



LETTER AGREEMENT

No.

92-130-PGE



Pacific Gas and Electric Company
Industrial Relations Department
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San Francisco, California 94105
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International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
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Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

September 28, 1992

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:

In order to standardize administration of certain benefits due to the transition to the Prudential Managed Health Care Plans, Company proposes the following amendments to Exhibits C and Q of the 1991 Medical, Dental and Vision Agreement and the PG&E Medicare Supplemental Plan.

1) **Dental Care**

Current administration under Exhibit C provides for professional services of a dentist, in connection with an injury to natural teeth, to be paid under Major Medical benefits at 80% after the deductible for services provided within six months of injury.

Under the Exhibit C reference "Inpatient Dental Care," coverage is currently provided as follows: Basic benefits for up to 3 days of Hospital benefits if surgery is performed; no Major Medical benefits are provided for inpatient hospital services for dental surgery. Major Medical benefits are provided for covered expenses for treatment of injury to natural teeth. This provision has been administered by Blue Cross of California under their "Dental Injury Benefit" which is included in PG&E's Blue Cross contract. This provision states that Major Medical Benefits will be paid for:

"Professional services rendered by a dentist for treatment of accidental injury to natural teeth for an injury occurring while the Member is covered under this Agreement and only during the six-month period immediately following the date of injury. Teeth damaged as a result of chewing or biting shall not be deemed an accidental injury."

Company proposes to clarify this provision by changing the title "Inpatient Dental Care" to "Dental Care," and incorporating the Dental Injury Benefit language from the Blue Cross contract to provide for the coverage of "professional services" of a dentist in connection with injury care as follows:

- a) For the Non-Network portion of the PG&E PruCare Plus Plan as provided under Exhibit Q of the 1991 Medical, Dental and Vision Agreement. Provide for 75% of covered expenses up to 3 days of hospital benefits in connection with surgery if medically necessary. Add coverage to provide for 75% of covered expenses for professional services of a dentist for treatment of injury to natural teeth up to one year of injury in accordance with the conditions of the Dental Injury Benefit.
- b) For the Network portion of the PG&E PruCare Plus Plan as provided under Exhibit Q of the 1991 Medical, Dental and Vision Agreement. Amend coverage to provide Network benefits for 100% of hospital benefits if medically necessary and ordered by the Primary Care Physician. Also, provide Network Benefits for 100% of professional services of a dentist for treatment of injury to natural teeth up to one year of injury in accordance with the provisions of the Dental Injury Benefit.
- c) The PG&E PruNetwork Plan as provided under Exhibit C of the 1991 Medical, Dental and Vision Agreement. Amend Major Medical coverage to provide for 80% or 100% of covered expenses for professional services of a dentist for treatment of injury to natural teeth up to one year of injury in accordance with the conditions of the Dental Injury Benefit.
- d) The PG&E Out-of-Area Plan as provided under Exhibit C of the 1991 Medical, Dental and Vision Agreement. Amend Major Medical coverage to provide for 80% or 100% of covered expenses for professional services of a dentist for treatment of injury to natural teeth up to one year of injury in accordance with the conditions of the Dental Injury Benefit.

2) Diabetes Self-Management Program

Currently not provided under any medical plan in Exhibit C or Q of the 1991 Medical, Dental and Vision Agreement. Company proposes to amend Exhibits C and Q of the 1991 Medical, Dental and Vision Agreement to provide this benefit in accordance with the following:

Description of Program

The diabetic day care self-management education program is specialized instruction which will enable diabetic patients to gain understanding of the diabetic disease process, and the daily management of diabetic therapy, thereby avoiding frequent hospitalizations and complications.

Diabetic day care self-management education programs shall be provided by health care professionals including, but not limited to, physicians, registered nurses, registered pharmacists, and registered dietitians (registered dietitians must provide services under the direct supervision of a hospital or physician, and services must be billed by the hospital or physician; registered dietitians may not bill independently for services), who are knowledgeable about the disease process of diabetes and the treatment of diabetic patients.

Generally, patient education programs are offered through a hospital (in or out-patient) or in a clinic setting rendered and billed by a physician.

Examples of education program include teaching patients about the following:

- insulin pumps
- how to adjust insulin/inject insulin
- nutrition
- how to use glucose monitoring meter
- how to exercise
- how to treat condition during pregnancy

Eligibility

- a) For 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.


- b) For 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.
- c) 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.
- d) 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.
- e) For the Medicare Supplemental Plan, coverage will be at 80% of eligible expenses and subject to the deductible.

The proposed changes are to be effective January 1, 1993 and will run concurrent with the term of the 1991 Medical, Dental and Vision Agreement.

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

 _____, 1992

By  _____
Business Manager