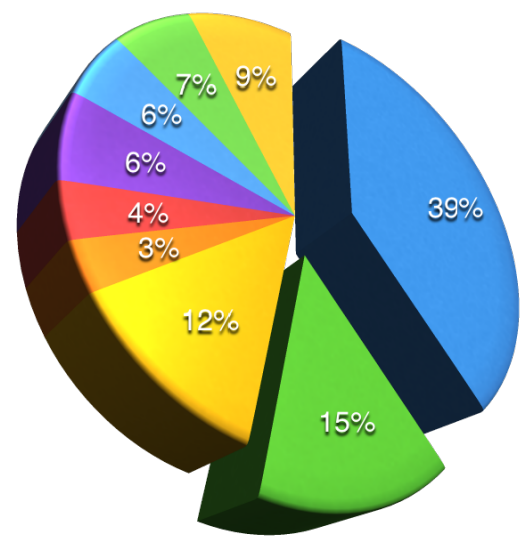


2016 Grievances

- CR1 - 74
- Overtime - 23
- Advisory - 28
- Article 1 Letter C - 5
- Bid - 6
- Attendance- 9
- Pay - 2
- Terminations- 21
- Miscellaneous - 26
 - Mando - 3
 - Vacation - 2
 - Article 10 - 2
 - GSE Transfer Article 14 Letter I - 2
 - Article 28 Letter C (Cleaness of the Break Rooms) - 3
 - CS- 9
 - Probationary Release - 1
 - Online Training- 1
 - Safety- 1
 - Article 19 Winter Jackets- 1
 - Article 21 Letter A company answering Grievances - 1

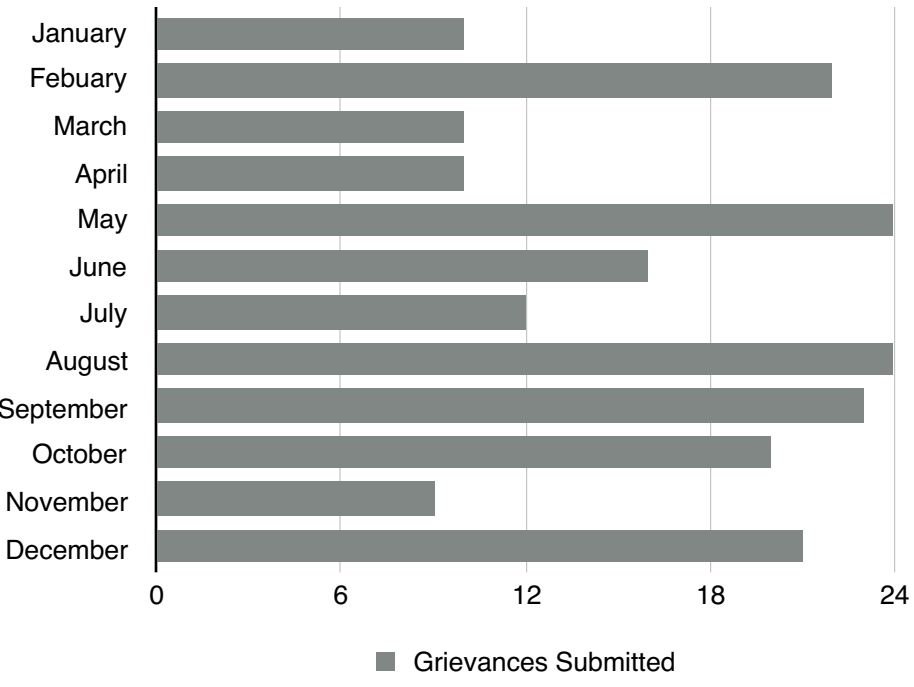
- CR1
- Advisory
- OT
- Bid
- Termination
- Attendance
- Pay
- Article 1 Letter C
- Miscellaneous



39% of 2016 Grievances were CR1.

12% of 2016 Grievances were OT.

54% of 2016 Grievances were CR1/Advisory



Grievances Submitted Each Month in 2016

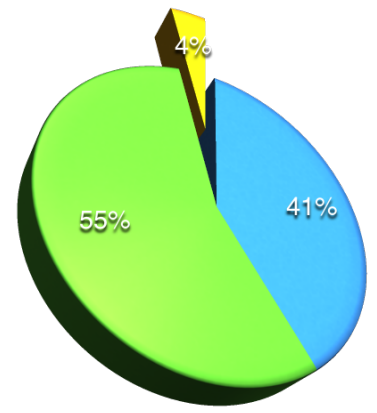
- January- 10
- February- 22
- March- 10
- April- 16
- May- 24
- June- 18
- July- 12
- August- 24
- September- 23
- October- 12
- November- 9
- December- 14

194 Grievances were processed in 2016

111 Grievances were withdrawn lack of merit

76 Grievances Granted/Settled

7 Pending Grievances



- Granted
 - Withdrawn
 - Pending
- 55% Withdrawn
- 41% Granted
- 4% Pending