

## Calendar of Events

### August

**6 Brisbane**—San Francisco Division PSEA athletic committee offers indoor group tennis lessons from 7 to 8 p.m. at the clubhouse, Geneva and Bayshore. The cost is \$4 per session. Call Frank Norton at 8-579-2297 or (415) 330-2297.

**6 San Francisco**—The Blue Monday Toastmasters/5:30 Club meets every Tuesday at noon in Room 305, 77 Beale Street. Call Kathy Heilmann at 8-223-3246 or (415) 973-3246, or Ryan Goldkorn at 8-223-5747 or (415) 973-5747. Wheelchair accessible.

**6 San Francisco**—Update is shown every 15 minutes from noon to 1 p.m. in Conference Room B, 245 Market Street. Wheelchair accessible.

**9 San Francisco**—Human resource services invites all employees to bring their lunch to a career development brown bag seminar on informational interviewing from noon to 1 p.m. in Conference Room A, 245 Market Street. Call Jan Gordon at 8-223-5204 or (415) 973-5204.

**10 Napa**—PG&E's auction of used cars, heavy equipment and miscellaneous materials is held the second Saturday of each month at 9 a.m. at Van Cleves Auction Services on Kaiser Road. Brochures are available one week before each sale at regional transportation departments or 123 Mission Street, San Francisco, sixth-floor receptionist area.

To list your event call Lois Moore, 8-222-3496 or (415) 972-3496, at least three weeks before the event. Notices are printed as space permits.

## POLE'S NEW LIFE

*With the help of a bird-loving customer, a power pole slated for removal is saved in the interests of acorn-stashing woodpeckers.*  
See page 3.

## Adoption reimbursement program begins

**A**doption Expense Reimbursement, the first of several new programs designed to help meet the diverse family-related needs of PG&E employees, began August 1. Now, eligible employees whose Decree of Final Adoption is received January 1, 1991, or later can be reimbursed up to \$2,000 for adoption-related expenses.

"We recommended that the Management Committee approve Adoption Expense Reimbursement as part of our new Work and Family Resource Programs because, in the past, adoptive parents tended to be overlooked when it came to benefits," says Kathy Tama, project manager for the programs.

"Where biological parents have benefits like maternity-related medical coverage, sick leave and disability insurance, until now there's been nothing comparable for adoptive parents. This new program makes our benefits more equitable for all PG&E parents."

The Adoption Expense Reimbursement program reimburses employees for 100 percent of their covered expenses—up to a maximum of \$2,000. The adoption of stepchildren is covered, and adopted children can be any age up to 18. There are no limits on the number of adoptions per employee that can qualify for reimbursement.

Covered expenses include legal, court, adoption agency and placement fees; adoption-related medical

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## Bush names Clarke to panel

**C**hairman Dick Clarke was among 25 executives named to an environmental panel by President George Bush last week. The President's Commission on Environmental Quality includes top executives from both major industrial companies and prominent conservation groups.

The Bush Administration does not believe that creating more laws is the answer to solving environmental problems. Instead, it wants to encourage innovation and cooperation between environmental groups, trade associations and big business, a statement from the White House said. The commission will address critical environmental challenges "by meshing environmental quality, economic growth and quality of life goals."

The panel includes 15 top executives from some of the nation's largest industrial companies, including Dow Chemical, Ford and General Electric. The other members include representatives from the academic world and officials from environmental groups, including leaders from the Environmental Defense Fund, the World Wildlife Fund and National Geographic Society.

Commission members include Riley Bechtel, Bechtel Group Inc.; Kenneth Derr, Chevron Corp.; Allen Jacobson, Minnesota Mining & Manufacturing; Dr. Paul Edward Gray, Corporation for Massachusetts Institute of Technology; and Gilbert Grosvenor, National Geographic Society.

# Success in Milpitas

The product of collaboration among business units, a new gas terminal gets high marks.

There was much to celebrate when the new Milpitas Gas Terminal was formally dedicated on July 26. Not only was the project completed ahead of schedule and under budget, but along the way a relationship flourished across business unit boundaries.

"This a well-engineered, reliable, efficient facility," exclaimed Jerry McLeod, executive vice president and general manager of the gas supply business unit (GSBU). "I salute the partnership of GSBU, DBU and ENCON for making this a world-class facility."

The Milpitas Terminal Rebuild Project was placed into operation in September 1990, six weeks ahead of schedule and \$2 million below its \$26 million estimate. Considering the circumstances, this is even more impressive. When construction began in December 1988, the company was still adjusting to the reorganization into business units—this was an early test of the new "client-driven" PG&E.

The project involved three business units. GSBU, as the client, managed the project. ENCON did the construction work, and DBU was the project engineer. A four-person core team—project manager Ray Rawcliffe, gas engineering and construction. GSBU: Bob Becken, gas and electric project engineering, DBU: Hal McClure, northern pipeline operations, GSBU; and Ron Swilley, ENCON gas transmission

and distribution—oversaw the project.

"This was a well-managed project," said McLeod. "We utilized new project management techniques and employee involvement. The credit should be shared by everyone involved."

A large plaque naming the 200 or so employees associated with the project was unveiled by Jim Stoutamore, GSBU vice president of gas transmission and storage.

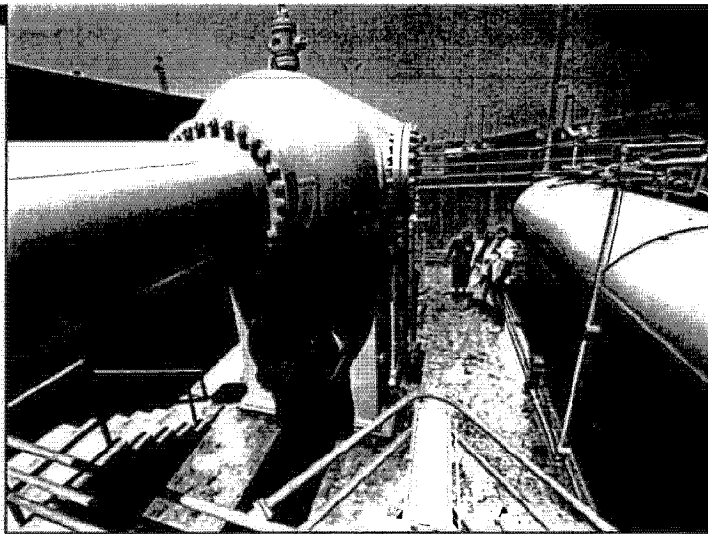
The blue-roofed buildings and high-tech control room are a far cry from the tin sheds and dusty yard of the previous terminal. PG&E first developed the site in 1929 and rebuilt it during the 1950s. According to district foreman Joe Fogal, it was definitely time for an upgrade.

"Parts for the old station were no longer available," says Fogal. "When we contacted vendors and suppliers for certain things, they'd sometimes laugh at us."

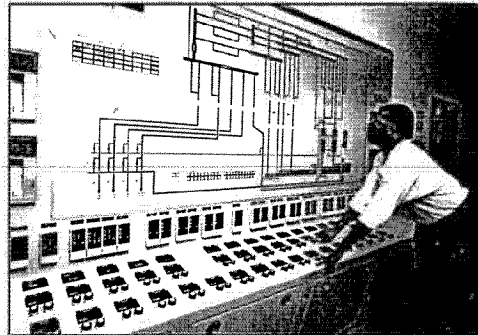
The focal point of the new terminal is the control room with its space-age "mimic board" and computer consoles. Dominating one wall, the board displays a diagram of the terminal's underground maze of pipes and valves.

Colored lights show positions of the valves, and real-time pressures and flow rates appear on digital readouts.

For 62 years, the Milpitas terminal has been the hub of gas deliveries from the Southwest to the Bay Area. In frequent contact with gas control in



Above: Gas entering the terminal on the 300-line goes through large liquid removal tanks. District foreman Joe Fogal explains the process to Betty Shelton, Tri-Cities District manager, and summer intern Sheila Bates.



Right: Gas supply coordinator Roger Patton at the "mimic board" in the state-of-the-art control room.

San Francisco, control room personnel direct supplies—on demand—to San Jose, the East Bay and the Peninsula. From the look of things, customers can expect more of the same reliable and responsive service for decades to come. (by Patrick Moreira)

## Law department offers legal aid to the needy

They filed in, one by one, some with dirty, tattered clothes and somber faces, some with carts or children in tow. These homeless or near-to-homeless people sat down on the wooden bench along the wall of the old hotel's ballroom, waiting to talk to someone.

The rest of the room was filled with large wooden tables, fold-out chairs and volunteers eager to help these people with their problems. On this day in June, the volunteers were mostly PG&E law department employees: four secretaries, two legal assistants and four attorneys.

Sponsored by the Bar Association of San Francisco, the Homeless Advocacy Project (HAP) provides a drop-in clinic twice a month for homeless and other needy people. Last month, PG&E's volunteers set up shop in the Cadillac Hotel in San Francisco's Tenderloin District.

PG&E's law department staffs a HAP clinic every three or four months," says attorney Ken Yang, who organized PG&E's participation. "We are the first and only corporate law department to take over one of these clinics. We help people who have a wide variety of problems. Many have arrest warrants, some cannot obtain a Social Security number, some have problems collecting benefits and there are those in danger of eviction."

One client is from Southern California. After being denied a parole transfer, he came to San Francisco for medical reasons—he has AIDS.

Because he violated his parole, he now has a warrant out for his arrest. "I faced a lot more discrimination where I was before I came to San Francisco, and I also needed the medical help. I just couldn't live [in Southern California] anymore," he says. "I am not the type of person who wants to go on welfare. I want to find a job, but I can't because I have a warrant." He now stays with friends, but if he doesn't clear up his legal problems soon, he might join the ranks of the homeless.

Legal secretaries and HAP clinic volunteers Sandra Jackson and Joyce Sanders saw two clients that day. "The first person we saw had a problem with the bank. He couldn't communicate in a manner to solve the problem," says Jackson. She soon had the problem resolved after talking with bank personnel.

Work continues with the other client, an elderly woman who is adamant about not letting a representative of a housing agency into her apartment, which is necessary for her reinstatement to the housing assistance program. "She will lose her apartment if she is not reinstated," says Jackson.

Supported by vice president and general counsel Howard Golub, PG&E employees work at the clinic during company time, although outside hours may be required for certain cases.

"HAP provides an opportunity for a team effort. It allows both pro bono work by our attorneys and community service by non-attorney members



It wasn't a usual workday for law department attorneys Ken Yang and Kathleen Walsh as they consulted some of the Bay Area's poor in San Francisco's Tenderloin District.

of the department," says Golub, who adds that PG&E has been honored twice by the Bar Association of San Francisco for its outstanding pro bono contributions.

"The unique thing about our program is that the volunteers stay with the clients to the end. They deal with them one-on-one, so the clients and their needs do not get lost in the shuffle, which can happen when getting referred through different agencies," says Julia Velson, HAP coordinator. Yang adds, "The HAP program is successful because the clients are 'self-selected.' They come to us on their own because they truly want help."

"We actually see people who have incomes, but of only about \$450 to \$600 a month. This is why it is such a

critical stage for these people. If anything falls apart it is crucial to their whole lives," he explains. "For many the goal is to keep them out of the homeless trap."

(by Renee Thompson)

Anyone may volunteer—a legal background is not necessary. Call Yang at 8-223-6656 or (415) 973-6656, or the Homeless Advocacy Project at (415) 974-6541.

## Adoption

(from front page)

expenses for the child that are not covered by medical insurance; and transportation expenses associated with picking up the child.

To be eligible for adoption expense reimbursement, employees must work full- or part-time for PG&E or any of its domestic subsidiaries and

affiliates, including PSEA, for six months. PG&E Enterprises employees are not eligible. Employees must have a Decree of Final Adoption and must be actively employed or on an approved leave of absence when the decree is received.

For more information about the programs, call your local human resources department.