This	s Space For CWA Staff C	Office Use Only	Record Of Grievance 3GA Between Front Communications Workers Of America (CWA) And							
Caro	1			BellSout	h Telec			s Inc (R	(T2	
Fina	Disposition			Denoodd	Telee	omma	meation			
Code	ÐS						G	Io be assigne arievance Number	ed by CWA Staff Office	
1	Grievance	Date	Specific Loc	ation & State						
	Occurred	Department		*Title Involved If Applica	ble			Local	No.	
E	**Grieving Employee or Work Group Involved	Name Of Employee Or Work	Group Address					Depar	tment	
		Job Title						Senio	rity Date	
	Union's Statement Of What Happened									
	Specific Basis Of Grievance Or Section Of Contract Involved	and other applicable section and the failure of the Company to perform its obligations thereunder.								
5.	Date of Informal Meeting	Fsyr 3G3R Issued		Date Second Step Me	eting Held	Originated By (I	Union Representativ	8)		
	Company's Statement Of What Happened									
	Proposed Disposition - Second Level									
		Signed (Company Represent	ative)	й 				v	Date	
8.	Accepted	Rejected Appe	aled Red	quested Mediation	sted Mediation Signed (Union Representative)			Date		
9.	Mediation	Date Requested	Date Held		Acc	epted	Rejected	Арр	ealed	
10.	True Intent Question		No							
	Signed (Union Representativ	(e)	Date		Signed (Compar	ny Representative	e)		Date	
11.	Proposed									
	Disposition -								D	
	Third Level	Signed (Company Represent	ative)						Date	
12.		Applicable to co	th Level (BST Only) contract interpretation only)		Signed (Union F	epresentative)			Date	
13.	Rejected Mediation	Arbitration Requ	Date Held	ines 16 & 17)	Acc	epted	Rejected	Арр	ealed	
14.	Proposed Disposition - Fourth Level				I					
		Signed (Company Represent	ative)						Date	
15.	Accepted	Rejected Arbit	tration Request	ed	Signed (Union F	epresentative)			Date	

Record Of Grievance (Cont'd)

16. Company's Position - Third Level								
Position -								
Third Level								
	Signed (Company Representative)			Date				
17. Union's								
Position - Third Level								
Third Level								
		Date						
	Signed (Union Representative)	Signed (Union Representative)						
	1	Loval At M/high						
10 0	Date of Conference	Level At Which Conference Held	Union Committee Chairperson	Company Committee Chairperson				
18. Conference Record	Date of Comercince		Onion Committee Onairperson	Company Committee Chairperson				
Hecord								

* 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.