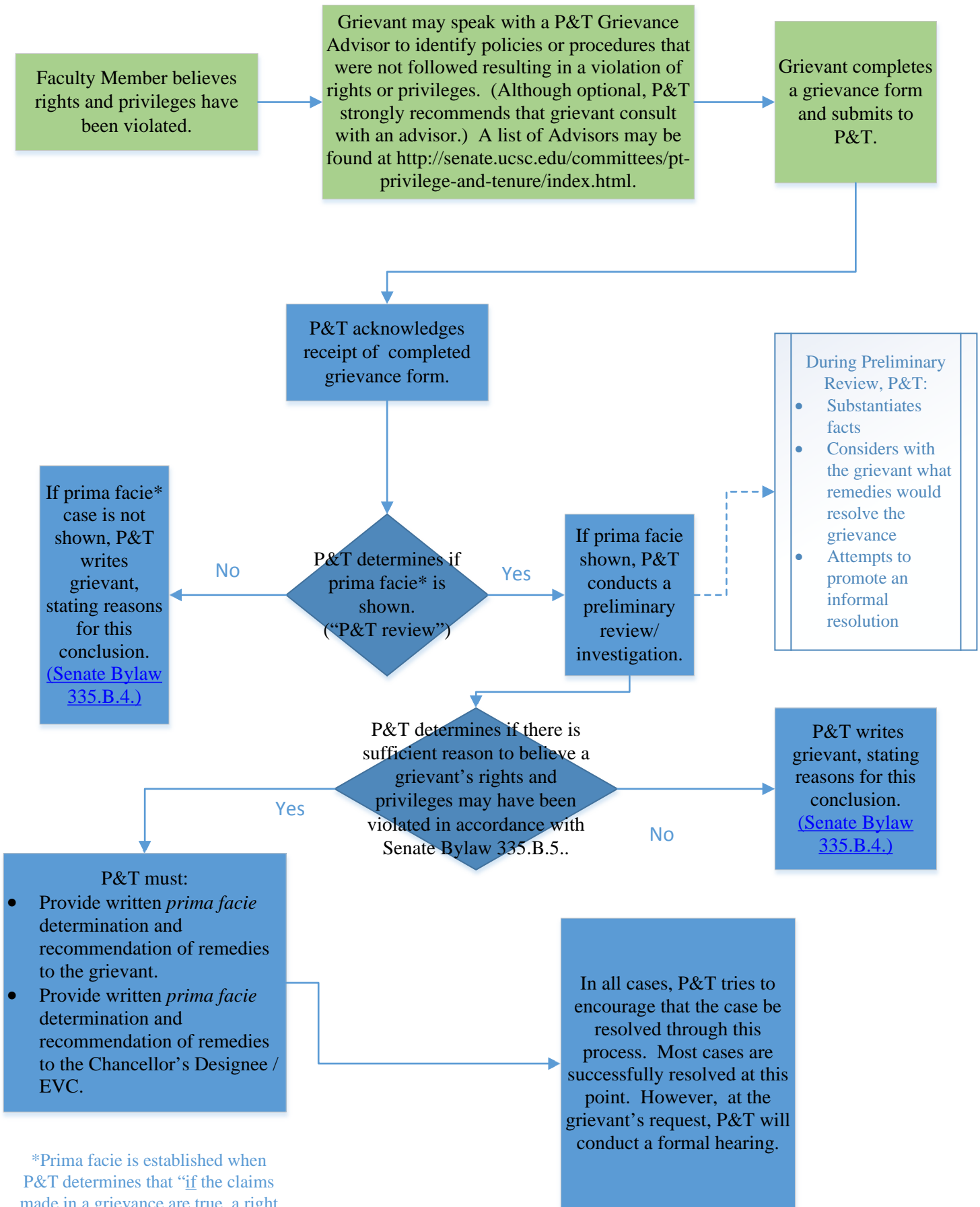


P&T Grievance Procedures



*Prima facie is established when P&T determines that "if the claims made in a grievance are true, a right may have been violated."