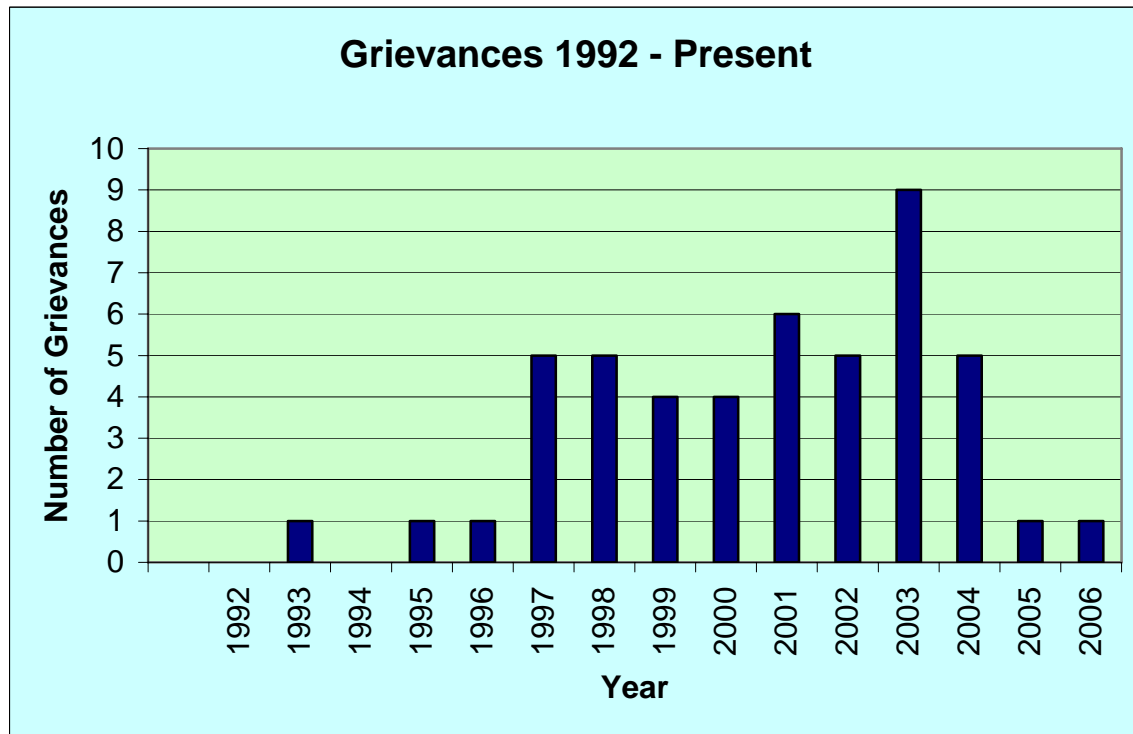


GRIEVANCES BETWEEN WCEA AND WCSO FROM 1992 TO PRESENT



Years of President Release Time: 1992-1995 and 2006
Total number of grievances: 3

Years without President Release Time: 1996-2005
Total number of grievances: 45 (also 3 ULP's)

There is a dramatic correlation between the number of grievances and the years with President Release Time.

Years negotiating contract: January 1992 – November 1993
 January 1996 - February 1997
 January 2001 - April 2002
 January 2004 - June 2005

There is no consistent correlation between the number of grievances and the time negotiating contracts, before or after.

The number of grievances is drastically reduced when the Association President can resolve issues BEFORE filing a grievance.