INTERNATIONAL BROTHERHOOD of TEAMSTERS

LOCAL UNION #118

Date _____

(Company Name & Address)

_____

_____

_____

To Whom It May Concern:

This is in rebuttal to warning letter of _____ (DATE)

I am not accepting guilt on this charge because of the following explanation:

_____

_____

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This rebuttal is in conformance with State decision "that warning letters cannot be grieved, so a rebuttal must be rendered by grievant."

_____
(Signature)

cc: Grievant
Steward
Local 118
Company