



**LETTER AGREEMENT
NO. 93-102-PGE**



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
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P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

RONALD L. BAILEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

November 10, 1993

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally

Gentlemen:

Company proposes to modify the Health Promotion and Disease Prevention program established by the parties (HealthWise).

In 1991 the parties established the HealthWise Program under Letter Agreement 90-208-PGE. As provided by this letter agreement, Company has conducted an evaluation of the effectiveness of each component of the existing HealthWise Program. Based upon this review, Company proposes to amend the design of the HealthWise Program in order to optimize the effective allocation of the HealthWise Program resources to the broadest possible spectrum of employees.

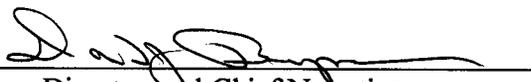
The proposed modified HealthWise Program is attached and is intended to be monitored and amended by the parties as necessary.

This agreement cancels and supersedes Letter Agreement No. 90-208-PGE and may be canceled 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 & ELECTRIC COMPANY

By: 
Director and Chief Negotiator

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

 , 1993

By: 
Business Manager

Pacific Gas and Electric Company375 North Wiget Lane, Suite 150
Walnut Creek, CA 94598
510/746-4282

November 10, 1993

Mr. Jack McNally, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Dear Mr. McNally:

Attached is a Company proposal to modify the Health Promotion and Disease Prevention Program (HealthWise) previously established by the parties in 1991. The proposed changes to the HealthWise program provide HealthWise benefits system wide, emphasize education and focus on the high risk population. Certain proposed design changes were prompted by low current utilization rates and Company's desire to expand the application of existing high impact program components. Participation in this program will remain strictly voluntary.

Highlights of the proposed HealthWise Program design changes include:

- Replace the current On-Site Screening program with an Off-Site Screening program, designed to improve the integration between "spot" screenings and long-term medical/behavioral education;
- Expand application of the High Risk Program to all eligible employees;
- Establish a Video Lending Library featuring informational/educational tapes on a variety of health related topics; and,
- Eliminate the Reimbursement and HealthWise catalog components due to extremely low participation and utilization. Savings from the proposed elimination of these program components to be used to offset the cost of the proposed expansion of the High Risk Program.

The proposed modifications to the HealthWise Program are attached. Please contact Jeff Sisson at your convenience if you wish to schedule a meeting to discuss this proposal.

Sincerely,

A handwritten signature in black ink, appearing to read 'David J. Bergman'. The signature is fluid and cursive, with a long horizontal stroke at the end.

David J. Bergman
Director and Chief Negotiator

JDSisson:mh

cc: Becky Carlucci Sandra Schiazza

HEALTHWISE

PG&E'S HEALTH PROMOTION AND DISEASE PREVENTION PROGRAM

PURPOSE OF PROGRAM:

To enhance the quality of our employees' lives by promoting health and fitness through education and support of healthy lifestyles. Two objectives are, a reduction in employees' risk of illness, and a resulting containment in PG&E's health care costs.

PROGRAM SPECIFICATIONS:

- The company-wide health promotion program called HealthWise is offered to all active employees.
- The HealthWise program has three distinct components: promoting awareness; promoting lifestyle change; and, provision of a supportive work environment, with organizational policies consistent with our goals of health promotion, and incentives to support practice of healthy behavior.
- The High Risk program, and screening data collection and evaluation is conducted by an outside vendor.
- The program includes confidential personal identifiers so that the program effectiveness can be evaluated.
- The program will have voluntary employee participation and be designed and promoted in such a way as to maximize employee participation.
- The program will be monitored on an as needed basis by the joint steering committee.
- The program is a community based program rather than work site based for both convenience and confidentiality.
- For the general employee population, the HealthWise program is a multi-faceted program offering health care screenings, a high risk program for employees with cardiovascular risk factors, a video lending library, a General Office noontime lecture series (video tapes of these lectures will be made available for employees in other locations) and a subscription to the HealthWise newsletter.

HEALTHWISE COMPONENTS:

Off-Site Screenings

Off-Site screenings will be conducted through employees' primary care physician. Under this program, employees will be encouraged to receive an annual exam from their primary care physician. The physician will provide the cardiovascular biometric measures directly to the administrator of the high risk program for evaluation. The administrator will use this information to identify employees eligible for the high risk program. Employees participating in the off-site screening program will receive a \$25 incentive (less applicable taxes) once the information is received by the administrator.

Employees will be provided with a letter to the physician which lists services to be included in the exam, and a form for collecting the biometric measurements.

Although employees in the PruNetwork and Out-of-Area plans currently are not eligible for annual physicals, company proposes that a "basic" exam measuring blood pressure and cholesterol levels, height and weight and preventive counseling by the physician be provided under this program for all active employees enrolled in the PruNetwork and Out-of-Area plans.

Health Education

Frequency of HealthWise newsletter mailing will continue to be on a quarterly basis for active employees. Quarterly mailings for retirees will be also be continued. This newsletter will be used to communicate PG&E specific articles.

A Video Lending Library will be established featuring tapes covering varied health related topics. Topics may include blood pressure management, cholesterol management, stress management, weight management and tapes of the General Office HealthWise Lecture series. This Video Lending Library will be housed in General Office and offer health education tapes for loan to active employees across the system.

High Risk Program

Application of the current High Risk / Impact program will be expanded to all eligible employees. Employees will be identified by the results of their biometric measures from their off-site physical evaluations. Under this program, participants receive quarterly on-site counseling sessions conducted on company time. In between the quarterly sessions, employees are contacted monthly by telephone. Health education materials targeted to areas of need, along with behavioral challenges will be mailed to participants' homes monthly. Employees will be screened at the completion of the program to biometrically measure the success of the program. Upon successful completion of the program, employees who have reduced their biometric measures one level will receive a \$75 award (less applicable taxes).

PROGRAM SUPPORT:

Joint Steering Committee

Overall program coordination and vendor management will reside at Corporate Headquarters. Committee will consist of half labor and half management.

One PG&E person is accountable for the program and responsible for the formation of a steering committee . The committee should meet on an as needed basis to review progress, troubleshoot and assist in development of strategic plans for future activities.

The program will be centrally administered and is designed to minimize time commitment on the local level.

Promotion/Communication

An ongoing, highly visible marketing program is key to the success of the health promotion program for it can sustain interest in healthy lifestyles over the years, as well as increase participation in the program.

In addition to the HealthWise newsletter the program will be communicated through additional vehicles:

- A description of the health promotion program is included in the Summary of Benefits Handbook.
- The corporate bulletin board is being used to provide employees with information on the HealthWise program and special promotions, i.e., Great American Smokeout campaign, announcements of noontime lectures and health related community events.

EVALUATION:

An evaluation will be conducted to assess the impact of the program on short term, intermediate and long range objectives. Examples of data to be collected and analyzed include:

- Program utilization
- Health risk appraisal profile data
- Aggregate information on High Risk lifestyle changes

This data will be analyzed and used to refine program offerings in future years.

A process evaluation will be ongoing and will measure participation and satisfaction levels. It will provide the necessary feedback for program refinement.