

Appeal/Grievance Matrix

ACTION	APPEALABLE	GRIEVABLE
Result of a Recruitment	YES	NO
Classification of Position <ul style="list-style-type: none"> • Results of Classification Study • Denial of request to conduct a Classification Study 	YES	NO
<ul style="list-style-type: none"> • Denial of request to conduct a Classification Study 	NO	YES
Performance Evaluations – Permanent Classified Employees (Only when overall rating is “Improvement Needed or Unsatisfactory”)	YES	NO
Rejection of Probationer (Only when substantiated in writing that the decision was based on discrimination)	YES	NO
Disciplinary Action (Dismissal/Demotion/Suspension/Non-Punitive Discipline)	YES	YES
Corrective Action (Counseling memo, Confirmation memo, Letter of Warning, Letter of Reprimand)	NO	NO
MOU Violation	NO	YES