

ACTION UPDATE

November 21, 1978

Update on Congressional Status of ACTION Programs

Fiscal Year 1979 began October 1, 1978 with ACTION's authorization and budget still awaiting final House and Senate action.

The Peace Corps authorization for FY 79 was signed into law August 2, and its appropriation for \$95 million was passed on October 12, by both houses and signed by the President on October 18. This represents a 10.2 percent increase over last year's budget of \$86,234,000.

Domestic Operation, however, is operating on a continuing resolution passed by the Congress on October 15. That resolution is effective through March 30, 1979. The D.O. budget under the continuing resolution is \$118,377,000.

The Older American Volunteer Programs were re-authorized in early October as part of a comprehensive bill dealing with all Older

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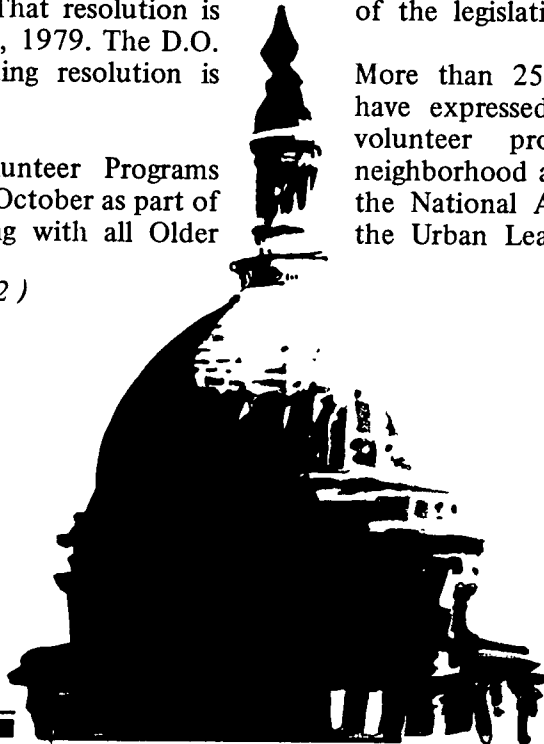
Urban Programs Head for '79 Congressional Hearings

Legislation re-authorizing ACTION's domestic programs, including the proposed new urban programs, was cleared by the House Rules Committee, but failed to reach the floor during the final days of the 95th Congress. A comparable bill passed the Senate in July. (See August 2 issue of ACTION Update.)

In the press of the final days of the legislative agenda, which included the tax and energy bills, time did not allow for consideration of the new urban programs before Congress adjourned on October 15. There is House and Senate leadership support for re-introduction of the legislation early in the 1979 session.

More than 25 major national organizations have expressed their support of the urban volunteer programs. Among them are neighborhood and community groups such as the National Association of Neighborhoods, the Urban League and the Urban Coalition;

(cont. page 2)



Congressional Status

American programs. However, appropriations for these programs are part of the D.O. budget which was not enacted. They will continue to operate at a \$62 million level under the continuing resolution.

Under a continuing resolution, existing programs can and will continue to operate at their previous budget level. This includes such support functions as travel, salaries and hiring.

All federal programs require two congressional actions. Authorization sets parameters for the programs, including budget ceilings. Appropriation determines the actual funding for programs, not to exceed the amount specified by the authorization.

In ACTION's case this process becomes more complicated since the Peace Corps appropriation comes under the Foreign Assistance appropriation while the Domestic Operations appropriation is part of the Labor/HEW Bill.

Authorization for domestic programs was approved by the full Senate. However, the House did not act on a companion bill which had been reported out of the Education and Labor Committee and the Rules Committee. Since there will be a new Congress convening in January, both houses will have to reconsider the D.O. legislation at that time.

Hearings on the re-introduced D.O. authorization are expected in either January or

February 1979. Appropriations for D.O., requested at \$135,686,000 for FY 79, will be considered by both houses of Congress once the authorization is enacted. VISTA's share of the D.O. appropriation request for the current fiscal year is \$36,941,000 compared to the \$25,360,000 budget the previous fiscal year.

An additional \$28.7 million for ACTION's urban programs, which include the Urban Volunteer Corps and the Good Neighbor Fund, was approved by the Senate in July, as part of its re-authorization of the domestic programs. The \$40 million House version of the bill failed to reach the floor due to a crowded schedule before the 95th Congress adjourned on October 15. Legislation for the urban programs will be re-introduced as part of ACTION's domestic programs authorization early in the 1979 session.

Last year at the beginning of FY 78, a similar appropriation situation existed. At that time, a continuing resolution was passed on October 13, 1977, retroactive to the beginning of the fiscal year—October 1. In late October, the Peace Corps appropriation was passed and signed into law. Domestic Operations, on the other hand, operated on a continuing resolution the entire fiscal year. But because of special language included in the D.O. continuing resolution, increased funding and program operations at the requested FY 78 level were approved.

Urban Programs

non-profit voluntary associations such as the National Center for Voluntary Action, the Urban Volunteer Consulting Group and the Junior League; and urban public interest organizations such as the National League of Cities, U.S. Conference of Mayors and the National Governors' Association.

ACTION's Urban Working Group has begun initial planning for the programs, which will minimize start-up delays following actual authorization. Much of what has been done is

in the form of concept papers and draft handbooks. Additionally, examples of potential types of projects in urban areas have been considered and reviewed with the help of field staff.

Existing demonstration models for Technical Management Assistance (TMA) and Fixed Income Consumer Counseling (FICC), which are funded under Title I, Part C Special Volunteer Programs, of ACTION's domestic legislation, will continue to operate.

PC Fellows Begin Training



The three PC Fellows who began training in October are from left to right: Dennis Bethea, Susan Hancks and Meri Ames.

To date, eight returned Peace Corps volunteers have been selected to participate in the 1978 Peace Corps Fellows Program. Three of the eight began training in October. Five additional Fellows will be selected for a total of 13 Fellows for the 1978 program.

The Peace Corps Fellows Program is designed to identify, recruit, and train former volunteers for overseas Peace Corps staff positions. Following selection, 12 months of on-the-job training is given in Washington followed by 30-month overseas assignments as associate Peace Corps directors. Training is tailored to each person's needs and may include working as a country desk officer, programmer, trainer, placement/recruitment officer, or administrative officer. While in Washington, Fellows may also elect to take special courses in renewable energy, health education, auto mechanics, forestry, agriculture, or in other appropriate technologies.

81 candidates were nominated for the 1978 Fellows Program by country directors, and

staff at Peace Corps headquarters and at domestic Service Centers. Nominations opened in November 1977 and closed in March 1978.

The original Fellows Program began in 1966 and ran until 1970. During those four years, 40 RPCVs worked as management training interns in Washington for 12 months and then served for 30 months as associate Peace Corps directors. Of the 40, 22 extended for second 30-month tours; seven became country directors.

The new program, which was revived in November 1977, has placed a special emphasis on identifying minorities and women for positions of potential leadership.

Peace Corps Fellows selected for the 1978 program include Meri Ames, Niger; Dennis Bethea, Ethiopia; Susan Hancks, Liberia; Diana Kirkpatrick, Togo; Jay Long, Nepal; Elizabeth Ernst, Upper Volta; Jim Taylor, Liberia; and Kathy Stephens, Korea.

Concerns of Displaced Homemakers Aired at National Conference

There are an estimated four million displaced homemakers in the United States today: women over the age of 35 who spent most of their lives as wives, mothers and homemakers and suddenly found themselves on their own, unequipped to earn a living and often emotionally debilitated by separation, divorce or widowhood.

On October 13 and 14, the first national Training Conference on Displaced Homemakers was held in Baltimore, Md. Funded by a \$50,000 ACTION grant and coordinated by the Older Women's League Education Fund (OWLEF) in Oakland, Calif., the conference provided a forum for more than 480 displaced homemakers and the people who are attempting to help them through a growing number of displaced homemaker centers and projects around the country. The grant enabled 55 displaced homemakers to attend the conference on scholarships.

"You may wonder what the agency of the Peace Corps and VISTA has to do with displaced homemakers," ACTION Deputy Director Mary King said in an opening address to the conference.

"By our very purpose -- to help people to help themselves--displaced homemakers are a group we want to support. In most of our programs we provide only program support money and technical expertise; the actual work is done by volunteers."

The idea of volunteer service as a training ground to translate the skills of home management and child raising into jobs, leadership and self-confidence was echoed later during a workshop on the creative use of volunteers.

The workshop participants debunked any stereotypes of traditional volunteer work, citing the importance of professional job titles, job descriptions, volunteer service contracts and when possible, stipends to cover transportation and other service-related costs.

ACTION volunteers are playing a role in the displaced homemaker movement. Several RSVP volunteers are working with the Center for Continuing Education for Women in Orlando. About 15 RSVP volunteers sponsored by the Volunteer Bureau of Bergen County in Hackensack, N.J., will be working as senior advocates for other senior citizens, including displaced homemakers.

June Crowe recently left her VISTA volunteer assignment to become a salaried volunteer coordinator and activities director of the Displaced Homemakers and Widowed Services Program at the University of Oregon in Eugene. When she was a VISTA with the Lane County, Ore. Social Services Agency, she coordinated a Telephone Friends Program for the elderly and recruited community volunteers to run it.

One of the major goals of the conference was to create a national voice for the concerns of the displaced homemaker through a network of centers around the country and the establishment of a national information clearinghouse.

Before the conference was over, the Business & Professional Women's Foundation in Washington, D.C. had offered free office space and several people had been identified to get the network organization off the ground. Cynthia Marano, director of the Maryland Center for Displaced Homemakers, who took a leave of absence to co-chair the training conference, will be serving as temporary director of the new organization. She was a Peace Corps volunteer in Ecuador.

For more information about ACTION's involvement with displaced homemakers programs, contact Herb Tyson, OPP, ext. 48420. Ms. Marano may be reached through the Maryland Center for Displaced Homemakers, 2435 Maryland Ave., Baltimore, Md. 21218, telephone 301-243-5000.



Displaced Homemakers Conference delegates tour the Center for Displaced Homemakers in Baltimore, Md., and (inset) attend a briefing on services provided by new Women's Resource and Advocacy Center.



Youth Employment—Focus of Mondale Task Force

ACTION is participating in a cabinet-level task force announced on August 15 by Vice President Mondale to focus attention on youth employment efforts.

Tom Glynn, Director of the Office of Policy and Planning, and John Podesta, of the Director's Office, are serving as ACTION's representatives on the task force. At two interagency meetings on September 27 and October 11, they discussed the role ACTION has played in the development of youth programs. As the work of the task force progresses, Glynn and Podesta will arrange for Sam Brown and other agency senior staff members to speak before a number of organizations across the country about ACTION's efforts to increase youth employment.

ACTION was selected as a participant because of its commitment to the nation's youth, most recently demonstrated by the agency's work with the Youth Community Service Project in Syracuse, N.Y. A demonstration program, YCS/S is based on community involvement in support of young volunteers engaged in meaningful community service projects. Providing full year service opportunities for 16 to 21 year old men and women in the Syracuse metropolitan area, YCS/S is

administered by ACTION with an \$8 million grant from the Department of Labor.

The task force was established for the purpose of highlighting the Carter Administration's initiatives in expanding employment, training and career development efforts for disadvantaged young people. These initiatives include the Youth Employment and Demonstration Project Act, the doubling of the Job Corps and the expansion of the Summer Youth Employment Program.

According to Vice President Mondale, the task force also will focus attention on and promote efforts made by business, labor and the nonprofit sector to carry out the administration's programs, "since public awareness and support of these efforts is vital to their success."

The task force will highlight the importance of legislative proposals designed to provide youth with additional employment opportunities. These include the Private Sector Initiative, designed to obtain the support of business and labor, and the Targeted Employment Tax Credit, designed to give private employers tax credit if they hire disadvantaged youth between the ages of 17 and 24.

Inter-American Society Announces Lectures

The Inter-American Society, under the auspices of the Pan American Development Foundation and the Organization of American States, has announced its lecture series for fall 1978.

On Tuesday, November 14, His Excellency Jorge Lamport-Rodil, ambassador of Guatemala to the United States, spoke on "The Real Guatemala - Problems and So-

lutions." On Tuesday, December 12, Peru's ambassador to the United States, Dr. Carlos Garcia-Bedoya, will present "A Report on Peru."

Both lectures are free of charge and open to the public. They begin at 7:15 p.m. and will be held in the Hall of the Americas, Organization of American States Building, 17th & Constitution Avenue, N.W. For further information call (202) 381-8651.

Peace Corps Recruitment Exceeds Expectations

During the fall recruitment drive, the Office of Recruitment and Communications (ORC) nominated 1,037 applicants for consideration as Peace Corps volunteers. ORC's nomination goal had been 900. By December 31, over 500 Peace Corps trainees will have been selected from among these applicants.

The ORC effort represents 115 percent of the planned goal. Fall was the third consecutive recruitment season in which the office topped 100 percent of its recruitment goals for Peace Corps – the first time this has been accomplished in at least seven years.

Intensified Peace Corps advertising since March, particularly on radio and television, attracted an increased number of applicants, according to recruiters.

Pat Pickering, chief of ORC's public response unit, stated, "During July through September, our office received about 13,000 calls from potential applicants while during those same three months in 1977 we received 8,000 calls."

"Particularly important," says Pat Booker, area recruitment manager in Chicago, "is the emphasis over the past nine months of each separate ACTION program rather than of ACTION as a whole. Instead of people turning on their radio or TV and hearing 'get into ACTION,' they are now hearing things like 'Peace Corps, the toughest job you'll ever love.' When you mention ACTION a lot of people don't know what you're talking about but when you mention 'Peace Corps' or 'VISTA,' they know."

Before the new advertising emphasis on individual ACTION programs, many people were not aware that Peace Corps was still in existence, according to many recruiters.

Intensified advertising helps draw all applicants, both generalists and those with scarce

skills; but area recruitment managers cited the day-to-day work of recruiters as most relevant to attracting applicants with scarce skills. Recruiters continued to use, with success, the following techniques:

- Posters and classified advertisements geared to people with particular skills. Posters are used in campus and city-wide recruitment campaigns. Classified ads are placed in daily papers, minority publications, and in periodicals, such as scientific journals, that reach people with hard-to-recruit skills.
- Strategy contracts with different universities in the U.S. in which a returned Peace Corps volunteer attending the school recruits potential applicants.
- Attending special conferences and conventions. Recruiters in Minneapolis, for example, attended the National Trades and Industrial Conference October 2-4 to recruit trade-skilled people. And recruiters in Madison, Wis. recruit people skilled in dairy farming.

In addition to such efforts, ORC is, for the first time, recruiting in Canada. Recruiters in New York and Boston visited McGill University in Montreal on Oct. 30 through Nov. 2 to attract American students fluent in French.

"You cannot quantify the results of each individual recruitment effort," says Merle Pulley, area recruitment manager in Minneapolis. "Each one is important."

Peace Corps recruitment efforts in the near future will see a still greater emphasis on highly committed applicants and on skills that meet ACTION's basic human needs programming – community services, housing, health and nutrition, food and water, knowledge and skills, economic development and income, and conservation and energy.

Regional Director's Spotlight: Mamie Hughes

"I firmly believe that one person can make a difference," declared Mamie Hughes. "I am a perpetual dreamer ...I believe that things can happen and am not afraid of hard work."

After seven months in her role as director of Region VII, she remains an optimist. "If there are enough people aware of problems and who care about each other, then a real change can be wrought. I've seen some positive changes occur in our society in the last ten years but we still have a long way to go. It doesn't mean that the problems of the last years have changed, sometimes they just wear different clothes. What is hopeful to me is that people can see through the disguises better now."

A Kansas Citian, Ms. Hughes feels especially fortunate to have the opportunity to work for ACTION. "I have been involved in volunteer efforts on a very personal basis," she said. "In fact, a major theme of my life has been involvement in volunteer activities."



After finishing her degree at Fisk University in Nashville, Tenn., in 1949, Ms. Hughes became involved during the Fifties in voter education drives in Greenville, Miss. "We were a part of a grassroots kind of effort... All kinds of groups like the ones we were involved with were telling people that they had a responsibility to participate in the political process. Many did that - at the risk of their lives."

During the Sixties, after returning to Kansas City, Ms. Hughes became involved with many groups. The groups were varied, but all were

dedicated to meeting human needs or promoting understanding between different ethnic, racial, religious, or economic groups of people. "People fear each other because they don't understand each other," she said. "If we talk about the things which we have in common, we understand each other, but we also need to be able to respect that which is different and respect each other for all of those things too."

Before coming to ACTION, Ms. Hughes was elected to the Jackson County, Missouri Legislature and was selected by that body to be a board member of an intergovernmental regional planning and management agency

servicing 111 cities and towns and eight counties within the Kansas City Metropolitan area, the Mid-America Regional Council. In her work with county and regional government, Ms. Hughes accomplished a number of things, including helping to establish the Regional Council on the Status of

Women, leading the effort in appropriating revenue sharing funds for the elderly and handicapped, and helping the nation's counties establish priorities in meeting the needs of the elderly through her work with the National Association of Counties.

Now that she is working on the regional federal level, "It doesn't mean that you suddenly get watered down," Ms. Hughes said, "but it's putting all that machinery in motion and really getting the big picture. You go from just worrying about what's happening on that block or that small

district, to what's really happening to people all over. So if I have a concern about an older man or woman, wherever they happen to be, I've really got to be concerned about what's happening to them generally."

As an activist, Ms. Hughes sees the ACTION volunteer programs as vehicles for positive social change and as means of improving the quality of life for many people. "It's really

exciting to be helping to implement these programs," Ms. Hughes said. "In Region VII, I am happy that our state offices are working with grassroots-level projects. I'm excited about ACTION's new directions, but am also aware that it can be frustrating when things go slower than expected. We always have to be aware that just because we in ACTION can find resources, that doesn't mean that these resources are always easily available to grassroots programs."

ACTION Continues Support of Small Farmers

ACTION has been named by federal officials in Region IV as the lead agency, along with the Community Services Administration, for advocating the needs of small farmers in the South and for coordinating public and private efforts to help them. The agency will be working closely with other federal agencies in the eight-state southern region to arrive at long-term solutions to the problems of small farmers.

ACTION's new position in that region resulted from a September 8 meeting in Atlanta which was designed to deal with the problems

of small farmers in the South. ACTION called the follow-up meeting to explore solutions to problems addressed in the small farms conferences held this summer. (See September 21 issue of Update). The 16 other officials attending the meeting named ACTION as the lead advocate of small farmers' needs there.

Other agencies that will be working with ACTION include the Department of Housing and Urban Development, the Economic Development Administration, Internal Revenue Service, and Small Business Administration.

Meetings and Conferences

Four ACTION programs—RSVP, SCP, Peace Corps and VISTA—have held or are slated to hold major conferences this fall.

RSVP

The RSVP national conference took place October 23-27 at the National 4-H Center in Washington. Attending were RSVP directors from 117 specially selected projects which have developed demonstration models in the area of basic human needs. The conference also addressed RSVP involvement in advocacy, criminal justice issues, housing, nutrition, deinstitutionalization, and energy conservation.

SCP

November 27-December 1 are the dates for the Senior Companion conference also planned for the National 4-H Center in Washington. Besides Senior Companion directors, 13 Foster Grandparent project directors who have newly funded demonstration projects will be participating. The conference will focus on the themes of deinstitutionalization, development of health care plans and urban/rural transportation concerns.

Flexitime—Alternative to Traditional Work Schedules

In mid-November Sam Brown will issue an order initiating a flexitime experiment at ACTION. Shortly thereafter, work units will select appropriate models of flexitime and employees will be able to choose, within limits, their own arrival and departure times as long as they put in an eight-hour day. The experimental program is as flexible as is possible under current law and regulations.

The Flexitime Implementation Committee, composed of four union and four management representatives, developed the flexitime program. They will monitor and evaluate it during the first six months of operation. At the end of this trial period, the committee will recommend needed changes and implement a permanent program.

The Flexitime Implementation Committee is chaired by Ken Hill, Special Assistant to the Director. Other members include Vinette

Jones, Tom Friedkin, Jim Falconer, Janer Beck, Ben Figueras, Evelyn Robinson, and Rodney White.

Issues facing the Flexitime Implementation Committee range from building maintenance and security to time accounting.

ACTION staff has shown interest in the flexitime concept for the past five years, but significant progress was not made until this summer when the Participatory Work Improvement Program (PWIP) Committee resumed meeting.

A survey of ACTION employees showed that 653 of 680 people wanted to see flexitime introduced. Vic Basile of the PWIP Committee and Kathy Connelly of the Labor and Employee Relations Branch then presented an outline for implementation to agency senior staff. Senior staff gave an enthusiastic, supportive response.

Conference Addresses Need for Citizen Participation

“We can build a world in which everyone participates, but to do that we have to start at the block level in our neighborhoods and in our local communities,” said ACTION Director Sam Brown in addressing the National Conference on Citizen Participation.

The conference, sponsored by the Lincoln Filene Center for Citizenship and Public Affairs at Tufts University, was held in Washington, D.C., September 28 - October 1. Brown and representatives of ACTION's Office of Voluntary Citizen Participation (OVCP) were some of the many government officials, citizen leaders and scholars who met to explore the importance of citizen participation in a democratic society. OVCP provided a grant to the Filene Center which enabled state-wide volunteer coordinators and local citizen participation advocates to travel to Washington to attend the meetings and workshops.

Responding to growing indications of citizen alienation and erosion of traditional institutions, the conference enabled a diversified group of people to discuss the issue of citizen participation from varying perspectives.

The common thread was the desire of the participants to share, learn and develop ideas that will benefit those who believe in the importance of citizen participation in this country. “After all,” Brown pointed out, “while we are equal and independent individuals, we are also members of a democratic community with an underlying commitment to social justice... And we need to articulate that vision to stimulate participation.”

For more information on conference proceedings, write to Dr. Stuart Langton, National Conference on Citizen Participation, Lincoln Filene Center, Tufts University, Medford, Mass. 02155.

VISTA

VISTA's sixth National Representatives Forum was held November 6-10 at ACTION headquarters. The forum addressed volunteers' views and various solutions available to VISTAs working in the poverty community.

Peace Corps

The Peace Corps' annual Africa, Latin America/Caribbean, and NANEAP regional meetings will be held during November and December in Nairobi, Kenya; Washington, D.C. and Casablanca, Morocco.

Country directors from 25 nations in the Africa region and 10 host country representatives met in Nairobi Nov. 5-11.

Specific topics under discussion included programming for the Sahel, the politics of southern Africa, and a clarification of Peace Corps' educational programming. The last Africa regional directors conference was held in Niger in October 1977.

Directors from 14 countries will take part in the Latin American/Caribbean regional conference to be held in the Washington, D.C.

area Dec. 4-8. The last regional conference was held in Barbados in November 1977. Special topics to be discussed include an update on the civil disorder in Nicaragua, and the status of emergency planning as it relates to national and civil disorders in Latin America and the Caribbean area

The NANEAP conference in Casablanca Nov. 1-5 focused more on the operation of new programs rather than policy and theory. One agenda item was the placement of volunteers in island rather than country settings. Up for general discussion was the possibility of Peace Corps programs in the Mideast.

All three regional conferences will discuss FY 79 regional plans as they relate to administration of programs, programming and training, placement, and the future of Peace Corps. Other agenda items include the FY 79 budget, basic human needs programming and success to date, new staging models, and state-side training. A major topic for discussion at each conference is the role of programming in minority recruitment.

personnel

Assistant to D.O. Director Named

Archie Allen joined the Domestic Operations staff on September 25 as Special Assistant to Director John Lewis. Allen will assist with the planning and evaluation of field programs, guidelines, and policies. He will act as a liaison with national and grassroots community organizations, public interest groups, consumer groups, elected officials, and others who support voluntarism and the goals of ACTION. Allen will also be involved with communications efforts and serve as Lewis' speechwriter.

A 1964 graduate of Scarritt College in Nashville, Tenn., Allen comes to ACTION with 15 years of professional experience in the field of human rights. In the early 1960s, he was active in the civil rights movement in Nashville. From 1965 to 1971, he was associated with the Kentucky Commission on Human Rights, the Tennessee Commission on Human Relations, and the Nashville Metropolitan Human Relations Commission, where he was involved in equal opportunity efforts in the fields of public accommodations, employment, housing, and health care.

Prior to joining ACTION, he served as com-

munications director of the Voter Education Project in Atlanta, Ga., which promotes minority political participation in the 11 southern states.

"I am excited by the opportunity to continue my involvement in human rights by working with ACTION," Allen said. "I think the programs here embody the highest principles -- those of loving and serving fellow human beings whose needs can be met simply by caring and sharing and giving of ourselves."

New Director for Accounting Division

On October 16, Leo Palensky, formerly with the Office of the Secretary of Agriculture, joined ACTION as director of the agency's Accounting Division. In his new position, Palensky will have responsibility for all accounting operations, fiscal services, and payroll for headquarters, domestic and international staff and domestic volunteers.

Before leaving the Agriculture Department this year, Palensky served as the agency's acting director for finance. He previously was employed by the U.S. Forest Service from 1960-66.

A native of Omaha, Neb., he is a 1949 graduate of the University of South Dakota.

Grievance Procedures

Grievance procedures allow employees to express dissatisfaction or concern about situations under the control of agency management.

Grievance procedures now open to ACTION employees include the Employee Grievance

Procedure, available to all employees, and the Negotiated Grievance Procedure available to employees who are part of the agency's bargaining unit. The unit includes all employees except supervisors, confidential employees, internal audit staff managers, overseas employees, summer student aides, and nonclerical employees in the Personnel Management Division.

Congress recently passed Title VII of the U.S. Code, a statutory basis for federal labor relations. When it goes into effect in January, the only procedure available to bargaining unit employees for consideration of grievances and appeals will be the negotiated (union) procedure. The only exceptions will be adverse action and EEO cases, where the employee must choose between an agency procedure terminating with the appeals review board (which could then be taken to court), or the negotiated procedure which may be taken to arbitration by the union. The Negotiated Grievance Procedure is part of the union contract signed by ACTION and the union, Local 2027 of the American Federal of State, County and Municipal Employees (AFSCME).

The format for both the Employee Grievance and the Negotiated Grievance Procedure are similar. However, there are some differences in time frames and officials who make final decisions on cases.

For more specifics on grievance procedures, contact Peter Wright, Rm. M-306, Ext. 48050; Ken Greene, Chief Union Steward, Rm. P-316, Ext. 47397; or Gary Simms, 632-8932.