



LETTER AGREEMENT NO. R1-14-45-PGE



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

October 27, 2014

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:


Pursuant to the parties' agreement for a contract extension through December 31, 2015, the parties met to discuss Company's obligation to comply with the Affordable Care Act (ACA) universal coverage requirements. This letter agreement amends Section I. H. Hiring Hall Employment Conditions, of Letter Agreement 04-12 to reflect the parties' agreement regarding medical coverage for Hiring Hall employees who are also PG&E retirees. The provisions of the Hiring Hall medical plan that will be offered to PG&E retirees actively employed in the Hiring Hall for calendar year 2015 are attached.

This agreement shall terminate on December 31, 2015.

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,

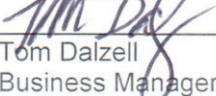
PACIFIC GAS & ELECTRIC COMPANY

By: 
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

October 28, 2014

By: 
Tom Dalzell
Business Manager

Retiree Hiring Hall Medical Benefits

PG&E Retiree Medical

Hiring Hall employees may not be enrolled in the PG&E Retiree Medical Plan while actively employed. If a Retiree is hired as a PG&E Hiring Hall employee, all PG&E retiree medical coverage will be suspended as of the first of the month after Hiring Hall employment begins. Hiring Hall employees who are also PG&E retirees will have the option of participating in the Hiring Hall Network Access Plan/Comprehensive Access Plan (NAP/CAP) as described below or receive the “benefit equivalent” allowance as provided in Section I, H.4 of the Hiring Hall agreement, L/A 04-12-PGE.

Hiring Hall (HH) NAP/CAP for Retirees

Effective January 1, 2015 PG&E Retirees who are employed as a Hiring Hall (HH) employee may participate in the Hiring Hall NAP/CAP Medical Plan. Hiring Hall employees enrolled in the Hiring Hall NAP/CAP medical plan shall not be eligible for any “benefit equivalent” allowance as provided for in Section I, H.4. of L/A 04-12-PGE.

Summary of Benefits

The Summary of Benefits handbook for active employees will be updated to reflect Retiree Hiring Hall employees’ eligibility to participate in the Hiring Hall NAP/CAP medical plan. The details of the Hiring Hall NAP/CAP medical plan will be reviewed and approved by the Union prior to being updated in the Summary of Benefits handbook.

Monthly Premium Contributions

Retiree Hiring Hall employees enrolled in the Hiring Hall NAP/CAP medical plan shall pay monthly contributions based on coverage level.

1. Employee monthly premium contributions for “Employee only” coverage shall be set to meet the Affordable Care Act (ACA) Safe Harbor contribution of 9.5% of the Federal Poverty Level in effect within six months of the beginning of the plan year in question (for the 2015 plan year, the amount is \$92.38/month)
2. For the 2015 plan year, employee monthly premium contributions for employee plus dependent coverage will be equivalent to the retiree contribution for the Retiree NAP/CAP medical plan with RMEC.

Anthem NAP/CAP	Coverage Tier	2015 Retiree Hiring Hall NAP CAP Total Premium Cost	2015 Retiree Hiring Hall Contributions	PG&E Cost
Not Medicare eligible	EE Only	\$1,270.25	\$92.38	\$1,177.87
	EE + SP <65	\$2,667.52	\$924.39	\$1,743.13
	EE + SP >65	\$2,667.52	\$740.68	\$1,926.84
	EE + CH	\$1,888.68	\$654.49	\$1,234.19
	Family <65	\$3,285.95	\$1,138.69	\$2,147.26
	Family >65	\$3,285.95	\$954.99	\$2,330.96
Medicare eligible	EE Only	\$1,270.25	\$92.38	\$1,177.87
	EE + SP <65	\$2,667.52	\$784.71	\$1,882.81
	EE + SP >65	\$2,667.52	\$601.00	\$2,066.52
	EE + CH	\$1,888.68	\$514.81	\$1,373.87
	Family <65	\$3,285.95	\$999.01	\$2,286.94
	Family >65	\$3,285.95	\$815.31	\$2,470.64

Payroll Deductions

In the event employees receive the "benefit equivalent" allowance and subsequently elect enrollment in the medical benefits offered, the "benefit equivalent" allowance that was erroneously paid shall be deducted from an employee's paycheck.