

To: M. E. Kerr

From: M. A. Walters

Date: February 6, 1976

Subject: Enforcement of Title 4 (both PG&E Agreements) with respect to non-bargaining unit employees who are appointed to a job in either bargaining unit.

The umbrella of exception to membership or agency payments under Title 4 applies only to those employees in a job as of December 1, 1970, which was covered by a collective bargaining Agreement with the Union.

Thus, 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.

Immediately upon receipt of knowledge that a non-bargaining unit employee has been appointed to a job within either bargaining unit, you shall have a letter sent to the appropriate PG&E Division or Department Manager (see Exhibit A attached) with a copy to the employee and the Business Representative involved. In the case of General Construction one copy shall go to R. A. Storrs and one copy to the Business Representative in the local area.

A copy of each such letter shall be kept in a follow-up file in the Local Union office and shall be noted as to when compliance with the provisions of Title 4 is obtained. If compliance is not obtained within twenty-one days of the original mailing of the letter, I am to be informed immediately. In my absence J. K. McNally is to be informed.

MAW/rg
attach: