

§ 126A-8-4. Grievance; resolution.

(a) Any employee having a grievance arising out of or due to his or her employment shall first discuss the grievance with the employee's supervisor, unless the grievance is with the supervisor. Then the employee shall follow the agency grievance procedure. The proposed final agency decision shall not be issued or become final until reviewed and approved by OSHR.

(b) Any applicant having a grievance arising out of or due to his or her hiring shall follow the agency grievance procedure. The proposed final agency decision shall not be issued or become final until reviewed and approved by OSHR.

(c) The agency grievance procedure and OSHR review shall be completed within 120 days from the date the grievance is filed. If an employee or applicant files multiple grievances within the same calendar month, the grievances shall be merged and the 120-day time line under this section resets. The Office of Administrative Hearings may issue gatekeeping orders to prevent abuse of the grievance process.

(d) Local agencies shall establish grievance procedures consistent with this Article that do not require approval of a final agency decision by OSHR. Local employees shall follow local agency grievance procedures. (2026-40, s. 1.)