



LETTER AGREEMENT 18-16-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
(925) 974-4401

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

ROBERT JOGA
SENIOR DIRECTOR

TOM DALZELL,
BUSINESS MANAGER

August 20, 2018

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:

The Company and Union have discussed the Company's interest in exploring a pilot that focuses on employees who have experienced multiple on-the-job injuries and how to help prevent future injuries for those employees. Specifically, the Company has designed a pilot, "Fit 4 You" that is designed to accelerate the recovery process and help prevent future injuries for employees who have multiple workers' compensation claims by offering these employees additional services such as:

- Health coaching
- Nutrition
- Personal training

Participation in PG&E's Fit 4 You program will be voluntary and free for employees. The Company will maintain the right to modify or cancel this pilot in its sole discretion. Prior to any modification or cancellation, however, the Company will provide the union advance notice.

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: _____

Robert Joga
Senior Director Labor Relations

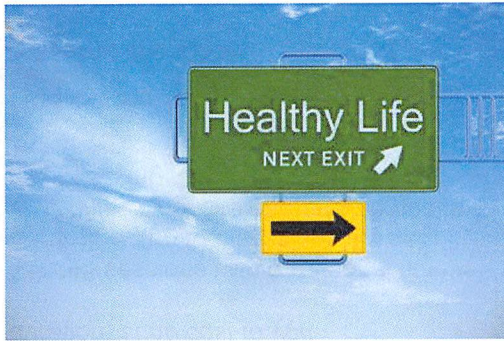
The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

September 4th, 2018

By: _____

Tom Dalzell
Business Manager



Did you know?

Long-term healthy lifestyle changes can lead to:

- Increased energy and productivity
- Higher self-esteem
- Increased self-efficacy
- Stronger relationships
- Fewer injuries
- Reduction in anxiety and depression
- Increased ability to focus

The Fit4U program is a voluntary, PG&E-sponsored health and wellness program. It is intended to provide services that will help employees make long-lasting lifestyle changes to improve their overall health and wellness and to reduce the likelihood of injuries.

Fit4U

A proactive strategy
focused on injury
prevention and
overall health and
wellness
improvement



Together, Building
a Better California

You're Invited

You are invited to enroll in the voluntary Fit4U 6-month pilot to further improve your health and wellness and reduce the likelihood of injuries.

The goal of the program is to promote long-term health and wellness strategies to help keep you healthy; both physically and emotionally; at work and at home.

Why are we offering this to you?

- PG&E values our employees and their health.
- We are always striving to improve the health and safety of our employees to reduce the likelihood of injuries, and empower them to make sustainable, healthy lifestyle changes.
- We are here to provide a few additional tools to help you remain healthy, happy, productive and safe.
- Services that are easily accessible are more likely to be utilized.

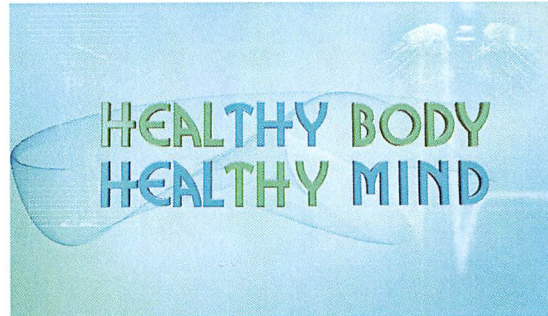
What Services are Offered?

The following services are offered, based on individual needs, for the 6-month pilot duration; *at no cost to you*.

1. *48 sessions with a [personal fitness trainer](#) (up to 2 sessions a week)
2. **Weekly onsite one-on-one [health coaching](#)

* Required participation. Includes a six-month gym membership

** Required participation.



- Possible topics include:
 - Personalized nutritional advice
 - Smoking cessation (if applicable)
 - Stress management
 - Work-Life Balance
 - Mindfulness/meditation
- 3. Access to onsite [EAP](#) (optional, but at least 1 initial assessment session is recommended)
- 4. Mindfulness resources
 - Virtual learning training
 - Apps
- The Fit4U pilot is a 6-month program
- Enrollment begins [September 1st](#).
- Health screenings start [October 1st](#) (must be completed within 2 weeks)
- Participation in services start October 1st and November 1st (if necessary)
- A certificate of completion will be issued to participants who complete the 6-month program.

How to Enroll

- Complete the enclosed enrollment form.
- Complete the enclosed employee release form.
- Submit the completed forms to the Fit4U Program Manager at Fit4U@pge.com by [September 12, 2018](#)
- On receiving your enrollment documents, you will receive instructions and contact information from the Fit4U program manager to:
 1. Register to attend a health screening event
 2. Schedule an initial appointment with a health coach, personal trainer and EAP Counsellor.