



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 12-20-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310

STEPHEN A. 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

April 18, 2012

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:

Company is proposing implementation of free Autism and Related Disorder Benefit coverage for all employees, eligible dependents, and retirees effective January 1, 2012.

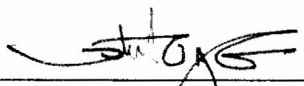
Regardless of employees' current insurance carrier or plan, Applied Behavior Analysis services will be provided through ValueOptions. Additionally, speech therapy, occupational therapy, and physical therapy prescribed for Autism Spectrum Disorder are included as covered treatments under the employee's health plan. Preauthorization or pre-certification is required before services are delivered, and may be required on a recurring basis to determine medical necessity.

Either party may cancel this agreement with 60 days written notice.

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
Director 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

May 1, 2012

By: 

Tom Dalzell
Business Manager