


5.1 Definitions

- a. A "Grievant" shall mean an employee or group of employees or the ESSA filing a grievance.
- a- ~~b.~~ **b.** A "Grievance" shall mean a claim by a grievant that a dispute or disagreement exists involving interpretation or application of the terms of this Agreement. **A grievance occurs after an informal meeting between the employee and his/her supervisor.**
- b- ~~c.~~ **c.** A "Meeting" shall mean both parties working together to solve the problem/dispute. Meetings shall not be unreasonably delayed except by mutual agreement. The meeting shall be an effort by both parties in an effort to solve the problem/dispute.
- e- ~~d.~~ **d.** An "ESSA Representative" shall mean a person designated by the ESSA President prior to the meeting.
- d. ~~A "Hearing" shall mean presenting evidence by both parties in an effort to solve the grievance.~~
- e- ~~e.~~ **e.** "Problem/Dispute" shall mean a disagreement between management and employee(s) that leads to an action.



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