**38.3.6.5 Implementation of Monetary Remedies**

**If the parties reach agreement on a grievance settlement providing for a monetary remedy, or an arbitrator issues a decision providing a monetary remedy, in addition to making affected employees whole, the Employer is responsible for paying the grievant(s) 10% interest compounding annually from thirty (30) days prior to the date of the earliest violation or the date ordered or agreed upon in the remedy, whichever is earlier.**