

2-25-77  
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**FOR INTRA - COMPANY USES**

**DIVISION OR  
DEPARTMENT**

**INDUSTRIAL RELATIONS**

**FILE NO.**

**RE LETTER OF**

**SUBJECT**

Application of Title 4, General Construction

4.1

*Ind. Rel. Letter*

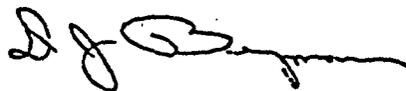
February 25, 1977

MARY A. LANAHAN:

The Review Committee has recently discussed grievances concerning General Construction's application of Title 4 of the Physical Labor Agreement. The central problem appears to be the Department's understanding of removing employees from the IBEW bargaining unit and later returning them to a bargaining unit classification.

The procedure, as was related to the Review Committee, is to submit a payroll change tag indicating the proposed classification without stating whether the appointment is temporary or permanent, and the Payroll Department is automatically stopping union dues or agency fees deductions for the duration of the assignment. At the completion of the assignment and re-entry to a bargaining unit classification, the Union is notified and the employee is then expected to join the Union or pay agency fees.

The agreement with IBEW and the application of Title 4 is to appoint employees (for the purposes of this Title) temporary or permanent and so notify the employee. If the appointment is temporary, the employee's status will remain unchanged. For example, if the employee was a member of the Union, then the dues deductions would continue or if the employee was tendering an agency fee, this also would continue. Conversely, if the appointment was permanent, the dues or agency fees would cease, and if at a later date the employee re-entered the bargaining unit, they would have to comply with the provisions of Subsection 4.1(a) as a condition of employment. The same procedure would apply to those employees who, on December 1, 1970, were not members of the Union and, in effect, were exempted from the provisions of joining the Union or tendering agency fees. Therefore, we have instructed General Construction to comply with the above procedure and will need your assistance in implementing the change.



D. J. BERGMAN

DJB:rto

cc: HGCooke  
JCates