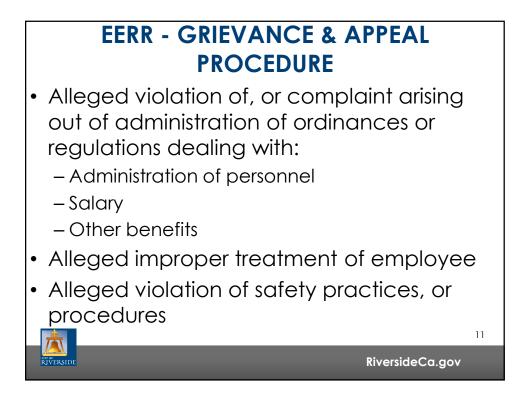


GRIEVANCE PROCEDURES						
Bargaining Unit	Informal Step	Step One	Step Two	Step Three		
RCFA/RFMG RPOA RPOA Supv RPAA	With supervisor, up to division head, within 10 working days of act	With the Department Head, within 5 working days of act/decision	With Assistant City Manager, within 10 working days of decision. CM decision is final.	For disciplinary grievances of suspension and above, appeals made to hearing officer. Binding arbitration		
IBEW Utility Unit IBEW Supv Unit	With supervisor	With Department Head and HR Director, within 10 working days of act	With City Manager or desginee, within 10 working days of decision.	Binding arbitration within 30 working days of decision.		
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Bargaining Unit SEIU General SEIU Refuse	Informal Step With supervisor	Step One With Department Head and HR Representative, within 10 working days of act.	Step Two With City Manager, within 10 working days of decision. Appeals related to Skelly process	Step Three Binding arbitration, within 15 working days of decision.
			heard at step two.	







EERR - GRIEVANCE & APPEAL PROCEDURE

Informal Step

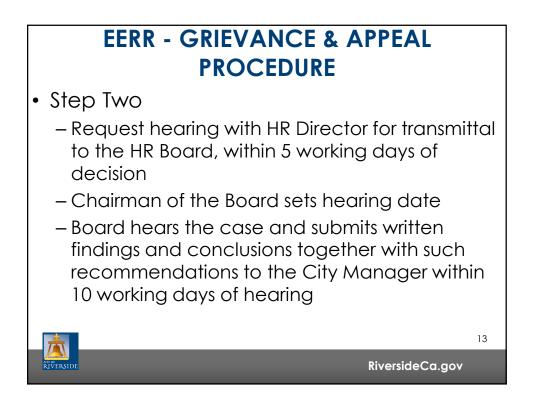
 With supervisor, including division head, within 10 working days of incident

• Step One

- With Department Head, within 10 working days

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EERR - GRIEVANCE & APPEAL PROCEDURE

- Step Two (continued)
 - City Manager or Manager Pro Tem makes decision within 5 working days of receipt of HR Board recommendations
 - City Manager decision shall be final and conclusive



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EERR – OTHER GRIEVANCES

- Other grievances which cannot practically be considered under this procedure may be processed directly with the Municipal Employee Relations Officer upon written notice
- If not adjusted to the satisfaction of the aggrieved parties, it may be submitted to a mutually acceptable impasse procedure

