



# LETTER AGREEMENT

## No. R1-91-85-PGE



Pacific Gas and Electric Company  
Industrial Relations Department  
215 Market Street  
San Francisco, California 94106  
[415] 973-1125

International Brotherhood of  
Electrical Workers, AFL-CIO  
Local Union 1245, IBEW  
P.O. Box 4790  
Walnut Creek, California 94596  
[415] 933-6060

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Ronald L. Bailey, Manager or  
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

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July 10, 1991

Pacific Gas and Electric Co.  
215 Market Street, Room 916  
San Francisco, CA 94106

**Attention: Mr. David J. Bergman  
Director of Industrial Relations**

Gentlemen:

As a result of numerous discussions concerning problems related to the administration of the preferred provider network in Humboldt Division, the Union pursuant to Exhibit C, "Preferred Provider Medical Coverage" of the Medical, Dental, and Vision Agreement, proposes the following:

1. The Humboldt Division network will be expanded to include both Prudent Buyer and Foundation physicians and Prudent Buyer hospitals. If a physician is in both networks, he/she will be paid per the Prudent Buyer contract.
2. In accordance with the current Agreement, if members do not use a Foundation or Prudent Buyer physician or a Prudent Buyer hospital, they will be reimbursed at 80 percent of customary and reasonable, unless they qualify for one of the exceptions stated in the "Choice of Doctor and Hospital" section of Exhibit C.
3. In January 1993 when the new point-of-service managed care medical plan is implemented, there will not be any special benefit arrangements for Humboldt employees.
4. This proposed change will be retroactive to February 1, 1988.

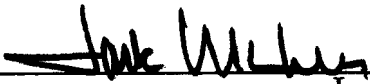
Mr. Bergman  
07/10/91

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If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Union.

Very truly yours,

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

By:   
Jack McNally  
Business Manager

The Company is in accord with the foregoing and agrees thereto.

PACIFIC GAS AND ELECTRIC COMPANY

Aug. 6, 1991 By:   
David J. Bergman  
Director of Industrial Relations

DM:lm

**Pacific Gas and Electric Company**

245 Market Street  
San Francisco, CA 94106  
415/972-7000

June , 1991



Dear Blue Cross Member:

We are changing the way your Foundation and Prudent Buyer claims are being processed to reduce many of the claim problems that you have been experiencing. This change has been approved by both your human resources department and by the IBEW and ESC.

Effective retroactive to February 1, 1988, your physician and hospital network will be expanded to include both the Foundation and Prudent Buyer networks, instead of just the Foundation network. You must go to doctors from either network, and to any Prudent Buyer hospital to receive 100 percent coverage for basic benefits. To help you verify whether your providers are in either network, enclosed are Foundation and Prudent Buyer directories.

If you do not use a Foundation or Prudent Buyer doctor, or a Prudent Buyer hospital, you may only receive coverage at 80 percent of Blue Cross' determination of customary and reasonable charges, unless you qualify for one of the negotiated exceptions. These exceptions include living more than 30 miles away from a network provider, travelling away from home, and emergency situations. Please refer to your Blue Cross brochure that was sent to you earlier this year for a complete description of your benefits.

If you have been using a Prudent Buyer doctor instead of a Foundation doctor since 1988, you may have paid a copayment of 10 or 20 percent. Since this change is retroactive to February 1, 1988, you can submit any claims to Blue Cross for reprocessing that you feel are now eligible for full payment. Please write "Humboldt Division" across the top of the claim and send it to :

Blue Cross of California  
Customer Service  
P.O. Box 2410  
Rancho Cordova, CA 95741-2410

If you have any questions regarding this change, please contact your local human resources department or Blue Cross of California, at 800-234-1517.

COMPENSATION AND BENEFITS