EveryEmployee of Sul Ross State University, individually or through a representative that does not claim the right to strike, shall be entitled to present grievances to a hearing officer designated by the president concerning such employee’s wages, hours of work, or conditions of work. Such grievances shall not involve formal hearing.

Grievances shall be in writing and submitted to the Director of Human Resources. The grievance will be reviewed and forwarded to the University President. The President will designated a hearing officer.