



UNITED SECURITY & POLICE OFFICERS
OF AMERICA
(USPOA)

USPOA Second Step Grievance

Disposition by management: _____

Satisfied _____ Appealed _____ Dismissed _____

Grievant (Print)

Union Representative (Print)

Management (Print)

Grievance (Signature)

Union Representative (Signature)

Management (Signature)

Date:

Date:

Date:

USPOA Third Step Grievance

Disposition by management: _____

Satisfied _____ Appealed _____ Dismissed _____

Grievant (Print)

Union Representative (Print)

Management (Print)

Grievance (Signature)

Union Representative (Signature)

Management (Signature)

Date:

Date:

Date:

SUBMIT ORIGINAL TO COMPANY, AND RETAIN A COPY FOR THE UNION