



LETTER AGREEMENT NO. 01-44-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN, BUSINESS MANAGER

September 13, 2001

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Diversity Champion Award was established in the year 2000 by the Employee Association Presidents' Roundtable as part of the annual "Power of Diversity" Celebration at Pacific Gas and Electric Company. The award is being offered again this year to recognize and honor additional Pacific Gas and Electric employees whose efforts best promote the value of diversity in the workplace. Each Diversity Champion recipient will receive a \$500 award in recognition of his or her demonstrated commitment to diversity. As one example, last year the Employee Association Presidents' Roundtable were honored to present an award to a team of employees from the Fresno Call Center recognizing their efforts in providing bi-lingual services to the community in which they serve.

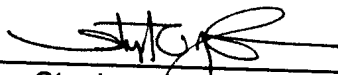
Pursuant to Section 2.1 of the Physical and Clerical Agreement, the Company proposes to extend the Diversity Champion Award Program to physical and clerical bargaining unit employees.

The guidelines for the Diversity Champion Award Program are attached.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Sept 20, 2001

By: 
Perry Zimmerman
Business Manager

The Power of Diversity

Diversity Celebration in General Office

October 18, 2001

The Diversity Champion Award

The success of today's organization is integrally connected to its most important of all resources — its human resources. Those human resources (employees) come in all shapes and sizes, with a vast range of experiences and a diversity of ideas. Valuing this diversity is what distinguishes one organization from another, allowing one to flourish while the other just gets by. It takes a continual effort by all employees and managers to help the organization meet the challenge of diversity.

The Employee Association Presidents' Roundtable established the **Diversity Champion Award** last year, as part of the Company's annual "Power of Diversity" Celebration. The award recognizes Pacific Gas and Electric employees whose efforts best promote the value of diversity in the workplace. Diversity is defined as all the ways in which we are different. This difference includes job functions, work styles, experience and ideas — in addition to race, age, gender and sexual orientation. Diversity allows for new perspectives and more innovative ways to conduct business.

Each Diversity Champion will receive a \$500 award in recognition of his or her demonstrated commitment to diversity. The deadline for submitting nominations is **Tuesday, September 25**. The nomination form and additional information can be found in the attachment below.

Pacific Gas and Electric CEO, Gordon Smith, will present the Diversity Champion Awards on **October 18**, during the Diversity Celebration in the 245 Market Street Auditorium. Award recipients and their supervisors will receive personal invitations to the celebration, which begins at 11:30 a.m.

The Asian Employees Association (AEA), Black Employees Association (BEA), Filipino Employees Association (FEA), Hispanic Employees Association (HEA), Lesbian, Gay, Bisexual and Transgender Employees Association (LGBTEA), Women's Network and the Pacific Service Employees Association (PSEA) sponsor the Power of Diversity Celebration.

For more information please contact:

Michael Conlon ~ 8-246-6224 or (925) 246-6224
Frances Wilder-Davis ~ 8-583-4280 or (925) 974-4280

The Diversity “Champion” Award

The success of today's organization is integrally connected to its most important of all resources — its human resources. Those human resources (employees) come in all shapes and sizes, with a vast range of experiences and a diversity of ideas. Valuing this diversity is what distinguishes one organization from another, allowing one to flourish while the other just gets by. It takes a continual effort by all employees and managers to help the organization meet the challenge of diversity.

The Employee Association Presidents' Roundtable established the **Diversity Champion Award** last year, as part of the Company's annual "Power of Diversity" Celebration. The award recognizes Pacific Gas and Electric employees whose efforts best promote the value of diversity in the workplace. Diversity is defined as all the ways in which we are different. This difference includes job functions, work styles, experience and ideas — in addition to race, age, gender and sexual orientation. Diversity allows for new perspectives and more innovative ways to conduct business.

About the Award

Each Diversity Champion will receive a \$500 award in recognition of his or her demonstrated commitment to diversity. The deadline for submitting nominations is **Tuesday, September 25**. The nomination form and additional information can be found in the attachment.

Pacific Gas and Electric CEO, Gordon Smith, will present the Diversity Champion Awards on **October 18**, during the Diversity Celebration in the 245 Market Street Auditorium. Award recipients and their supervisors will receive personal invitations to the celebration, which begins at 11:30 a.m.

How to Apply

Complete [nomination form](#) and return to:
Diversity Champion Award
Attn: Mike Conlon/PSEA
1390 Willow Pass Road, Suite 480
Concord
Fax to (925) 246-6230

For assistance, contact:

Michael Conlon at 8-246-6224 or (925) 246-6224
Frances Wilder-Davis at 8-583-4280 or (925) 974-4280

The Power of Diversity



**Pacific Gas and
Electric Company**

Honoring Our Champions

2001 DIVERSITY CHAMPION AWARD

NOMINATION FORM (Part 1)

(Please type or print legibly. Only complete and legible nomination forms will be considered.)

Name of Nominee _____
Last First M.I.

Telephone _____
Company Outside Number FAX

Position Title _____

Business Unit _____ Department _____

Company Mailing Address _____
Number Street Room City

E-mail Address _____

Dept. Director (of Nominee) _____ Phone _____

Immediate Supervisor _____ Phone _____

Employee Submitting Nomination _____ Phone _____

Company Mailing Address _____
Number Street Room City

HOW TO APPLY:

Complete nomination form and return via company mail to:
Diversity Champion Award
Attn: Michael Conlon/PSEA
1390 Willow Pass Road, Suite 480
Concord

DEADLINE:

September 25, 2001

Fax to (925) 246-6230

2001 DIVERSITY CHAMPION AWARD

NOMINATION FORM (Part 2)

Submitted nominations should reflect contributions that:

- help to create an open and comfortable climate in which differences are valued; and
- reflect an understanding that people from diverse backgrounds provide PG&E with the opportunity for more creative thinking, problem-solving and greater productivity.

Diversity is defined as all the ways in which we are different -- race, gender, sexual orientation, age, problem-solving approaches and work functions, for example. Appreciating these differences allows for new ideas, experiences and perspectives to contribute to work relationships and to the organization, and creates the opportunity for greater creativity and innovation.

Feel free to use additional pages as needed.

Describe how the nominee promoted diversity in the workplace, among co-workers, with clients or customers.

Describe the business impact that resulted from the nominee's actions.

Has the nominee overcome any unusual problems or challenges in promoting diversity? If so, describe.