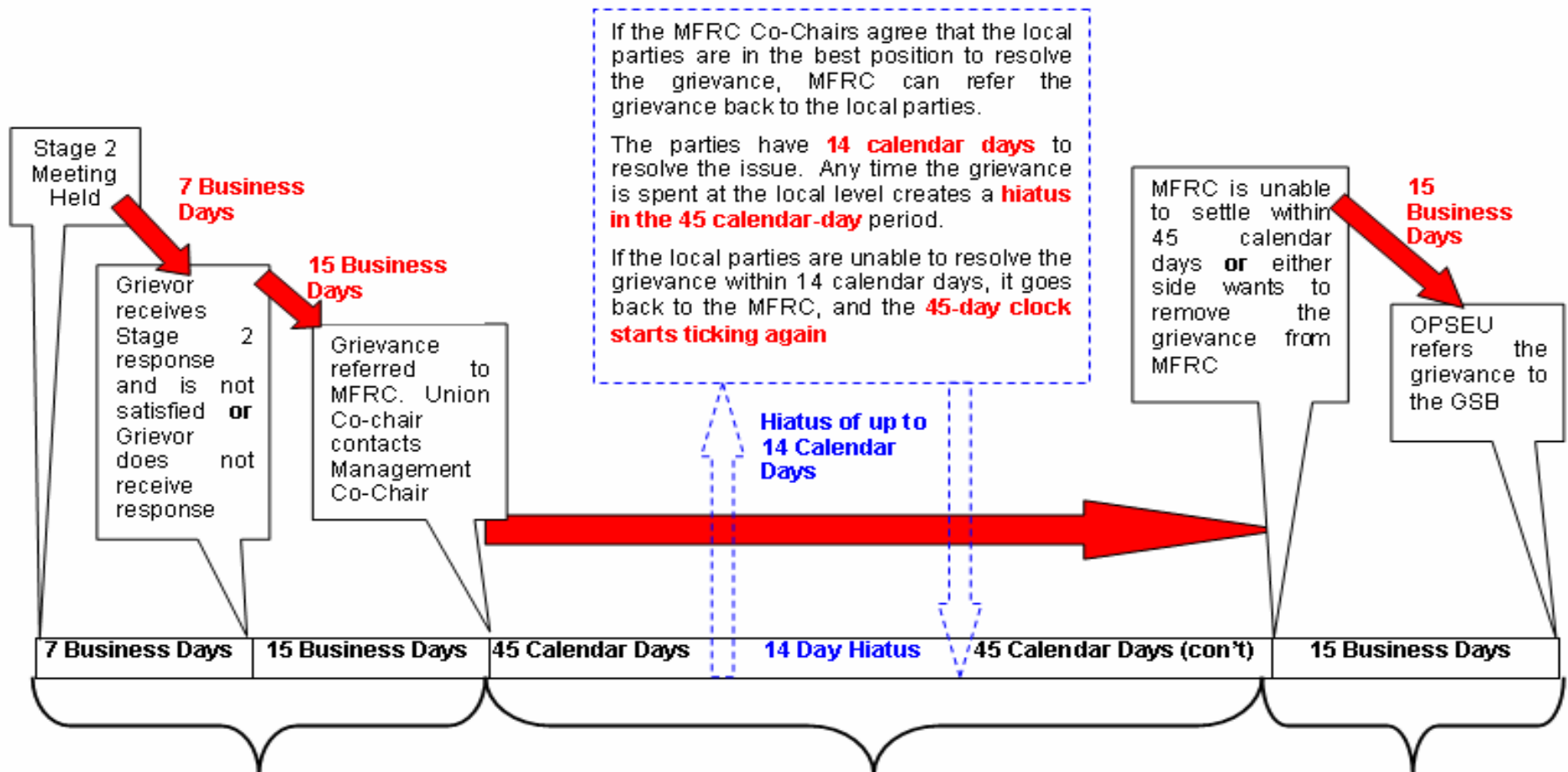


MFRC TIMELINES



The word 'days' means business days and does not include weekends or holidays before the grievance is referred to MFRC (Article 22 applies)

Once the grievance is referred to MFRC, 'days' means 'calendar days'. The clock starts ticking as soon as the Union Co-Chair receives the grievance. The Management Co-Chair should contact their MFRC ERA as soon as they are notified that a grievance has been referred to MFRC

The word 'days' means business days once a grievance is moved from MFRC.

The 45 calendar day period cannot be extended (however, there is a hiatus of up to 14 calendar days if the MFRC refers the issue to the local parties)

Given the tight timelines, much of the work involved with MFRCs will take place in advance of the meeting.

The parties are able to settle the issue at any stage in the grievance process.

Either party can unilaterally remove a grievance from the MFRC. In these cases, or in the event that the MFRC can not resolve the grievance within the timelines, the Union shall have 15 business days to file the grievance to the GSB (per Article 22.4)