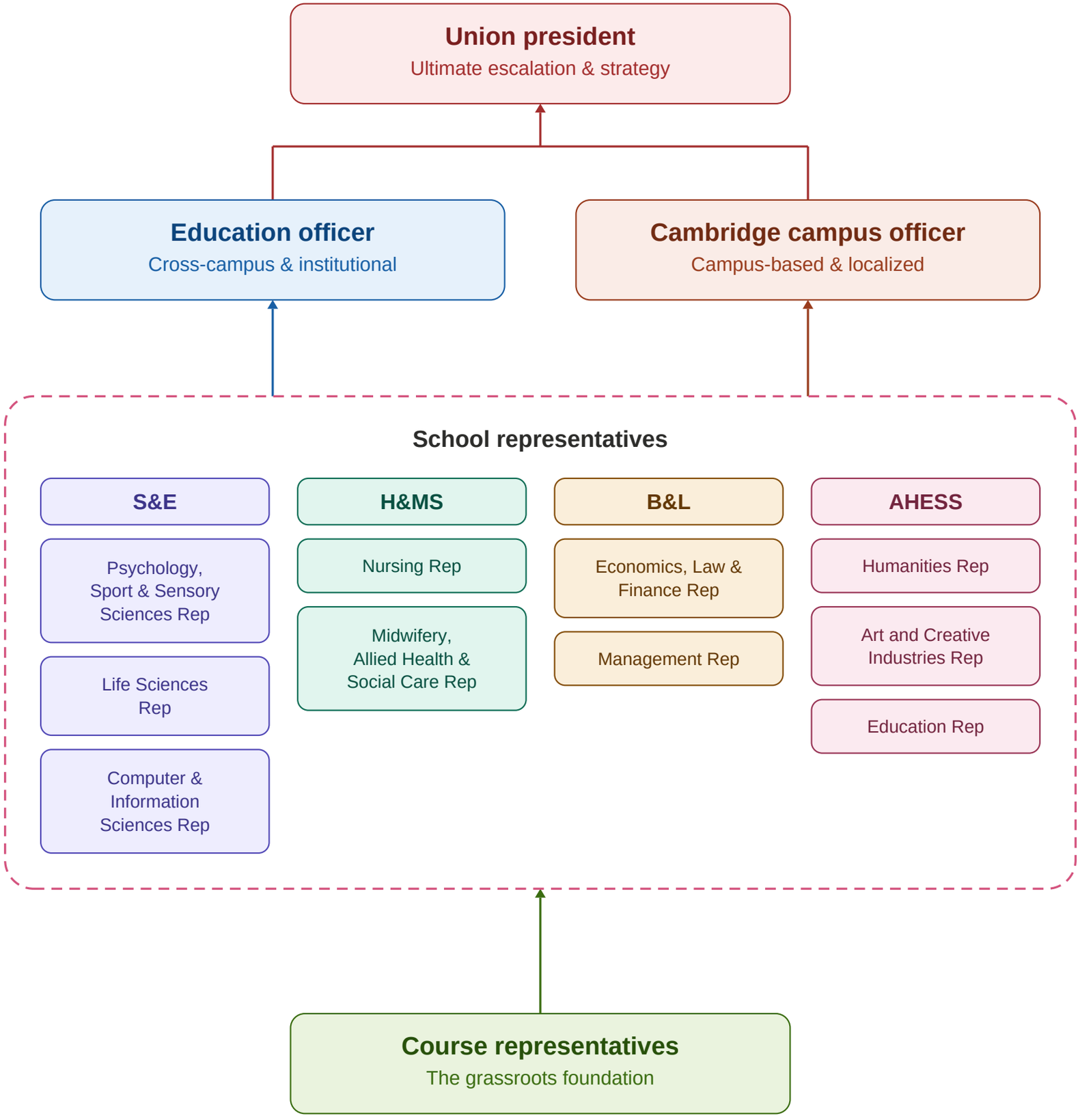
Union representation structure

Escalation & accountability pathway (bottom-up flow)