



# LETTER AGREEMENT NO. 00-46-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, MANAGER  
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

August 29, 2000

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

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

A Diversity Champion Award is being 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 will recognize and honor 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.

Pursuant to Section 2.1 of the Physical and Clerical Agreements, 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  
Manager 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 27, 2000

By:   
Jack McNally  
Business Manager

---

**The Power of Diversity**  
**Diversity Celebration in General Office**

**September 26 & 27, 2000**

---

***Tuesday, September 26, 2000***

Time: 11:30 - 1:00 p.m.

Place: Atrium, 77 Beale

Join us for lunch sponsored by the Employee Associations - proceeds to benefit the Joint Youth Achievement Camp

Gordon Smith will kickoff the celebration at noon.

Russ Jackson will present the Diversity Champion Awards

Come hear the sounds of the Mambo Street Band starting at 11:30 a.m.

Free giveaways - *while supplies last*

---

***Wednesday, September 27, 2000***

Time: 11:30 - 1:00 p.m.

Place: Auditorium, 245 Market Street

Entertainment: Special Guest

Free Popcorn & Soda - *while supplies last*

---

***The Diversity Champion Award***

The **Diversity Champion Award** is being established this year by the Employee Association Presidents' Roundtable as part of the annual ***Power of Diversity*** Celebration at Pacific Gas and Electric Company. The award will recognize and honor Pacific Gas and Electric employees whose efforts best promote the value of diversity in the workplace. Participating employee associations include: Asian Employee Assn (AEA), Black Employee Assn (BEA), Filipino Employee Assn (FEA), Hispanic Employee Assn, (HEA), and Lesbian, Gay, Bisexual and Transgendered Employees Assn (LGBTEA) in addition to the Pacific Services Employee Association.

*Click on a link below for the award guidelines and a nomination form.*

The Diversity Champion Award: Guidelines  
The Diversity Champion Award: Nomination Form

---

For more information please contact:

Maria Padrones ~ 223.3633

Tony Abdulla ~ 223.6837

---

**28 August, 2000 12:52**

---

## The Diversity "Champion" Award

Today, a company's success is directly linked to the organization's ability to value all of its employees. The organization's ability to be a leader in its field is increasingly dependent on how well it manages the diversity of its most important resource. It takes the effort of employees and managers who truly value diversity to help the organization meet the diversity challenge.

The Diversity Champion Award is being 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 will recognize and honor Pacific Gas and Electric employees whose efforts best promote the value of diversity in the workplace. Sponsoring employee associations include: Asian Employee Assn. (AEA), Black Employee Assn. (BEA), Filipino Employee Assn. (FEA), Hispanic Employee, (HEA), and Lesbian, Gay, Bisexual and Transgendered Employees Assn. (LGBTEA).

We define diversity as all the ways in which we are different- race, gender, sexual orientation, problem-solving approaches, work functions, and age for example. Appreciating those 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.

### About the Award

Each Diversity Champion will receive a \$500.00 award in recognition of his or her demonstrated commitment to diversity. Recipients will be determined by the award selection committee. Nominees must be an employee of Pacific Gas & Electric Company or PG&E Corporation. Selection committee members are ineligible for the award. The deadline for submitting nominations is **Wednesday, September 13**.

Awards will be announced by Russ Jackson, Vice President Human Resources, at the Diversity Celebration Kick-off on September 26, 2000, at the GO complex in San Francisco. *Recipients, their supervisors and award nominators are encouraged to attend.*

### How to Apply

Fill out [nomination form](#) and return to:

Diversity Champion Award  
245 Market Street, Room 239  
Mail Code N2E  
Fax to (415) 973-0726

For assistance, contact:

Tony Abdulla at 8.223.6837 or 415.973.6837

Maria Padrones at 8.223.3633 or 415.973.3633

---

Go to the [Diversity Champion Award: Nomination Form](#)

Back to [The Power of Diversity](#)

---

**28 August, 2000 12:53**

*The Power of Diversity*



**Pacific Gas and  
Electric Company**

***Honoring Our Champions***

**2000 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. Manager (of Nominee) \_\_\_\_\_ Phone \_\_\_\_\_

Immediate Supervisor \_\_\_\_\_ Phone \_\_\_\_\_

Employee Submitting Nomination \_\_\_\_\_ Phone \_\_\_\_\_

Company Mailing Address \_\_\_\_\_  
Number Street Room City

**HOW TO APPLY:**

Fill out nomination form and return to:

Diversity Champion Award

245 Market Street, Room 239

Mail Code N2E

Fax to (415) 973-0726

**DEADLINE:**

September 13, 2000

AA/EEO & Diversity

8/00

## 2000 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.
- 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, problem-solving approaches, sexual orientation, work functions, and age for example. Appreciating those 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.**