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FEB 1 1965
LOCAL 1245, I.B.E.W.

DIVISION OR DEPARTMENT: INDUSTRIAL RELATIONS

FILE NO. 741.1

RE LETTER OF SUBJECT: Complaints Filed by Employees Directly with Outside Governmental Agency

RTW BTW
2 LLM
FILE

January 26, 1965

MESSRS. L. H. SMITH, W. L. MURRAY, E. E. FOLEY, W. D. LAUGHLIN, H. F. CARR, V. C. NOVARINO, E. S. DAY, K. C. PORTER, H. A. LEE, V. C. REDMAN, L. J. BRUNDIGE, L. W. BRILLHART, W. D. SKINNER, C. H. SEDAM, K. B. ANDERSON, J. G. SMITH, R. J. CASALEGGIO, JOHN BRASS, JR.:

Infrequently, situations occur where employees seek redress of alleged Company infractions of governmental regulations relating to working conditions by filing a complaint directly with an outside governmental agency rather than pursuing the matter through the grievance procedure or other channels of Company communication. This often results in facts being distorted and remedial action, if in order, being delayed or hampered by local arguments concerning either the appropriateness of the employees' means of seeking an adjustment, or, in some cases, the revealing of the identities of the employees reporting the alleged infraction.

We have a general understanding with the Union (Local 1245) that before any positive action is taken by the Union with respect to a complaint concerning working conditions which may be filed with an outside agency, the subject will be discussed first with the Company in an attempt to resolve differences. Likewise, it is important that before employees are interrogated, or meetings with employees or their representatives are arranged with respect to individual complaints which may have been filed with outside agencies, this office should be informed of the controversy in order to discuss the situation with the proper Union representatives, should such discussion be necessary.

The above is apart from the grievance procedure as such, but in our opinion it leads to a better understanding of problems which may occur and will augment the procedure necessary for an expeditious settlement of disputed facts and issues.

V. J. THOMPSON

VJT:MMC
cc:RLHayden
JFBonner
EHFisher
HPBraun
CLYager
EFSibley
RWWhite