

RECEIVED FEB 21 1990

5.4

FILE COPY

Date: February 16, 1990  
To: VARIOUS  
From: INDUSTRIAL RELATIONS  
Subject: Union Business

File #:

3/10/90  
To: PG+E Staff - done 3/12/90  
From: DM  
FYI



REGION/BUSINESS UNIT H.R. MANAGERS:

My letter of February 12, 1990 (copy attached) concerning the activities of Shop Stewards during working hours was more restrictive than intended. It was not intended to prohibit Union activity which is contractually or legally protected, such as providing Union representation during investigations which could lead to disciplinary action; being members of Local Investigating, Joint Grievance or Labor-Management Committees; participating on committees or in activities which have been authorized by the Company (usually at the Union's request).

If you have any questions about specific activities, contact a representative from my staff.

RICHARD B. BRADFORD

MAShort(223-1123):mc

cc: Ben Hudnall  
Jack McNally ✓  
Charles Newport

Attachment

Date: February 12, 1990  
To: VARIOUS  
From: INDUSTRIAL RELATIONS  
Subject: Union Business

File #:



REGION/BUSINESS UNIT H.R. MANAGERS:

It has recently come to our attention that in at least one location, a Shop Steward has utilized the Company's Local Area Network (LAN) to disseminate information concerning Union business.

We think it is appropriate to remind our employees that unless first stepping a grievance with a supervisor, their Union activities are to be conducted during non-work hours, breaks or lunch. It is also inappropriate to use Company equipment, materials, etc., for Union business.

A handwritten signature in cursive script that reads 'Rich'.

RICHARD B. BRADFORD

MAShort(223-1123):mc

cc: Ben Hudnall  
Jack McNally  
Charles Newport