



LETTER AGREEMENT
NO. 98-96-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

December 23, 1998

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

Gentlemen:

Currently, a probationary employee may join a PG&E Medical Plan as soon he/she begins working for the Company. The employee is responsible for the entire cost of the coverage until regular employment is attained. After regular employment is attained, the employee has 31 days (60 days for newborns) in which to enroll himself/herself and/or eligible dependents in a medical plan if he/she has not done so already. If the employee, upon gaining regular status, does not enroll within the stated time limit, the employee will have to wait until the next Open Enrollment period or may have to provide evidence of good health if he/she wants to enroll himself/herself and/or eligible dependents in PG&E's Medical Plan prior to the next Open Enrollment period.

It is our belief that the Health Insurance Portability and Accountability Act of 1996 (HIPAA) now prohibits the Company from asking an employee to provide evidence of good health under the circumstances described above. Given this limitation, the Company proposes to allow an employee who does not enroll in a medical plan within 31 days (60 days for newborns) of attaining regular status to enroll himself/herself and/or eligible dependents anytime prior to the next Open Enrollment period without providing evidence of good health.

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: 
Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

, 1998

By: 
Business Manager