

Benefit Agreement

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

November 24, 1982

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This will confirm our agreement with respect to the Long Term Disability adjustments recently negotiated under the terms of the Benefit Agreement between the parties dated January 1, 1969, as last amended January 1, 1981.

Adjustments for those employees receiving Long Term Disability benefits will be as follows:

<u>Year on LTD</u>	<u>% Adjustment</u>
1977 and before & 1980	11%
1978 & 1981	5%
1979 & 1982	None

It was agreed in 1980 and again this year that the following statement would apply with respect to the adjustments listed above:

In a year when a Company and Union negotiated benefit adjustment is to be applied to certain Long Term Disability recipients, such recipients may be required to furnish to an employer-designated physician a comprehensive medical examination report of sufficient detail to allow employer to determine continued eligibility for LTD benefits. The foregoing requirement shall apply only to recipients who have changed their pre-LTD residence to a location which is not within commutable distance of Company's service area. Such examination shall take the place of the examination which may be required by the provisions of Section 2.20 of the Benefit Agreement. Upon receipt of the notification to undergo the required examination, such recipient shall have 120 calendar days in which to comply. If the recipient has undergone such examination within the stated time limit and the employer is so notified, employer shall not delay the application

of the benefit adjustment. If recipient fails to undergo such examination within the time specified, employer need not apply the negotiated adjustment until such time as the recipient complies with the provisions of this agreement. Along with the notification by certified mail to undergo such examination, employer shall include a request for the type of information to be supplied by recipient's physician. The LTD recipient shall not be held accountable for the quality or completeness of the physician's report, provided employee has provided the physician with the employer's written request and has in fact undergone the required examination.

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 agreement to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. W. Bright*
Manager of 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

Jan 6, 1983

By *Jack McHenry*
Business Manager