



LETTER AGREEMENT

No.

91-61-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

David J. Bergman, Acting Manager

Jack McNally, Business Manager

April 16, 1991

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

Gentlemen:

During the 1990 General Negotiations, the parties agreed to establish a Healthwise program to enhance the quality of the employees' lives by the promotion of health and fitness through education and support of healthy lifestyles. In conjunction with this Company-wide program, Diablo Canyon Power Plant has established an employee health and fitness program which provides a variety of options which enable individuals to voluntarily participate at their own level. The program includes:

- o Health risk appraisal
- o Individual fitness testing and consultation
- o Aerobic classes
- o Fitwalk program
- o Pre-work stretching program
- o Monthly wellness seminars
- o Smoking management classes
- o Nutrition counseling
- o Weight management classes
- o Annual health fair

The attachment provides additional information on the Plant's health and fitness program.

This agreement may be cancelled by either party upon 30 days written notice to the other of such cancellation.

If you are in accord with the foregoing and attachment 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 of Industrial Relations

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

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

, 1991

By 
Business Manager

:nj

The DCPD employee health and fitness program provides a variety of options which enable individuals to voluntarily participate at their own level. The program includes:

- *Health risk appraisal
- *Individual fitness testing and consultation
- *Aerobic classes
- *Fitwalk program
- *Pre-work stretching program
- *Monthly wellness seminars
- *Smoking management classes
- *Nutrition counseling
- *Weight management classes
- *Annual health fair

The health risk appraisal includes: a complete medical exam, given prior to entry into the fitness program, cholesterol screening, and a comprehensive health history. The fitness testing is conducted using the MicroFit computer system. The testing includes body composition, muscular strength, flexibility, muscular endurance and aerobic capacity. After the fitness test, each employee receives a private consultation with a qualified fitness consultant to help the individual understand the test results. The consultant also aids the employee in setting reasonable goals that will strengthen the employee's weak areas.

Activities such as aerobic classes and the Fitwalk trail are available to all employees. Pre-work stretching programs are available to departments upon request. Monthly wellness seminars are presented during non-outage periods on a variety of health and fitness related topics by outside contractors. The seminars are an hour long and can be attended on company time with supervisor approval. Smoking management and weight management programs have also been offered by outside vendors on an as-needed basis. An annual health fair provides employees an opportunity to check on their cholesterol levels and increase their awareness on health and fitness issues. In addition, a small exercise room with various weight and aerobic equipment is available for employee use. A full listing of local health clubs with rates and corporate discount information is available to employees.