

## PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

September 18, 1984

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

Attention: Mr. J. K. McNally, Business Manager

Gentlemen:

We propose to return Mr. Leonard W. Sorg to active service as an Inspector at 18th and Shotwell, in San Francisco Division, pursuant to Section 112.15 of the Company-Union Physical Agreement.

Mr. Sorg, Cable Splicer, in San Francisco Division, Electric Department, was placed on Long Term Disability effective July 2, 1982. However, according to a medical report by Dr. M. David Cohen of August 10, 1984, Mr. Sorg is released to perform the duties of an Inspector. A copy of Dr. Cohen's report is attached.

Based upon Mr. Sorg's years of service at the time of his disability (32-1/2 years), he will be placed at \$659.05. However, he will be limited to 50 percent of any future general wage increases until such time he is receiving a rate of pay equal to the rate of the Inspector classification.

If you are in accord with the foregoing and the attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *Al Dubright*  
 Manager of Industrial Relations

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

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

Sept 18, 1984

By *J. K. McNally*  
 Business Manager

M. DAVID COHEN, M. D.  
 909 HYDE STREET  
 SAN FRANCISCO 94109  
 (415) 441-6669  
 INTERNAL MEDICINE AND NEPHROLOGY

PP	EAD	See PP	CAJ
KHA	DJW	Please Reply	NCP
KHC	LMF		VFW
GKK	AUG 14 1984		AJA
EWC	SF DIV. PERSONNEL		
GEH	Follow up _____		
	Circulate	File	

August 10, 1984

Mr. Paul Poulos  
 Division Personnel Manager  
 Pacific Gas & Electric Company  
 245 Market Street  
 San Francisco, CA 94106

re: Mr. Leonard W. Sorg

Dear Mr. Poulos:

On August 7, 1984, I saw Mr. Sorg in consultation. Initially, I had seen this employee two years previously, at which time he was convalescing from abdominal aortic aneurysm surgery that had been completely successful. However, he had developed severe low back pain as a consequence of degenerative arthritis of the spine and this precluded his returning to work.

It was hoped that with active, conservative therapy, the back problem would resolve and he would be able to resume working in late 1982, but this was not possible. Now, however, because of gratifying improvement in his condition, he has been given permission by his doctors to return to work with certain restrictions.

He has been told to avoid lifting any objects greater than 50 pounds and to exercise care in all daily pursuits. He has taken a course at French Hospital in proper back mechanics and this has proven beneficial.

At this time, Mr. Sorg, who is nearly sixty-one years old, has no major complaints. He is not taking any medications and his daily activities include morning and evening exercising and regular walks.

He is seeking the position of Inspector, the job duties of which I have reviewed in detail with Mr. Soorg at this time. Aside from the necessity of avoiding lifting unduly heavy objects, there is nothing in the job description that he cannot do. Further, on those very rare occasions when he would be required to lift an object weighing more than 50 pounds, assistance could easily be obtained.

August 10, 1984

A detailed reevaluation fails to disclose any additional information of note.

The physical examination is remarkable for the absence of significant findings. He is 5 feet 7-1/2 inches tall and weighs 173 pounds, virtually identical to his weight two years previously. The blood pressure is 110/80, the heart rate 64 and regular, the respirations 14 and regular. The previously noted abdominal operative scar is unchanged and the general medical and neurological findings are entirely satisfactory.

#### DISCUSSION

Mr. Sorg is a sixty-one year old man with degenerative arthritis of the lumbosacral spine that was initially associated with severe low back pain, and which precluded his ability to work. With excellent medical care and his own full cooperation, he has done extremely well and he is now able to resume working on a full-time basis in the position of Inspector. As stated, there are several small preclusions which should not interfere with his ability to work normally in this role.

Mr. Sorg's health appears to be very sound and it is a pleasure to approve his returning to work.

Very truly yours,



M. David Cohen, M.D.

MDC:mm