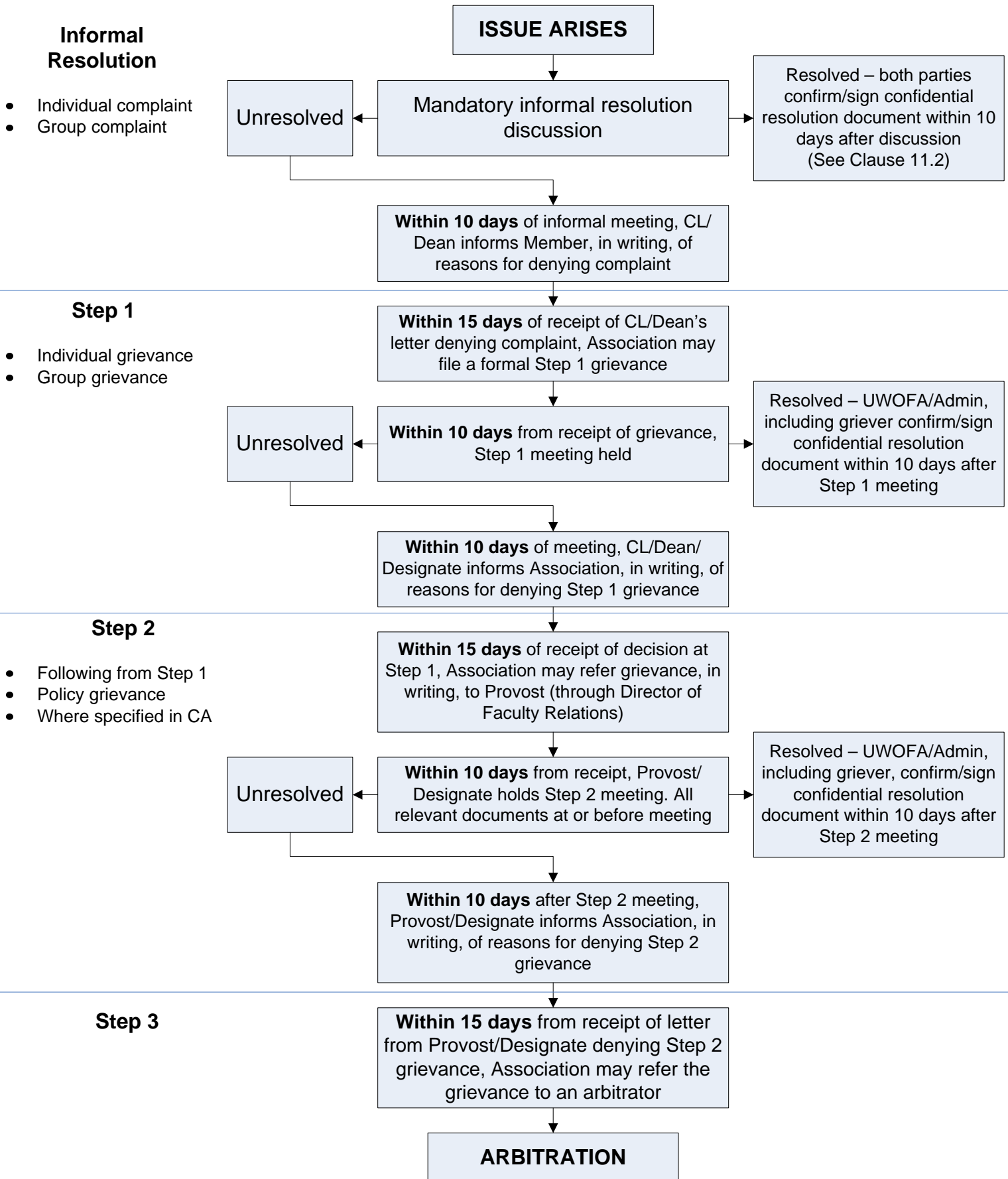


TIME LIMITS FOR GRIEVANCE PROCESS*



*Time limits may be extended by agreement of the Parties