



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT NO. 14-13-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4401

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
707.452.2700

TOM DALZELL
BUSINESS MANAGER

March 13, 2014

Revised LA 15-20

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

This letter agreement cancels and supersedes Letter Agreement No. 02-33 regarding the Diversity Champion Award.

The President's Diversity Champion Award (PDCA) was established in 2002 to help recognize employees who are committed to Diversity and Inclusion. The PDCA is presented at the annual GO Awards Event, which celebrates the ways in which all employees bring a unique set of characteristics to the company, and how we can create an inclusive environment in which all can benefit.

The PDCA award details for 2013 are attached. The Company announces the award details for each year prior to the start of the nomination campaign.

Pursuant to Section 2.1 of the Physical and Clerical Agreement, the Company proposes to extend participation in the PDCA to physical and clerical bargaining unit employees.

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

If you agree, please so indicate in the space provided below 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 agreement.

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

By: _____

Tom Dalzell
Business Manager

March 21

_____, 2014



2013 President's Diversity Champion Award (PDCA) Nomination Form

What is the President's Diversity Champion Award (PDCA)?

The President's Diversity Champion Award (PDCA) was established in 2002 to help recognize employees who are committed to Diversity and Inclusion. The PDCA is presented at the annual GO Awards Event, which celebrates the ways in which all employees bring a unique set of characteristics to the company, and how we can create an inclusive environment in which all can benefit. Three award recipients will each receive \$5,000 for their nonprofit of choice, to recognize their efforts. In addition, three semi-finalists mentions will also each receive \$1,000 to the nonprofit of their choice.

How do we define Diversity and Inclusion at PG&E?

Diversity is characterized by all the ways in which we are different. It is present in our job functions, work styles, experiences, and ideas. Diversity cultivates new perspectives and innovation, which enable us to exceed the expectations of our customers, employees, and shareholders.

Inclusion at PG&E is the process of leveraging the power of our employees' individual uniqueness to achieve our business strategies and goals, be better corporate citizens, and be the best in the industry.

How is Diversity and Inclusion Incorporated into our Values?

Diversity and Inclusion is a core competency for all employees. Below are the key behavioral indicators that describe how this competency can be successfully demonstrated by employees and leaders.

2012 Competencies	
These competencies apply to all employees. The left-hand column lists behaviors expected of all employees. Leaders should also demonstrate additional behaviors listed in the right-hand column.	
All Employees	All Leaders
Furtheres Diversity and Inclusion	
<ul style="list-style-type: none"> • Welcomes and acknowledges diversity of thought, experiences and backgrounds • Builds strong working relationships and reaches across groups to leverage others' skills and experiences • Shares own perspectives and seeks those of others 	<ul style="list-style-type: none"> • Promotes diverse perspectives among employees and work groups • Involves employees at all levels in identifying and solving issues • Acts to support PG&E's diversity initiatives

President's Diversity Champion Award (PDCA) Nomination Form Questions

Responses to the questions below will be used to help determine the recipients of the 2013 President's Diversity Champion Award. While reviewing the nominations, the awards committee will be looking for individuals who are truly champions of change, leaders of inclusiveness, and positive role models for behaviors that demonstrate PG&E values of teamwork, respect, and celebrating diversity.

As you complete the attached nomination form, please keep in mind that any demographic or personal information provided will be removed prior to the evaluation process, to maintain an objective evaluation process.



Helpful Tip: Let the nominee(s) know you are nominating them in order to ask them questions and add more content to your nomination form.

Behaviors and Actions that Exhibit PG&E Values and Champion Diversity and Inclusion



2013 President's Diversity Champion Award (PDCA) Nomination Form

1. How does the nominee drive change and champion diversity and inclusion?

Example: *Describe how* the nominee encourages open and honest discussion, advocates for inclusion, at work and in his/her community, has a bias for action and does the right thing even those that are unconventional, unpopular or unfamiliar.

2. How does the nominee encourage mutual respect for individuals with different experiences and backgrounds by recognizing/utilizing diverse points of view?

Example: *Describe how* the nominee encourages mutual respect by listening to all ideas even when they are different from their own or from the group's without fear of ridicule or retribution and examines how to put them to good use.

3. How does the nominee promote and respect diverse perspectives while working in a team environment by reaching outside the immediate work group?

Example: *Describe how* the nominee consistently supports an open and honest environment where others outside the team can express opinions. The nominee is open to include partners who can collaborate with the team and leverage each other's strengths to achieve results.

4. How has the nominee positively influenced inclusive behaviors in developing others?

Example: *Describe how* the nominee provides development opportunities and offers coaching and feedback in a thoughtful manner, either as a formal or informal mentor, provides team-lead, rotational and leadership development opportunities, i.e. presentations, conferences, classes, etc.

5. How does the nominee use **diversity and inclusion** to drive change?

Example: *Describe how* the nominee looks for new ways to do things, while providing his/her team with the necessary support structure to undertake and sustain change.

6. Describe how has the nominee driven change and had an impact on the *company*, the *community*, or *customers* by *modeling inclusive behavior*?

Example:

The nominee impacts the *company* by participating in the mentoring program, and by providing leadership development workshop opportunities for other team members.

The nominee impacts the *community* through involvement in community based organizations and Employee Resource Group leadership.

The nominee impacts *customers* by offering innovative solutions and using feedback to enhance products and services.



2013 President's Diversity Champion Award (PDCA) Nomination Form

Nominee and Nominator Information

Your Name:

Your Department:

Your Company Email Address:

Name of Employee Being Nominated:

Nominee's Company Email Address:

Nominee's Supervisor:

Supervisor's Email Address:

Behaviors and Actions that Exhibit PG&E Values and Champion Diversity and Inclusion

1. How does the nominee drive change and champion diversity and inclusion?

2. How does the nominee encourage mutual respect and recognize diverse points of view?

3. How does the nominee promote and respect diverse perspectives while working in a team environment?

4. How has the nominee positively influenced inclusive behaviors in developing others?



2013 President's Diversity Champion Award (PDCA) Nomination Form

5. How does the nominee use diversity and inclusion to drive change?
6. How has the nominee driven change for the company, community or customer (or all three) by modeling inclusive behavior ?

Please provide complete information (i.e. results/data, numbers, quotes, or any other additional information) that can add value to the evaluation process.

Email all nomination forms to: diversityaward@pge.com or mail to contacts below

By Deadline: Friday, June 21, 2013

If you are chosen as a finalist or an award winner, please let us know your first and second choice of a 501c3 (non-profit) organization, for consideration. If you are selected, you will be notified if your choice(s) have been approved by Community Relations.

1st choice: _____

2nd choice: _____

Questions or need support? Please contact:

Sylvie M Devin- SMD3@pge.com (415) 973-6879

PG&E 77 Beale, Room 2503C MC: B25L San Francisco, CA 94105

Thank you for participating in Diversity and Inclusion!