

**SIDELETTER
CAMPUS GRIEVANCE RESOLUTION COMMITTEE (CRC)
PROGRAM GUIDELINES**

1. General

The parties agree that a Campus Grievance Resolution Committee Program ("CRC") may be implemented at campuses, where they do not already exist. Except for the general guidelines set forth in this sideletter, the particular elements governing the CRC will be negotiated at each participating campus.

The procedures to be used by each campus CRC shall be determined by agreement between the local parties. While the CRC is intended to be an informal process, individual campuses may agree to use a formal process of testimony including, but not limited to, examination of witnesses.

2. Obligations Of Parties

The parties at each campus may meet and confer separately over the specific terms of the CRC.

3. Subject Matter Excluded From CRC Review

The parties agree that the subject matter of the grievances suitable for the CRC shall be determined by the parties at each location. CRC is not suited for grievances involving complex contractual interpretations.

4. Composition Of The CRC

Upon submission of a written grievance to the CRC, a panel composed of four members, two chosen by each side, shall be convened. To foster an impartial panel, the parties shall not select panel members from the same control unit or individuals who are involved with or have a vested interest in the outcome of the grievance. The union may only select bargaining unit employees to serve on the CRC.

5. Decisions Of CRC

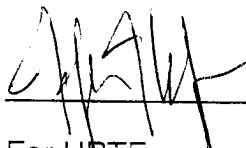
The CRC has final and binding authority to adjudicate a grievance only if it reaches a unanimous decision. Such unanimous decisions by the CRC will only address the specific issues and remedies stated on the grievance form. The CRC shall issue either a unanimous decision in a written statement that sets forth the reasoning behind their decision or a written decision that the CRC failed to reach unanimous consensus. The record and findings from the CRC may not be introduced as evidence in any other proceeding.

6. Limitations On CRC's Authority And Remedy

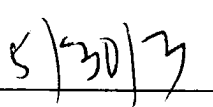
The CRC's authority and ability to fashion a remedy shall be subject to the same limits placed on an Arbitrator authority as set forth in Article 3, sections G(1) and (4) and H (1)(2)(3) and (5).

7. Return To Grievance Procedures

The CRC shall lose jurisdiction over any grievance following the issuance of its decision but no later than ten (10) days after the close of the CRC meeting.



For UPTE



Date



For the University



Date