**Section 331.7 Basis for Back Wage Claim**

Any claim for back wages shall be based on one or more of the following final settlements or judgments:

a) a grievance decision at any step, including arbitration;

b) a decision, direction or finding by any administrative tribunal;

c) a finding, decision or order by any court of competent jurisdiction; or,

d) a settlement as a part of or result of any adjudicatory, trial or appellate process pursuant to law.