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Local Union 1245
International Electrical Brotherhood
Workers



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

March 29, 1983

Mr. I. W. Bonbright
Manager of Industrial Relations
Pacific Gas and Electric Company
245 Market Street, Room 444
San Francisco, CA 94106

Dear Mr. Bonbright:

I am writing this letter in the hope that by so doing we can avoid time and money-consuming resort to the grievance procedure.

It has come to my attention that management representatives in a number of Company offices have recently taken it upon themselves to remove campaign materials for the upcoming Local 1245 Union elections from the Union bulletin boards. It is my belief, and the position of Local 1245, that such action on the part of management violates Title 5 of the Physical Labor Agreement and Title 5 of the Clerical Labor Agreement.

Pursuant to the Agreements, use of the Union's half of the Company's regular bulletin boards is limited only to "matters relating to official Union business." Campaign materials relating to internal Union elections (as long as such materials are not derogatory to the Company or to its customers) clearly fall within the scope of permitted materials, and as such should not be removed by management representatives.

Because the removal of official Union campaign materials from bulletin boards constitutes both a contractual violation and an inappropriate interference by management in the internal affairs of Local 1245, I demand that you immediately take all steps necessary to assure that management representatives immediately cease and desist from removing Union campaign materials from the bulletin boards.

Thank you for your attention to this matter.

Very truly yours,


Jack McNally
Business Manager

JM/fz

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PG&E (REV. 6/79)

PG&E
FOR INTRA-COMPANY USES

RECEIVED
Personal Dept.
APR 5 1983
DJS
RJP
LJ
LIA
AIV
WJP

FCM	LAY DAY	LMG
CEA	DIV MGRS OFC.	IRK
JWD	FU	AFV
JLH	APR 07 1983	UW
HAM		JMD
HFP		HPS
JHP		HAA
HFP		JMW

From Division or Department
FILE NO.
RE LETTER OF SUBJECT
To Division or Department

INDUSTRIAL RELATIONS
741
Union Campaign ADMINISTRY

SEE ME COMMENT FILE
 HANDLE ROUTE DESTROY

April 5, 1983

cc DEPT HEADS
DIST MANAGERS
PEWS PEWS

DIVISION MANAGERS
G.O. DEPARTMENT HEADS:

As most of you are aware, Local 1245, IBEW, is presently engaged in a campaign for the election of a Business Manager. The current Business Manager, Mr. Jack K. McNally, is running for re-election and is opposed by Messrs. Jim McCauley and Tony Morgado. The campaign will conclude in late June, 1983.

At my direction, campaign literature sponsored by any candidate has been removed from the Union's portion of Company's bulletin boards. In response to this, Local 1245, IBEW, has requested instant arbitration to determine whether the appropriate section of the Labor Agreements permits the posting of such campaign material as "matters relating to official Union business." Rather than proceed with the arbitration, the Company and Local 1245, IBEW, have agreed that each candidate for Union office in the appropriate area will be permitted to post campaign literature on the Union's portion of Company's bulletin boards.

There has been no change in our rule prohibiting campaigning on Company time.

Cases of abuse of this agreement or questions relating to this matter, should be directed to myself or Mr. L. V. Brown (Extension 1165).

Please inform your supervisors.

I. Wayland Bonbright
I. WAYLAND BONBRIGHT

IWB:ml

- cc: JSCooper
- EBLangley, Jr.
- CSBates
- DABrand
- HPBraun
- GFClifton, Jr.
- JYDeYoung
- GELavering
- HMMcKinley
- RKMiller
- JOSchuyler
- WtWallace

- RLCaracristi
- GLClerk
- EMConway
- NRFarley
- HJLaPlante
- TCPhebus
- LGSilton
- ERSInglind
- CPTaylor
- CEWelte
- Division Personnel Managers
- JKMcNally, IBEW

RECEIVED
CENTRAL DISTRICT
EAST BAY DIVISION
APR 8 1983
AFV
RDY
ABP
JLS
BS
FILE INFO SEE ME ACTION
JMW
JLN
COORDINATE
APR 11 1983



CAMPAIGN MATERIALS AND UNION BULLETIN BOARDS

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PLEASE POST

PLEASE POST.

CAMPAIGN MATERIALS AND UNION BULLETIN BOARDS

As most of you are aware, Local 1245 is presently engaged in a campaign for the election of Business Manager and other officers.

Until early April, Company supervisors throughout the system as a matter of policy removed campaign literature sponsored by various candidates for office from the Union bulletin boards.

As soon as the Company's practice came to my attention, I personally contacted Wayland Bonbright and demanded expedited arbitration with an immediate bench decision to determine whether our Labor Agreements permit the posting of campaign materials. It was my position that the Union, not the Company, must determine what is "official Union business." In my opinion, campaign materials are "official Union business."

Rather than proceed with the arbitration, the Company agreed that "each candidate for Union office will be permitted to post campaign literature on the Union portion of Company's bulletin board in the appropriate area." (Memo to Division Managers and General Office Department Heads dated April 5, 1983).

The policy is thus:

- Candidates may post campaign materials
- Supervisors may not remove campaign materials

It is still your responsibility as Shop Steward to maintain a neat and orderly Union bulletin board.

If you have any questions on the bulletin board issue, please contact your Business Representative or my office directly.

Fraternally,

Jack McNally
Business Manager

JM/fz