

Date: May 12, 1989 File #:  
To: VARIOUS  
From: INDUSTRIAL RELATIONS  
Subject: Requests for Union Time Off



REGIONAL AND BUSINESS UNIT VICE PRESIDENTS:

A recent incident involving IBEW's request for employees being granted time off to attend PUC hearings has brought to our attention the need for you to communicate to your managers the importance of Company's cooperation in releasing employees for Union time off.

The Labor Agreement provides for the granting of time off for bargaining unit employees to assist the Union in conducting its business. It has been, and continues to be, the Company's policy to cooperate with the Union in granting this time off. However, there will be times when these rights cannot be granted, notwithstanding how much advance notice is given by the Union in making its request. For example, when operational needs are such that the Company's obligation of providing continuous rendition and availability of service are in jeopardy. In such cases, the Company may decline to release employees. The amount of notice given by the Union should not in itself be the factor for declining their requests for time off.

*Rich*

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cc: Reg. H.R. & Bus. Unit Mgrs.