



LETTER AGREEMENT

No. R1-92-118-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

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

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

Jack McNally, Business Manager

October 20, 1992

Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company wishes to amend Exhibits Q and C of the 1991 Medical, Dental and Vision Agreement to provide routine mammography coverage effective January 1, 1993. This benefit is not specifically listed under Exhibits Q or C of the 1991 Medical, Dental and Vision Agreement. Accordingly, Company wishes to formally propose that mammography, for both screening and diagnostic purposes, will be a covered service effective January 1, 1993 for the following medical plans:

1. The in-network portion of the PG&E PruCare Plus Plan when arranged or authorized by a covered member's network Primary Care Physician as provided under Exhibit Q of the 1991 Medical, Dental and Vision Agreement. Coverage level will be at 100% as an in-network benefit if ordered by the Primary Care Physician.
2. The non-network portion of the PG&E PruCare Plus Plan as provided under Exhibit Q of the 1991 Medical, Dental and Vision Agreement. Coverage level will be at 75% of reasonable and customary charges and subject to the deductible.
3. The PG&E PruNetwork Plan as provided under Exhibit C of the 1991 Medical, Dental and Vision Agreement. Coverage level will be at 100% if ordered by a preferred provider; 80% of reasonable and customary charges if ordered by a non-preferred provider.
4. The PG&E Out-Of-Area Plan as provided under Exhibit C of the 1991 Medical, Dental and Vision Agreement. Coverage level will be at 100% of reasonable and customary charges.

The addition of this benefit is to be effective January 1, 1993 and will run concurrent with the term of the 1991 Medical, Dental and Vision Agreement. Company's proposal to formally add this benefit is made without prejudice to the position of either party as to current application of Exhibit C.

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 Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By  _____
Director and Chief Negotiator

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

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

Nov 12, 1992

By  _____
Business Manager