

# Record Of Grievance Between Communications Workers Of America (CWA) And BellSouth Telecommunications, Inc. (BST)

This Space For CWA Staff Office Use Only

Received
Card
Final Disposition
Codes

**To be assigned by CWA Staff Office**

Grievance Number
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<b>1. Grievance Occurred</b>	Date	Specific Location & State		
	Department	*Title Involved If Applicable		Local No.
<b>2. **Grieving Employee or Work Group Involved</b>	Name Of Employee Or Work Group Address			Department
	Job Title			Seniority Date
<b>3. Union's Statement Of What Happened</b>				
<b>4. Specific Basis Of Grievance Or Section Of Contract Involved</b>				
the true intent and meaning of each; and the failure of the Company to perform its obligations thereunder. and other applicable sections.				
<b>5.</b>	Date of Informal Meeting	F-syr 3G3R Issued	Date Second Step Meeting Held	Originated By (Union Representative)
<b>6. Company's Statement Of What Happened</b>				
<b>7. Proposed Disposition - Second Level</b>				
	Signed (Company Representative)			Date
<b>8.</b>	Accepted	Rejected	Appealed	Requested Mediation
	Signed (Union Representative)			Date
<b>9. Mediation</b>	Date Requested	Date Held	Accepted	Rejected
	Appealed			
<b>10.</b>	True Intent Question Exists:    Yes    No			
	Signed (Union Representative)		Date	Signed (Company Representative)
				Date
<b>11. Proposed Disposition - Third Level</b>				
	Signed (Company Representative)			Date
<b>12.</b>	Accepted	Appealed to 4th Level (BST Only) Applicable to contract interpretation only		Signed (Union Representative)
	Rejected	Arbitration Requested (See Lines 16 & 17)		Date
<b>13. Mediation</b>	Date Requested	Date Held	Accepted	Rejected
	Appealed			
<b>14. Proposed Disposition - Fourth Level</b>				
	Signed (Company Representative)			Date
<b>15.</b>	Accepted	Rejected	Arbitration Requested	Signed (Union Representative)
				Date

**Prepare 3 copies**

**Record Of Grievance (Cont'd)**

**16. Company's  
Position -  
Third Level**

Signed (Company Representative)	Date
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**17. Union's  
Position -  
Third Level**

Signed (Union Representative)	Date
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**18. Conference  
Record**

	Date of Conference	Level At Which Conference Held	Union Committee Chairperson	Company Committee Chairperson

- \* Title being sought if Promotion Grievance.
- \*\* If more than one Grievant, use attachment to reflect required information.

Where sufficient space is not available, make attachments as necessary to this form. Attachments should also include letters, parties' position at each conference, statements, affidavits, and other pertinent information.

Three copies of this form are to be submitted to the Company at the initial step of presentation. Two of these forms are to be returned to the Union Representative showing the proposed disposition of the grievance. One copy will be returned to the Company showing the proposed disposition of the grievance, i.e. accepted, rejected or appealed. Each representative of the parties will forward one copy to the next higher level of organization as appropriate.

At the third step each party will furnish one copy of the grievance form for entry of proposed disposition and the Union's acceptance, rejection or appeal. The position of each party will be indicated on lines 16 and 17 prior to forwarding to the fourth step.