

**5510.5180 PROCESSING GRIEVANCES.****Subpart 1. Release time for employees.**

A. To the fullest extent feasible, grievances processed under parts 5510.5110 to 5510.5180 must be conducted during the employer's normal business hours. Employees designated by the exclusive representative must be released from work without loss of regular nonovertime earnings as a result of their necessary participation in meetings or hearings held according to parts 5510.5110 to 5510.5180, whenever such release is consistent with the ability of the employer to conduct safe and reasonable operations.

B. No more than three employees are entitled to compensation for participating in a single meeting or hearing on a grievance.

**Subp. 2. Waiving grievance steps.** The parties may by written mutual agreement waive participation in the grievance steps in parts 5510.5140 to 5510.5160 and may similarly agree to extend the time limits established by parts 5510.5140 to 5510.5170.

**Subp. 3. Time limits to pursue grievance.**

A. An exclusive representative forfeits its right to pursue the grievance if it fails to:

- (1) raise a grievance within the time limits specified in part 5510.5140 (step one); or
- (2) initiate action at the next step of the procedure in parts 5510.5140 to 5510.5170 within the time limits.

B. If an employer fails to comply with the time limits and procedures in parts 5510.5140 to 5510.5170, the employer must resolve the grievance as requested in the exclusive representative's last filing under part 5510.5160 (step three).

**Statutory Authority:** *MS s 179.02; 179.82; 179A.04; 179A.16; 626.892*

**History:** *11 SR 2077; 46 SR 1387*

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