

**PACIFIC GAS AND ELECTRIC COMPANY
Gas Pipeline Safety OIR
Rulemaking 11 -02-019
Data Response**

PG&E Data Request No.:	LocalUnions246and342_001-03		
PG&E File Name:	GasPipelineSafetyOIR_DR_LocalUnions246and342_001-Q03		
Request Date:	August 5, 2011	Requester DR No.:	001
Date Sent:	August 11, 2011	Requesting Party:	Local Unions 246 and 342
PG&E Witness:	Todd Hogenson	Requester:	Jack Davis

SUBJECT: WHISTLEBLOWER PROTECTIONS – IMPLEMENTATION PLAN

QUESTION 3

What will PG&E propose for protecting whistle blowers?

ANSWER 3

Everyone at PG&E is expected to communicate honestly and openly with supervisors and others in leadership positions and, in good faith, raise concerns, including those about safety; possible misconduct; and violations of laws, regulations, or internal requirements. All employees and contractors are empowered to stop work if a safety or quality concern arises and failure to do so could subject an employee to positive discipline or result in contractor termination. When concerns are raised, employees in supervisory and other leadership positions are required to contact internal investigative resources when appropriate, and take appropriate action in response to investigation findings. Retaliation against an employee who raises a concern is expressly forbidden by PG&E's Code of Conduct, consistent with state and federal law. Employees in supervisory and other leadership positions may not retaliate, tolerate retaliation by others, or threaten retaliation.

In addition, PG&E maintains a Compliance and Ethics Helpline available to employees, contractors, consultants, and suppliers 24 hours a day, 7 days a week. The Helpline can be used for guidance on conduct matters or legal and regulatory requirements. The Helpline also may be used to report situations that may require investigation. Callers have the option of contacting the Helpline anonymously.