

11. Company's Position 1st Level	
	Signed (Co Rep)
12. Union's Position 1st Level	
	Signed (CWA Rep)
13. Company's Position 2nd Level	
	Signed (Co Rep)
14. Union's Position 2nd Level	
	Signed (CWA Rep)

When sufficient space is not available, make attachments as necessary to this form. Attachments should include letters, parties' position at each meeting, 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 should be returned to the Union Representative showing the proposed disposition. One copy will be returned to the Company showing the proposed disposition of the grievance, i. e. accepted, rejected, or appealed. Each representative will forward one copy to the next higher level of organization as appropriate.