

Title 4

827

PACIFIC GAS AND ELECTRIC COMPANY

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4111 • TWX 910-571-6527

W. WAYLAND BONBRIGHT
MANAGER
INDUSTRIAL RELATIONS

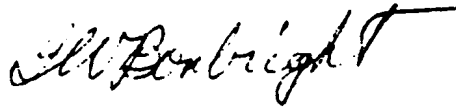
December 3, 1970

Mr. Ronald T. Weakley, Business Manager
Local 1245, I.B.E.W., AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Dear Mr. Weakley:

It is our understanding that Title 4 of the proposed settlement will be interpreted and applied as described in your letter of November 20, 1970.

Yours very truly,



IWB:MMC

- C O P Y -

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
Box 4790, Walnut Creek, CA 94596 (1218 Boulevard Way) • (415) 933-6060

IBEW LOCAL **1245**
UNION

L. MITCHELL, Business Manager

LELAND THOMAS JR., President

November 20, 1970

Mr. I. W. Bonbright
Manager of Industrial Relations
Pacific Gas & Electric Company
245 Market Street
San Francisco, California

Dear Mr. Bonbright:

In order to verify the understanding reached by Mr. Brown of your office and Mr. Mitchell of my office in telephone conversations on November 16, 1970, regarding the interpretation and application of the proposed language of Title 4 of the Physical and Clerical Agreements, I am writing you to be certain that there should be no future disagreements as to the intent of the parties if the Company offer is ratified by Union's membership.

First, it is my understanding that the Titles mentioned are to be applied as though only one Contract existed; that is, movement between units in jobs covered by the Agreements would not require payment of agency fees or membership if they were not members on December 1, 1970, and did not subsequently join the Union.

Second, the umbrella of exception to membership or agency payments applies only to those in a job as of December 1, 1970, which was covered by a collective bargaining Agreement with the Union.

Third, all persons not in a job covered by the Agreement as of December 1, 1970, or who are subsequently appointed to a job not covered by either Agreement shall, upon appointment to a job which is covered by either Agreement, be required to pay agency fees or renew their membership if they were members when they left the umbrella of a collective bargaining Agreement.

In addition to the above understanding regarding the proposed language of the Agreement, it is my understanding we will, by letter agreement, establish a procedure of notification to the Union of all new employees who reach their fifth month of employment and those who enter or reenter the unit by placement in a job covered by the individual Agreements and also provide a sign-up procedure for individual deduction authorizations whereby Company will get a positive declaration from the individual by his signing the authorization or a declination to do so noted thereon.

Very truly yours

/s/ Ronald T. Weakley

Ronald T. Weakley
Business Manager

RTW:do