



LETTER AGREEMENT NO. 02-33-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

August 7, 2002

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. Over the past couple of years, IBEW members have been recipients of the award which was presented by CEO, Gordon Smith on behalf of the Employee Association Presidents' Roundtable.

Pursuant to Section 2.1 of the Physical and Clerical Agreement, the Company proposes to extend participation in the Diversity Champion Award Program to physical and clerical bargaining unit employees. The guidelines for the Diversity Champion Award Program are attached.

Either party may cancel this agreement by providing 30 days written notice to the other.

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

By: _____


Perry Zimmerman
Business Manager

Aug 14, 2002

The Power of Diversity
"Tell me about your Culture"
Diversity Celebration at General Office

September 17, 2002

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** in 2000, 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 **Wednesday, August 21**. 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 **September 17**, 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), Pride Network, Women's Network and Pacific Service Employees Association (PSEA) sponsor the Power of Diversity Celebration.

How to Apply:

Complete the [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 more information please contact:

Sue Mallah at 8-223-1163 or (415) 973-1163
Michael Conlon at 8-246-6224 or (925) 246-6224

The Power of Diversity



**Pacific Gas and
Electric Company**

Honoring Our Champions

2002 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:

DEADLINE: August 21, 2002

Complete nomination form and return via company mail to:

Diversity Champion Award
Attn: Michael Conlon/PSEA
1390 Willow Pass Road, Suite 480
Concord

Fax to (925) 246-6230

2002 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.