

Pacific Gas and Electric Company

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R. Scott Irby
Director
Human Resources and
Administrative Services
Gas Supply

May 15, 1990

RECEIVED MAY 18 1990



Darrel Mitchell
International Brotherhood of Electrical Workers
Local 1245
P.O. Box 4790
Walnut Creek, CA 94596

Dear Darrel:

This is to confirm our discussion held Thursday, May 3, 1990, regarding the upcoming GSBG Recognition Poster. Attached are the guidelines for the program. As you can see this is intended to be a nonmonetary recognition, which falls outside of the areas of concern expressed in Jack McNally's letter to Richard Bradford of April 3, 1990. As such, we will proceed with its implementation shortly.

I appreciated your prompt response over the phone in this matter. Please feel free to contact me if you have any questions on this or other issues pertinent to the GSBG-IBEW matters.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Scott Irby'. The signature is written in a cursive, flowing style.

RSI:fvb

Attachment

cc: Richard B. Bradford

cc RBE Staff

Bravo! Award Guidelines

Criteria

- The *Bravo!* Award is designed to provide timely recognition of outstanding GSBU achievement by individuals or teams. *Bravo!* emphasizes contributions that enhance the GSBU's culture, further the business unit's objectives, or create an involved, team-directed organization.
- There is no set timing for nominations--it depends strictly on when outstanding achievement occurs.

Nomination and Selection

- All GSBU employees and others who contribute to the achievement of GSBU successes can be nominated.
- GSBU employees may submit nominations directly to their officers. The officers review the nominations and forward those meeting *Bravo!* criteria to the General Manager, who uses his/her individual judgment to select the award recipients.
- Ideally, recognition should take place within two weeks of the individual or team action contributing to GSBU success.

Presentation

- Individual or team awards are signed by the General Manager.
- Unsigned copies of the awards are displayed in GSBU public areas for two weeks to a month.
- A special column in *GSBU Connections* focuses on *Bravo!* recipients and those receiving other awards or recognition.

Caveats

- Bravo!* does not displace other forms of employee recognition.
- There is no monetary value attached to *Bravo!*.



GSBU

