

Local Union 1245
International Brotherhood
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

September 1, 1981

Pacific Gas and Electric Company
245 Market Street
San Francisco, CA 94106

Attention: Mr. I. W. Bonbright

Gentlemen:

The Union proposes the following procedure to accommodate employees who are members of a religion or sect historically holding conscientious objection to joining or financially supporting a labor organization:

Any employee who is a member of and adheres to established and traditional tenets or teachings of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting labor organizations may apply to the Union for exemption from the requirements of Title 4 pertaining to Union security. The employee's application shall include a verification from an official of the employee's religion, body, or sect that (1) the employee is a member of and adheres to established tenets of such religion, body, or sect; and (2) the employee's religion, body, or sect has historically held conscientious objections to joining or financially supporting labor organizations. Such verification from an official of the employee's religion, body, or sect that the employee is a practicing member thereof must be made on an annual basis.

From the foregoing, if it appears to the Union's satisfaction that the employee is in fact a current member of and adheres to established and traditional tenets or teachings of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting labor organizations, such employee shall not be required pursuant to Title 4 to become a member of the Union or pay an agency fee to the Union. However, it shall be a condition of employment for each such employee to pay, in lieu of periodic dues and initiation fees, sums equal to such dues and initiation fees to one of the following nonreligious,

nonlabor organization charitable funds: (1) Heart Association; (2) Cancer Society; or (3) March of Dimes. The employee has the right to select the particular charitable organization from the above list to receive his or her contribution.

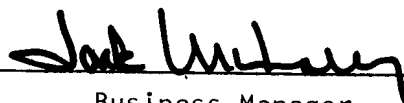
The Company shall deduct from his or her wages and pay over to the proper officers of the appropriate charitable fund the charitable contributions in lieu of dues and initiation fees of any such employee who holds conscientious objections as set forth above who individually and voluntarily authorize such deductions in writing. It shall also be a condition of employment for each such employee who holds conscientious objections as set forth above but who has not authorized check-off of his or her charitable contribution to furnish proof on a monthly basis to both the Company and the Union that he or she has paid sums equal to his or her dues and initiation fees to one of the charitable funds set forth above.

All other conditions of employment shall be the same for such employees who hold conscientious objections as set forth above, provided that the Union may charge any such employee who requests the Union to use the Grievance Procedure as set forth in Title 102 on his or her behalf for the reasonable cost of using such procedure.

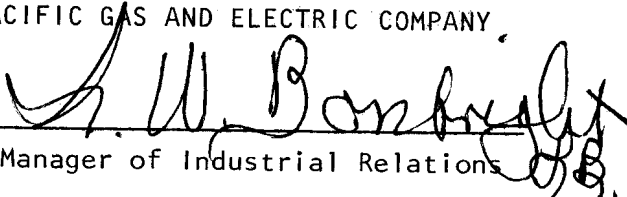
If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Union.

Very truly yours,

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO

By 
Business Manager

The Company is in accord with the foregoing and it agrees thereto as of September 1, 1981.

PACIFIC GAS AND ELECTRIC COMPANY,
By 
Manager of Industrial Relations