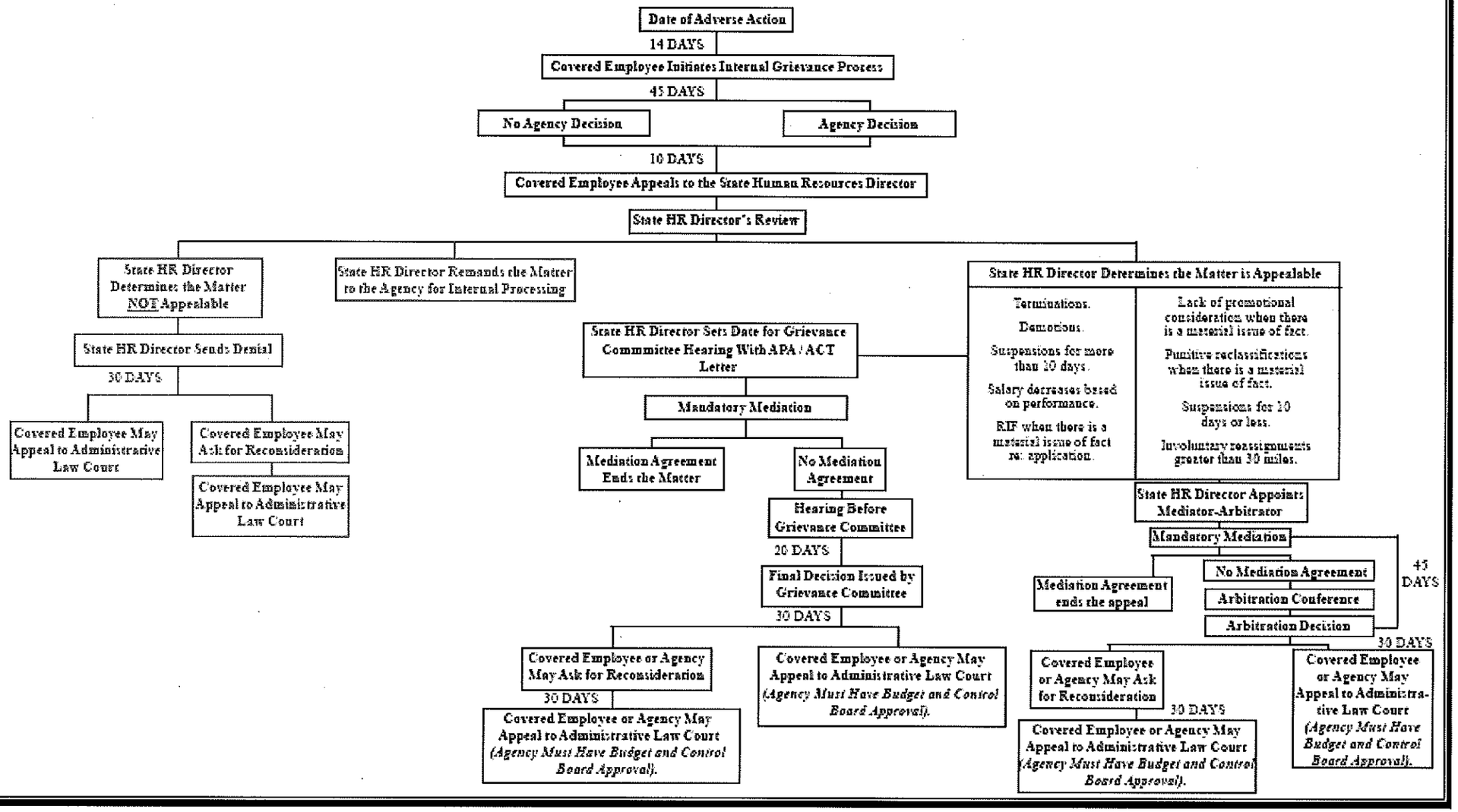SOUTH CAROLINA STATE EMPLOYEE GRIEVANCE PROCEDURE