



# LETTER AGREEMENT

## No. R3-92-2-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

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

Jack McNally, Business Manager

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April 15, 1992

Mr. Jack McNally  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

This formalizes recent correspondence and commitments pertaining to substance abuse coverage available through Kaiser Foundation Health Plan (Northern and Southern California). Company proposes, pursuant to Exhibit F of the Medical, Dental and Vision Benefit agreement to adopt the following protocols for PG&E employees who are members of the Kaiser Foundation Health Plan.

- 1) Inpatient/residential substance abuse treatment benefits may be provided on an individual basis when required by Medical Review Officers (MRO's) under the Department of Transportation (DOT) regulations, or under the Nuclear Regulatory Commission (NRC) Fitness for Duty regulations if issues of access and/or appropriateness of treatment as required under these regulations preclude Kaiser Foundation from providing such treatment. Individual cases falling outside these parameters will be reviewed and authorized on a case by case basis pursuant to item 2.
- 2) This coverage and treatment will be authorized by the Employee Assistance Program (EAP) on a case-by-case basis. Treatment plans will be specifically designed to meet the requirements of the DOT/NRC regulations, or EAP recommendations and EAP will designate the appropriate vendor to provide such treatment.
- 3) No copayments will be required of the health plan member in cases where inpatient/residential treatment is required and cannot be provided in a timely or appropriate fashion by Kaiser Foundation Health Plan. The level of benefit provided under this agreement will not exceed that provided under the Mental Health, Alcohol and Drug Program.

IBEW, Local 1245

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April 15, 1992  
R3-92-2-PGE

Effective date of this agreement will be January 1, 1991.

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 AND ELECTRIC COMPANY

By   
Manager - Industrial Relations

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

April 16, 1992

By   
Business Manager