

(E) THE SECRETARY OF PERSONNEL MAY ORDER THE UNIVERSITY TO GRANT BACK PAY TO A CLASSIFIED EMPLOYEE IN ANY GRIEVANCE PROCEEDING.

(F) IN A RECLASSIFICATION GRIEVANCE PROCEEDING IN WHICH THE SECRETARY OF PERSONNEL DETERMINES THAT THE GRIEVANT IS WORKING OUTSIDE OF CLASSIFICATION OR IN A POSITION THAT IS IMPROPERLY CLASSIFIED, THE SECRETARY OF PERSONNEL, IN THE SECRETARY'S DISCRETION, MAY ORDER BACK PAY FOR A PERIOD NOT EXCEEDING 1 YEAR BEFORE THE GRIEVANCE PROCEEDING WAS INITIATED.

(G) THE UNIVERSITY SHALL CARRY OUT A BACK PAY ORDER ISSUED UNDER THIS SECTION.

14-1B-07.

(A) (1) ON CONCLUSION OF EACH STEP OF A GRIEVANCE PROCEEDING, A COPY OF THE GRIEVANCE AND ITS DISPOSITION SHALL BE GIVEN TO THE GRIEVANT OR GRIEVANT'S REPRESENTATIVE OR BOTH.

(2) SIMILAR GRIEVANCES MAY BE CONSOLIDATED AND PROCESSED IN A SINGLE PROCEEDING.

(3) THE PARTIES MAY AGREE TO WAIVE ANY TIME LIMITATION SPECIFIED IN THIS TITLE.

(B) (1) ON THE INFORMAL PRESENTATION OF A GRIEVANCE OR THE INITIATION OF A GRIEVANCE PROCEEDING, AN EMPLOYEE DESIGNATED AS A GRIEVANT'S REPRESENTATIVE MAY NOT LOSE PAY FOR INVESTIGATING, PROCESSING, OR TESTIFYING AT ANY STAGE OF THE GRIEVANCE PROCEEDING.

(2) AN EMPLOYEE SHALL BE GRANTED RELEASE TIME FROM THE EMPLOYEE'S NORMAL WORK SCHEDULE TO ATTEND A GRIEVANCE CONFERENCE OR HEARING AS A WITNESS.

(C) EXPENSES INCURRED IN CONNECTION WITH ATTENDANCE BY AN EMPLOYEE AT GRIEVANCE CONFERENCES OR HEARINGS, WHETHER AS A GRIEVANT, AS A GRIEVANT'S REPRESENTATIVE, OR AS A WITNESS, SHALL BE BORNE BY THAT EMPLOYEE'S UNIT.

14-1B-08.

A DECISION MAY NOT BE MADE AT ANY STEP OF THE GRIEVANCE PROCEDURE THAT CONFLICTS WITH OR MODIFIES A POLICY APPROVED BY THE BOARD OF REGENTS OF THE UNIVERSITY OR WITH ANY APPLICABLE STATUTE OR WITH ANY ADMINISTRATIVE REGULATION ISSUED UNDER APPROPRIATE STATUTORY AUTHORITY OR THAT OTHERWISE DELIMITS THE LAWFULLY DELEGATED AUTHORITY OF UNIVERSITY OFFICIALS UNLESS PRIOR APPROVAL HAS BEEN OBTAINED FROM THE RESPONSIBLE OFFICIAL.